

**HIGH COURT OF GUJARAT AT SOLA, AHMEDABAD**  
**RESOLUTION NO. A.2201/2023**

The Honourable the Chief Justice and Honourable Judges of the High Court of Gujarat, have been pleased to nominate the following Judicial Officers working in the State, to attend the **Training Programme on 'Labour and Industrial Law - Current Issues and Emerging Trends' for the Members of Industrial Court & Labour Judges (Senior Division & Junior Division) on 20/10/2023 & 21/10/2023 [Batch – I] and on 25/10/2023 & 26/10/2023 [Batch - II], at the Gujarat State Judicial Academy, Behind High Court of Gujarat, Sola, Ahmedabad.**

<b>BATCH-1 (20.10.2023 &amp; 21.10.2023)</b>		
<b>Sr. No.</b>	<b>NAME</b>	<b>DESIGNATION</b>
<b>AHMEDABAD</b>		
1	MR. D.J.SHAH	MEMBER, INDUSTRIAL COURT, AHMEDABAD
2	MR. H.A.BHUTWALA	JUDGE, LABOUR COURT (SENIOR DIVISION), AHMEDABAD
3	MR. ABBASMIYA M.SHAIKH	JUDGE, LABOUR COURT (SENIOR DIVISION), AHMEDABAD
4	MR. P.V.DHIMAR	JUDGE, LABOUR COURT (SENIOR DIVISION), AHMEDABAD
5	MR. N.R.VADHWANI	JUDGE, LABOUR COURT (JUNIOR DIVISION), AHMEDABAD
<b>AMRELI</b>		
6	MR. J.J.AHUJA	JUDGE, LABOUR COURT (JUNIOR DIVISION), AMRELI
<b>ANAND</b>		
7	MR. J.B.GHASURA	JUDGE, LABOUR COURT (SENIOR DIVISION), ANAND
<b>BANASKANTHA</b>		
8	MR. SUNIL KUMAR SHARMA	JUDGE, LABOUR COURT (JUNIOR DIVISION), PALANPUR, DIST. BANASKANTHA
<b>BHARUCH</b>		
9	MR. N.A.EJNER	JUDGE, LABOUR COURT, (SENIOR DIVISION), BHARUCH
<b>BHAVNAGAR</b>		
10	MR. JASHVANTBHAI GUNVANTBHAI BRAHMBHATT	JUDGE LABOUR COURT (JUNIOR DIVISION), LABOUR COURT, BHAVNAGAR
<b>DAHOD</b>		
11	MS. CHHAYABEN LABHSHANKER MEHTA	JUDGE LABOUR COURT (JUNIOR DIVISION), LABOUR COURT, DAHOD.
<b>GANDHINAGAR</b>		
12	MR. S.K.SOLANKI	JUDGE, LABOUR COURT (JUNIOR DIVISION), KALOL, DIST.GANDHINAGAR
<b>JAMNAGAR</b>		
13	MR. G.R.SONI	MEMBER, INDUSTRIAL COURT, JAMNAGAR
14	MR. T.J.PATEL	JUDGE, LABOUR COURT (SENIOR DIVISION), JAMNAGAR
<b>KACHCHH</b>		
15	MR. M.S.SOLANKI	JUDGE, LABOUR COURT (JUNIOR DIVISION), BHUJ, DIST. KACHCHH
<b>RAJKOT</b>		
16	MR. N.A.BRAHMBHATT	JUDGE, LABOUR COURT (SENIOR DIVISION), RAJKOT
17	MR. DIPAKKUMAR JAYANTIBHAI CHAUHAN	JUDGE LABOUR COURT (JUNIOR DIVISION), LABOUR COURT, RAJKOT

<b>SURAT</b>		
18	MR. H.A.SHAH	MEMBER, INDUSTRIAL COURT, SURAT
19	MR. G.J.THORIA	JUDGE, LABOUR COURT (SENIOR DIVISION), SURAT
20	MS. PARSHAVIKA M.PATEL	JUDGE, LABOUR COURT (JUNIOR DIVISION), SURAT
<b>SURENDRANAGAR</b>		
21	MS. J.M.CHAUHAN	JUDGE, LABOUR COURT (SENIOR DIVISION), SURENDRANAGAR
<b>VADODARA</b>		
22	MR. ASHVINKUMAR ANILKUMAR DAVE	MEMBER, INDUSTRIAL COURT, VADODARA
23	MR. D.J.THAKER	JUDGE, LABOUR COURT (SENIOR DIVISION), VADODARA
24	MR. N.L.SHARMA	JUDGE, LABOUR COURT (JUNIOR DIVISION), VADODARA
<b>VALSAD</b>		
25	MR. K.D.VIDAJA	JUDGE, LABOUR COURT (JUNIOR DIVISION), VALSAD
<b>BATCH-2 (25.10.2023 &amp; 26.10.2023)</b>		
<b>Sr. No.</b>	<b>NAME</b>	<b>DESIGNATION</b>
<b>AHMEDABAD</b>		
1	MRS. RAZIA SALIMKHAN PATHAN	MEMBER, INDUSTRIAL COURT, AHMEDABAD
2	MR. K.N.SARVAIYA	JUDGE, LABOUR COURT (SENIOR DIVISION), AHMEDABAD
3	MR. V.B.CHAUHAN	JUDGE, LABOUR COURT, (SENIOR DIVISION). AHMEDABAD
4	MR. J.A.RANGWALA	JUDGE, LABOUR COURT (JUNIOR DIVISION), AHMEDABAD
<b>BHARUCH</b>		
5	MR. OSWAL SIDIQBHAI JADEJA	JUDGE LABOUR COURT (JUNIOR DIVISION), LABOUR COURT, BHARUCH
<b>BHAVNAGAR</b>		
6	MR. BHADRESH NANALAL PARMAR	MEMBER, INDUSTRIAL COURT, BHAVNAGAR
7	MR. SUSHIL B. BHATT	JUDGE, LABOUR COURT (SENIOR DIVISION), BHAVNAGAR
<b>JAMNAGAR</b>		
8	MR. D.V.SAVALIA	JUDGE, LABOUR COURT (JUNIOR DIVISION), JAMNAGAR
<b>JUNAGADH</b>		
9	MR. N.K.DABHI	JUDGE, LABOUR COURT (SENIOR DIVISION), JUNAGADH
<b>KHEDA</b>		
10	MR. B.D.GOSWAMI	MEMBER, INDUSTRIAL COURT, NADIAD, DIST.KHEDA
11	MR. F.A.SINDHI	JUDGE, LABOUR COURT (SENIOR DIVISION), NADIAD, DIST. KHEDA
<b>MAHESANA</b>		
12	MR. HARSHAL KAMENDUBHAI ACHARYA	JUDGE LABOUR COURT (JUNIOR DIVISION), LABOUR COURT, MAHESANA
<b>NAVSARI</b>		
13	MR. A.C.MALEK	JUDGE, LABOUR COURT (SENIOR DIVISION), NAVSARI
<b>PANCHMAHAS</b>		
14	MR. H.A.MAKA	JUDGE, LABOUR COURT (JUNIOR DIVISION), GODHRA, DIST.PANCHMAHALS

RAJKOT		
15	MR. M.A.TAILOR	MEMBER, INDUSTRIAL COURT, RAJKOT
16	MR. P.R.SUTHAR	JUDGE, LABOUR COURT (SENIOR DIVISION), RAJKOT
SABARKANTHA		
17	MR. S.U.BABAR	JUDGE, LABOUR COURT (JUNIOR DIVISION), HIMATNAGAR, DIST. SABARKANTHA
SURAT		
18	MR. SAURABH B. SHAH	JUDGE, LABOUR COURT (SENIOR DIVISION), SURAT
19	MR. KRUSHNAKANT GOVINDBHAI PATEL	JUDGE, LABOUR COURT (JUNIOR DIVISION) , SURAT
20	MR. H.D.RAJPURA	JUDGE, LABOUR COURT (JUNIOR DIVISION), SURAT
VADODARA		
21	MR. J.S.PATEL	MEMBER, INDUSTRIAL COURT, VADODARA
22	MR. ARUN SONI	JUDGE, LABOUR COURT (JUNIOR DIVISION), VADODARA
VALSAD		
23	MR. AJAYKUMAR NATVERLAL TALSANIA	JUDGE LABOUR COURT (JUNIOR DIVISION), LABOUR COURT, VALSAD
24	MR. M.L.CHOTHANI	JUDGE, LABOUR COURT (JUNIOR DIVISION), VALSAD

**The following are the terms and conditions:-**

- (1) They should be treated on duty during the period of the training as aforesaid including period of journey both ways, as per Instruction No.(IX) **with permission to leave headquarter.**
- (2) They will be entitled to Traveling Allowance / Daily Allowance as admissible under the Rules and Orders for the time being in force, subject to Instruction No.(IX).
- (3) The posts held by them be kept vacant during the said period.

**I. Subjects:** During the training following subjects would be discussed: (Participants are kindly requested to come with preparation.)

Sr.	Topics
1	Role of Labour Judiciary in advancing and flourishing the relationship between employer and workmen - Industrial Jurisprudence with a constitutional vision.
2	Glance at the provisions relating to - (a) Constitution of Labour Court (b) Reference of Dispute, (c) Lay off, (d) retrenchment, (e) strike, (f) closure and (g) lock out from the stand point of the Role of Labour Court.
3	A brief outline of the procedures, powers and duties of Industrial and Labour Courts as enshrined in the Industrial Court Regulations, 1947.
4	An overview of Industrial Disputes Act including Industrial Dispute (Gujarat) Rules, 1966, reflecting the concept of; (a) representation of the parties (b) recovery of money from an employer (c) change in condition of service (d) other important provisions of jurisdictions (e) other preliminary issues.
5	A discourse on the important provisions of the Gujarat Industrial Relations Act and rules framed there-under.
6	A glimpse of provisions of provisions contained in; The Employees' State Insurance Act, 1948 and the Employee's Compensation Act, 1923.

7	An overview of provisions contained in; The Minimum Wages Act, 1948 and the Payment of Wages Act, 1936.
8	An overview of provisions contained in; Industrial Employees (Standing Order) Act, 1946 in context of departmental inquiries and applicability of principles of natural justice.
9	An overview of provisions contained in; Gujarat Civil Services Rules, 1971 – with Special focus on disciplinary proceedings.
10	An overview of provisions to deal with contemptuous acts while proceedings before Labour and Industrial Courts.
11	A Group Discussion on an emerging trend of Hon'ble Apex Court in the sphere of Labour Laws.
12	A Group Discussion on Principle of Court Management and Case Management and sharing of best practices in these areas.
13	Judgment writing- an Art, craft and science.
14	Use of Information Technology in Administration of Courts.
15	Role of Government in implementing Labour Laws.
16	A glimpse of Budget, Financial aspect and Administration of Labour Courts.
17	Acquiring qualities for becoming a successful Judge.
18	Time management and motivation.
<b>Note:- The Academy may modify, add, alter, substitute or subtract the subjects/ topics according to exigency.</b>	

II. To report on **20.10.2023 (Batch I)** & on **25.09.2023 (Batch II) at 09.30 a.m.** at the Gujarat State Judicial Academy, Behind High Court of Gujarat, Sola, Ahmedabad.

III. To attend the training in full uniform.

IV. To intimate Academy at least 48 hours in advance on Phone 079-27664601-15, Extension – 455, for availing accommodation at the Hostel of Academy, if required. **The accommodation will be provided to the participant only and not before 12 hours from the reporting time.**

V. To bring with themselves, fully charged laptops allotted to them by the High Court.

VI. To submit **detailed report** containing following parameters directly to the President, Industrial Court for perusal and guidance **within 07 days** after attending the training. Such report shall not be required to send to the Academy:

- a) Introduction
- b) Evaluation of Experience in detail, on each subject discussed during the training
- c) Self-participation
- d) Usefulness of the Course
- e) General observations & suggestions
- f) Conclusion

VII. Considering the Evaluation Report, the President, Industrial Court shall take appropriate action as he/she thinks fit.

VIII. No exemption shall be granted to any of the participant judges except in case of emergency which will be decided solely by the Registrar General of High Court of Gujarat based on cause and proofs attached with exemption request.

IX. The Judicial Officer shall normally avail Journey Period for the Distance between the Headquarter of Judicial Officer and Gujarat State Judicial Academy, Ahmedabad, as mentioned below:-

•	Less than 50 kms.	Not entitled for journey period
•	More than 50 kms. to 200 kms.	Half day journey period
•	More than 200 kms.	One day journey period
•	In case, if Holiday / Public Holiday occurs in the prefix / suffix, no Journey Period shall be admissible and Journey is to be performed in all the above cases on holiday.	

High Court of Gujarat,  
at Sola, Ahmedabad – 380 060  
Date : 16 / 10 / 2023

  
(Moolchand Tyagi)  
Registrar General

No. A. 2201/2023

Copy forwarded with compliments, for information, to :-

1. **The Director**, Gujarat State Judicial Academy, Behind High Court of Gujarat, Sola, Ahmedabad. (Through E-mail Only)
2. **President**, Industrial Court, Ahmedabad (Through E-mail only)

[Nos. 2 : He / She is requested to provide copy of this Resolution to the nominated Judicial Officer, working on his / her establishment.]

3. **The Treasury Officer**, Ahmedabad / Amreli / Anand / Banaskantha(Palanpur) / Bharuch / Bhavnagar / Dahod / Gandhinagar / Jamnagar / Junagadh / Kachchh(Bhuj) / Kheda(Nadiad) / Mahesana / Navsari / Panchmahals(Godhra) / Rajkot / Sabarkantha(Himmatnagar) / Surat / Surendranagar / Vadodara / Valsad.

High Court of Gujarat,  
at Sola, Ahmedabad – 380 060  
Date : 16 / 10 / 2023

  
(Moolchand Tyagi)  
Registrar General