

**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 08.09.2022 to 09.09.2022**, 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. Mohammedliyas Faridbhai Mandli	Member, Industrial Court, Surat
2	Mr. Yunussalim Gulabnabi Mansuri	Member, Industrial Court, Ahmedabad
3	Mr. Girishkumar Rameshchandra Soni	Member, Industrial Court, Jamnagar
4	Mr. Mobin Abdulrasid Tailor	Member, Industrial Court, Rajkot
5	Mrs. Razia Salimkhan Pathan	Member, Industrial Court, Vadodara
6	Mr. Dhiren Jagdishbhai Thaker	Judge, Labour Court (Senior Division), Vadodara
7	Mr. Ghanshyam Jayantbhai Thoria	Judge, Labour Court (Senior Division), Surat
8	Mr. Sushil Bhagwantray Bhatt	Judge, Labour Court (Senior Division), Bhavnagar
9	Mr. Hemansu Amrutlal Bhutwala	Judge, Labour Court (Senior Division), Ahmedabad
10	Mr. Javedakhtarkhan Bajitkhan Ghasura	Judge, Labour Court (Senior Division), Anand
11	Mr. Nagdan Karabhai Dabhi	Judge, Labour Court (Senior Division), Junagadh
12	Mr. Pravinji Ratnaji Suthar	Judge, Labour Court (Senior Division), Navsari
13	Mr. Vijaysinh Bhavsingh Chauhan	Judge, Labour Court (Senior Division), Ahmedabad
14	Mr. Saurabh Bipinchandra Shah	Judge, Labour Court (Senior Division), Rajkot
15	Mr. Ankit Vishuprasad Patel	Judge Labour Court (Junior Division), Jamnagar

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Sr. No.	Name of the Judicial Officer	Designation / Station
16	Mr. Bhavesh Kishorkumar Raval	Judge Labour Court (Junior Division), Vadodara
17	Mr. Ankurkumar Rakeshchandra Soni	Judge Labour Court (Junior Division), Valsad
18	Mr. Sunil Waman Wagh	Judge Labour Court (Junior Division), Surat
19	Mr. Hitendra Karshanbhai Meriya	Judge Labour Court (Junior Division), Ahmedabad
20	Mr. Krushnakant Govindbhai Patel	Judge Labour Court (Junior Division), Mahesana
21	Mr. Fredy Farokh Bardoliwala	Judge Labour Court (Junior Division), Bharuch
22	Mr. Manojbhai Shantilal Solanki	Judge Labour Court (Junior Division), Bhuj
23	Mr. Mahesh Lakhabhai Chothani	Judge Labour Court (Junior Division), Valsad
24	Ms. Chhayaben Labhshanker Mehta	Judge Labour Court (Junior Division), Surat
25	Mr. Dipakkumar Jayantibhai Chauhan	Judge Labour Court (Junior Division), Dahod

**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.
3	A brief outline of the procedures, powers and duties of Industrial and Labour Courts as enshrined in the Industrial Court Regulations, 1947.

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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 **08.09.2022 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:-

→	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.	

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 : 30 / 08 / 2022

*R.K.*  
(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)**

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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 / ANAND / BHARUCH / BHAVNAGAR / DAHOD / JAMNAGAR / JUNAGADH / BHUJ / MAHESANA / NAVSARI / RAJKOT / SURAT / SURENDRANAGAR / VADODARA / VALSAD

High Court of Gujarat,  
At Sola, Ahmedabad – 380 060  
Date : 30 / 08 / 2022

*Ravi*  
Registrar General