

**HIGH COURT OF GUJARAT AT SOLA, AHMEDABAD**

**RESOLUTION No.A.2201/2022**

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 Members, Industrial Court; Labour Judges (Senior Division) and Labour Judges (Junior Division) from 12.09.2022 to 13.09.2022**, at the Gujarat State Judicial Academy, Behind High Court of Gujarat, Sola, Ahmedabad.

<b>Sr. No.</b>	<b>Name of the Judicial Officer</b>	<b>Designation / Station</b>
1	Mr. Devinkumar Jamanadas Shah	Member, Industrial Court, Ahmedabad
2	Mr. Alihusen Mohibullah Shaikh	Member, Industrial Court, Nadiad
3	Mr. Jayeshkumar Shamaldas Patel	Member, Industrial Court, Vadodara
4	Mr. Sanjaykumar Champaklal Gandhi	Member, Industrial Court, Bhavnagar
5	Mr. Ashvinkumar Anilkumar Dave	Member, Industrial Court, Ahmedabad
6	Mr. Nilesh Ashokbhai Ejner	Judge, Labour Court (Senior Division), Bharuch
7	Mr. Bharatkumar Shantilal Bhatt	Judge, Labour Court (Senior Division), Ahmedabad
8	Mr. Nareshbhai Govindbhai Shah	Judge, Labour Court (Senior Division), Surat
9	Mr. Atulkumar Shravanbhai Patil	Judge, Labour Court (Senior Division), Vadodara
10	Mr. Abbasmiya Mahammadmiya Shaikh	Judge, Labour Court (Senior Division), Ahmedabad
11	Ms. Jyotiben Madhavlal Chauhan	Judge, Labour Court (Senior Division), Surendranagar
12	Mr. Tejas Jitendrabhai Patel	Judge, Labour Court (Senior Division), Jamnagar
13	Mr. Faiyaz Amanullakhan Sindhi	Judge, Labour Court (Senior Division), Nadiad
14	Mr. Nitinkumar Amrutlal Brahmhatt	Judge, Labour Court (Senior Division), Rajkot
15	Mr. Pradeepkumar Vasantlal Dhimar	Judge, Labour Court (Senior Division), Ahmedabad

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Sr. No.	Name of the Judicial Officer	Designation / Station
16	Mr. Manish Manharbhai Buddhbhatti	Judge Labour Court (Junior Division), Palanpur
17	Ms. Parshavika Madhusudanbhai Patel	Judge Labour Court (Junior Division), Surat
18	Mr. Hardik Dilipbhai Rajpura	Judge Labour Court (Junior Division), Bhavnagar
19	Mr. Sureshkumar Karshanbhai Solanki	Judge Labour Court (Junior Division), Kalol, District: Gandhinagar.
20	Mr. Jitendra Jairambhai Ahuja	Judge Labour Court (Junior Division), Amreli
21	Mr. Narayan Lal Sharma	Judge Labour Court (Junior Division), Vadodara
22	Mr. Hiteshkumar Amarbhai Maka	Judge Labour Court (Junior Division), Godhra
23	Mr. Kamleshkumar Dineshbhai Vidaja	Judge Labour Court (Junior Division), Valsad
24	Mr. Ajaykumar Natverlal Talsania	Judge Labour Court (Junior Division), Rajkot
25	Mr. Jashvantbhai Gunvantbhai Brahmbhatt	Judge Labour Court (Junior Division), Ahmedabad
26	Mr. Harshal Kamendubhai Acharya	Judge Labour Court (Junior Division), Himatnagar

**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.(viii) **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.(viii).
- (3) The posts held by them be kept vacant during the said period.

**I. Subjects:** During the workshop 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.

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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	Trace management and motivation.
<b>Note:-</b> The Academy may modify, add, alter, substitute or subtract the subjects/ topics according to exigency.	

- II. To report on **12.09.2022 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 follow all Covid-19 Protocols/Guidelines issued by Government/Hon'ble Gujarat High Court.

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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  
Self-participation
- c) Usefulness of the Course
- d) General observations & suggestions
- e) Conclusion

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

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

→	<b>Less than 50 kms.</b>	<b>Not entitled</b> for journey period
→	<b>More than 50 kms. to 200 kms.</b>	<b>Half day</b> journey period
→	<b>More than 200 kms.</b>	<b>One day</b> journey period
→	<b>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.</b>	

IX. 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.

High Court of Gujarat,  
At Sola, Ahmedabad – 380 060  
Date : 03 / 08 / 2022

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(R.K.Desai)  
Registrar General

**No. A. 2201/2022**

**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. **The President, Industrial Court, Ahmedabad.(THROUGH E-MAIL ONLY)**

**[HE IS REQUESTED TO PROVIDE COPY OF THIS RESOLUTION TO THE  
NOMINATED JUDICIAL OFFICER, WORKING ON HIS / HER ESTABLISHMENT.]**

3. **The Treasury Officer, AHMEDABAD / AMRELI / PALANPUR / BHARUCH /  
BHAVNAGAR / GANDHINAGAR / JAMNAGAR / NADIAD / GODHRA / RAJKOT /  
HIMATNAGAR / SURAT / SURENDRANAGAR / VADODARA / VALSAD.**

High Court of Gujarat,  
At Sola, Ahmedabad – 380 060  
Date : 03/08/2022

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**Registrar General**