National Judicial Academy  
P-1143: Refresher Course for Labour Courts  
07th – 09th November, 2018

Programme Coordinator : Mr. Yogesh Pratap Singh, Research Fellow  
No. of Participants : 25  
No. of forms received : 25

I. OVERALL

<table>
<thead>
<tr>
<th>PROPOSITION</th>
<th>To a great extent</th>
<th>To some extent</th>
<th>Not at all</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The objective of the Program was clear to me</td>
<td>72.00</td>
<td>28.00</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>b. The subject matter of the program is useful and relevant to my work</td>
<td>88.00</td>
<td>12.00</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>c. Overall, I got benefited from attending this program</td>
<td>80.00</td>
<td>20.00</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>d. I will use the new learning, skills, ideas and knowledge in my work</td>
<td>76.00</td>
<td>24.00</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>e. Adequate time and opportunity was provided to participants to share experiences</td>
<td>80.00</td>
<td>20.00</td>
<td>-</td>
<td></td>
</tr>
</tbody>
</table>

II. KNOWLEDGE

<table>
<thead>
<tr>
<th>PROPOSITION</th>
<th>To a great extent</th>
<th>To some extent</th>
<th>Not at all</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>The program provided knowledge (or provided links / references to knowledge) which is:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Useful to my work</td>
<td>80.00</td>
<td>20.00</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>b. Comprehensive (relevant case laws, national laws, leading text/articles/comments by jurists)</td>
<td>84.00</td>
<td>16.00</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>c. Up to date</td>
<td>76.00</td>
<td>24.00</td>
<td>-</td>
<td></td>
</tr>
</tbody>
</table>
d. Related to Constitutional Vision of Justice | 64.00 | 36.00 | - | 10. Not given much attention

e. Related to international legal norms | 34.78 | 56.52 | 8.70 |

III. STRUCTURE OF THE PROGRAM

<table>
<thead>
<tr>
<th>PROPOSITION</th>
<th>Good</th>
<th>Satisfactory</th>
<th>Unsatisfactory</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The structure and sequence of the program was logical</td>
<td>68.00</td>
<td>32.00</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>b. The program was an adequate combination of the following methodologies viz.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(i) Case studies were relevant</td>
<td>76.00</td>
<td>20.00</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>(ii) Interactive sessions were fruitful</td>
<td>68.00</td>
<td>28.00</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>(iii) Audio Visual Aids were beneficial</td>
<td>55.56</td>
<td>38.89</td>
<td>5.56</td>
<td></td>
</tr>
<tr>
<td>22. Not used mostly</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

IV. SESSIONS WISE VETTING

<table>
<thead>
<tr>
<th>Session</th>
<th>Discussions in individual sessions were effectively organized</th>
<th>The Session theme was adequately addressed by the Resource Persons</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Effective and Useful</td>
<td>Satisfactory</td>
</tr>
<tr>
<td>1</td>
<td>60.00</td>
<td>40.00</td>
</tr>
<tr>
<td>2</td>
<td>62.50</td>
<td>37.50</td>
</tr>
<tr>
<td>3</td>
<td>58.33</td>
<td>41.67</td>
</tr>
<tr>
<td>4</td>
<td>75.00</td>
<td>25.00</td>
</tr>
<tr>
<td>5</td>
<td>75.00</td>
<td>25.00</td>
</tr>
<tr>
<td>6</td>
<td>75.00</td>
<td>25.00</td>
</tr>
<tr>
<td>7</td>
<td>66.67</td>
<td>33.33</td>
</tr>
<tr>
<td>8</td>
<td>66.67</td>
<td>33.33</td>
</tr>
</tbody>
</table>

V. PROGRAM MATERIALS

<table>
<thead>
<tr>
<th>PROPOSITION</th>
<th>To a great extent</th>
<th>To some extent</th>
<th>Not at all</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The Program material is useful and relevant</td>
<td>84.00</td>
<td>16.00</td>
<td>-</td>
<td></td>
</tr>
</tbody>
</table>
b. The content was updated. It reflected recent case laws/ current thinking/ research/ policy in the discussed area  

<table>
<thead>
<tr>
<th></th>
<th>79.17</th>
<th>20.83</th>
<th>-</th>
</tr>
</thead>
</table>

c. The content was organized and easy to follow  

<table>
<thead>
<tr>
<th></th>
<th>72.00</th>
<th>28.00</th>
<th>-</th>
</tr>
</thead>
</table>

VIII. GENERAL SUGGESTIONS

a. Three most important learning achievements of this Programme

|            | 1. I learnt a lot.  
|            | 2. Participant did not Comment.  
|            | 3. Participant did not Comment.  
|            | 4. Participant did not Comment.  
|            | 5. Participant did not Comment.  
|            | 6. The programme is devised in such a way that all the speaker and resource persons lectures are useful for labour courts.  
|            | 7. Participant did not Comments.  
|            | 8. The opportunity to hear legal luminaries.  
|            | 9. Participant did not Comment.  
|            | 10. Compendium of judgements from its origin with constitutional background up to the conflicting judgements between the periods of 1994-2006.  
|            | 14. Vision was clear. Recent case – laws. Practical solutions.  
|            | 15. Basic knowledge of labour law and labour jurisprudence. Concept about the ID Act. Existing power and process under IDA.  
|            | 16. I was able to understand labour laws in constitutional prospective. Latest judgements were discussed enabling me to apply the principles in cases before me. Had a new vision as to the necessity to give reasons.  
|            | 17. Programme was very effective and useful. Interactive session was very useful. The subject matter, structure and sequence of the programme was logical.  
|            | 18. I developed comprehensive understanding about labour laws.  
|            | 19. How to deal with labour cases. Salient and useful provisions came into my learning. Relevant case laws came into my knowledge.  
|            | 20. The programme is very useful while working in courts and writing judgements.  
|            |
21. Knowledge sharing, participating and developing skills.
22. Interaction with Hon’ble justices of various high courts, study material and meeting POs of various parts of India.
24. Execution process of award. Strike, closure and lock out. Early disposal of cases by advising the parties for entering into a settlement.
25. Cumulative learning and understanding of labour laws with precedents is the most important achievement.

b. Which part of the Programme did you find most useful and why

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Session-1 Labour &amp; Management: Evolving Perspectives: Constitutional Signals,</td>
</tr>
<tr>
<td></td>
<td>the Role of Courts. Session-2 Contract Labour: Issues and Challenges. Session-3</td>
</tr>
<tr>
<td></td>
<td>Unfair Labour Practices. Session-4 Dismissal and Discharge. Session-5</td>
</tr>
<tr>
<td>2.</td>
<td>Participant did not Comment.</td>
</tr>
<tr>
<td>3.</td>
<td>Participant did not Comment.</td>
</tr>
<tr>
<td>4.</td>
<td>Participant did not Comment.</td>
</tr>
<tr>
<td>5.</td>
<td>Session-4 Dismissal and Discharge. Session-5 Retrenchment and Lay Off: Balancing Rights of Labour and Interests of Employer. Session-6 Reinstatement and Back Wages.</td>
</tr>
<tr>
<td>6.</td>
<td>I feel all the sessions are useful. I am benefited from all the speakers and also the study material.</td>
</tr>
<tr>
<td>7.</td>
<td>Interactive sessions being helpful to conduct the work in efficient way.</td>
</tr>
<tr>
<td>8.</td>
<td>All.</td>
</tr>
<tr>
<td>9.</td>
<td>All part of the programme were useful as it increased our knowledge.</td>
</tr>
<tr>
<td>10.</td>
<td>Session relating to Session-4 Dismissal and Discharge. Session-6 Reinstatement and Back Wages.</td>
</tr>
<tr>
<td>11.</td>
<td>Session-4 Dismissal and Discharge.</td>
</tr>
<tr>
<td>12.</td>
<td>Strikes and lock-outs, because the case relatable to my court fell in these areas.</td>
</tr>
<tr>
<td></td>
<td>Solved the problem to some extent.</td>
</tr>
<tr>
<td>14.</td>
<td>Session-3 Unfair Labour Practices. Session-4 Dismissal and Discharge. Session-6 Reinstatement and Back Wages. The honorable justices guided us in a very useful manner, in handlings disputes, in day-to-day discharge of our works.</td>
</tr>
<tr>
<td>15.</td>
<td>Lecture by Hon’ble Justices and Mr. Kaul.</td>
</tr>
<tr>
<td>16.</td>
<td>Every part was useful.</td>
</tr>
<tr>
<td>17.</td>
<td>All the programmes.</td>
</tr>
<tr>
<td>18.</td>
<td>Session-4 Dismissal and Discharge. Session-5 Retrenchment and Lay Off: Balancing Rights of Labour and Interests of Employer—because practical challenges are clarified by lordships.</td>
</tr>
<tr>
<td>19.</td>
<td>All.</td>
</tr>
<tr>
<td>20.</td>
<td>Interaction with other participants.</td>
</tr>
</tbody>
</table>
### Session 4 - Dismissal and Discharge
Session 5 - Retrenchment and Lay Off: Balancing Rights of Labour and Interests of Employer
Session 6 - Reinstatement and Back Wages

21. Interaction with Hon’ble judges discussed their experiences.

22. The session Session 4 Dismissal and Discharge. Session 5 Retrenchment and Lay Off: Balancing Rights of Labour and Interests of Employer. Session 6 Reinstatement and Back Wages. Are most useful to settle the matter in my court. And the other sessions cleared the ideas and queries.

23. All because labour courts procedure is much more different from the regular civil/criminal law.

### Questions and Answers

24. All questions and answers were very useful.

25. All was useful.

### Participant Comments

<table>
<thead>
<tr>
<th>C. Which part of the Programme did you find least useful and why</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Participant did not Comment.</td>
</tr>
<tr>
<td>2. Participant did not Comment.</td>
</tr>
<tr>
<td>3. Participant did not Comment.</td>
</tr>
<tr>
<td>4. Participant did not Comment.</td>
</tr>
<tr>
<td>5. Participant did not Comment.</td>
</tr>
<tr>
<td>6. Participant did not Comment.</td>
</tr>
<tr>
<td>7. All was useful.</td>
</tr>
<tr>
<td>8. None.</td>
</tr>
<tr>
<td>9. All part were useful.</td>
</tr>
<tr>
<td>10. Participant did not Comment.</td>
</tr>
<tr>
<td>12. Contract labour, as less applications in my functioning.</td>
</tr>
<tr>
<td>13. Participant did not Comment.</td>
</tr>
<tr>
<td>14. Participant did not Comment.</td>
</tr>
<tr>
<td>15. Participant did not Comment.</td>
</tr>
<tr>
<td>16. Every sessions was useful.</td>
</tr>
<tr>
<td>17. None.</td>
</tr>
<tr>
<td>18. None.</td>
</tr>
<tr>
<td>19. No.</td>
</tr>
<tr>
<td>21. Not at all.</td>
</tr>
<tr>
<td>22. Participant did not comment.</td>
</tr>
<tr>
<td>23. All the session are very useful for me and gaining the knowledge.</td>
</tr>
<tr>
<td>24. No Comments.</td>
</tr>
<tr>
<td>25. NA.</td>
</tr>
</tbody>
</table>
d. Kindly make any suggestions you may have on how NJA may serve you better and make its programmes more effective

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>We must be provided with the communication details of resource persons, so that in case of difficulty while working we may contact them.</td>
</tr>
<tr>
<td>2.</td>
<td>Participant did not Comment.</td>
</tr>
<tr>
<td>3.</td>
<td>Participant did not Comment.</td>
</tr>
<tr>
<td>4.</td>
<td>All labour laws.</td>
</tr>
<tr>
<td>5.</td>
<td>Participant did not Comment.</td>
</tr>
<tr>
<td>6.</td>
<td>Participant did not Comment.</td>
</tr>
<tr>
<td>7.</td>
<td>Participant did not Comment.</td>
</tr>
<tr>
<td>8.</td>
<td>All good.</td>
</tr>
<tr>
<td>9.</td>
<td>Participant did not Comment.</td>
</tr>
<tr>
<td>10.</td>
<td>Word class university like education imparted in short period of time. One session must have been allotted to participants to share their views.</td>
</tr>
<tr>
<td>11.</td>
<td>Nil.</td>
</tr>
<tr>
<td>12.</td>
<td>Senior judges of labour courts having adequate experiences may kindly be invited as resource persons to share their experiences.</td>
</tr>
<tr>
<td>13.</td>
<td>Participant did not Comment.</td>
</tr>
<tr>
<td>14.</td>
<td>Participant did not Comment.</td>
</tr>
<tr>
<td>15.</td>
<td>Should include other laws as Employees Compensations Act, MWA, Payment of Wages Act. Make 7 days training programmes.</td>
</tr>
<tr>
<td>17.</td>
<td>None.</td>
</tr>
<tr>
<td>18.</td>
<td>It is up to the mark.</td>
</tr>
<tr>
<td>19.</td>
<td>This kind of course may be carried on in future.</td>
</tr>
<tr>
<td>20.</td>
<td>Training programmes for labour staff may also be organized.</td>
</tr>
<tr>
<td>22.</td>
<td>By keeping and conducting more session of Hon’ble High Court Justices.</td>
</tr>
<tr>
<td>23.</td>
<td>The programmes was executed very effectively.</td>
</tr>
<tr>
<td>25.</td>
<td>The holidays may be exempted from conducting courses because the judges, the human beings, need mental rest at least once in a week so as to reenergize for better administration of justice.</td>
</tr>
</tbody>
</table>