



# GUJARAT STATE JUDICIAL ACADEMY

## High Court Of Gujarat, Ahmedabad

Training Programme on "Labour and Industrial Law - Current Issues and Emerging Trends" for Members of Industrial Tribunals and Labour Court Judges  
on 20<sup>th</sup> & 21<sup>st</sup> June, 2026

20-06-2026 (Saturday) (Lecture Hall No.4)

08.15 am to 09.00 am	<b>Registration &amp; Prayer</b>	
Session - I 09.00 am to 10.30 am	Vipassana (Meditation)	<b>Hon'ble Mr. Justice Bhargav D. Karia</b> Judge, High Court of Gujarat <b>Hon'ble Mr. Justice Utkarsh Thakorbbhai Desai</b> Judge, High Court of Gujarat
10.30 am to 11.00 am	<b>Group photo followed by Tea Break</b>	
Session - II 11.00 am to 12.00 noon	<b>The Industrial Disputes Act, 1947: Basic Concepts (I)</b> <ul style="list-style-type: none"> <li>• Definition <ul style="list-style-type: none"> <li>○ Workman</li> <li>○ Industry</li> <li>○ Industrial Dispute</li> <li>○ Strike, Lockout and Clouser</li> </ul> </li> <li>• Reference (Sec. 2A)</li> <li>• Issues related to dismissal, retrenchment &amp; termination.</li> <li>• Sec. 25F &amp; ancillary provisions.</li> </ul>	<b>Hon'ble Mr. Justice Bhargav D. Karia</b> Judge, High Court of Gujarat
12.00 noon to 12.30 pm	<b>Tea Break</b>	
Session - III 12.30 pm to 01.30 pm	<b>The Industrial Disputes Act, 1947: Basic Concepts (II)</b> <ul style="list-style-type: none"> <li>• Issues and approaches to Domestic Inquiry</li> <li>• Domestic Inquiries <ul style="list-style-type: none"> <li>○ Scope</li> <li>○ Result: Discharge &amp; Dismissal</li> <li>○ Reinstatement and Back Wages</li> <li>○ Scope of Sec. 33A &amp; 33(2)(b)</li> </ul> </li> </ul> <b>Mandatory Directions in Circulated Judgments</b>	<b>Mr. K. M. Patel</b> Senior Advocate
01.30 pm to 02.30 pm	<b>Lunch Break</b>	
Session - IV 02.30 pm to 3.30 pm	<b>Issues, Challenges in the Implementation of Labour Laws (Q &amp; A Session):</b> <ul style="list-style-type: none"> <li>• Industrial Disputes Act, 1947 <ul style="list-style-type: none"> <li>○ Payment of Wages Act, 1936</li> <li>○ Minimum Wages Act, 1948</li> <li>○ Industrial Employment (Standing Orders) Act, 1946</li> <li>○ Gujarat Industrial Relations Act, 1946</li> </ul> </li> <li>• Rules of Appreciation of Evidence <ul style="list-style-type: none"> <li>○ Burden of Proof</li> <li>○ Presumptions</li> </ul> </li> <li>• Relief – Principles for Grant/Refusal <ul style="list-style-type: none"> <li>○ Reinstatement</li> <li>○ Back Wages</li> <li>○ Compensation – Rules of Quantification</li> </ul> </li> </ul>	<b>Mr. K. M. Patel</b> Senior Advocate
03.30 pm to 04.00 pm	<b>Tea Break</b>	
04.00 pm to 05.15 pm	<b>Visit to Hon'ble Judges Library</b>	



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21-06-2026 (Sunday) (Lecture Hall No.4)

09.30 am to 10.00 am	<b>Prayer &amp; Meditation</b>	
Session - V 10.00 am to 12.00 noon	<b>Bird view on New Labour Codes:</b> <ul style="list-style-type: none"><li>• Industrial Relations code – 2020</li><li>• Wage Code – 2019</li><li>• Social Security Code – 2020</li><li>• The occupational safety, Health and working conditions code – 2020</li></ul>	<b>Mr. V. K. Shah</b> Former Deputy Commissioner of Labour, Gujarat
12.00 noon to 12.30 pm	<b>Tea Break</b>	
Session – VI 12.30 pm to 01.30 pm	<b>Recovery of money due from employer - Sec. 33C of Industrial Disputes Act</b> <ul style="list-style-type: none"><li>• Awards<ul style="list-style-type: none"><li>○ Interim or final determination</li><li>○ Compromise Award</li><li>○ Ex-parte award</li><li>○ Withdrawal of dispute</li><li>○ Relief</li></ul></li></ul> <b>E.S.I. Act, 1923</b>	<b>Mr. H. A. Shah</b> President, Industrial and Labour Courts, Ahmedabad & Team
01.30 pm to 02.45 pm	<b>Lunch Break</b>	
Session – VII 02.45 pm to 03.45 pm	<b>An Overview of Factories Act W. C. (E.C.) Act, 1923</b> <ul style="list-style-type: none"><li>○ Definition of Dependant, workman, employer, total disablement</li><li>○ Sec. – 3 Employer's Liability</li><li>○ Sec.12 Contracting out</li><li>○ Sec.31 Recovery</li></ul>	<b>Mr. H. A. Shah</b> President, Industrial and Labour Courts, Ahmedabad & Team
03.45 pm to 04.00 pm	<b>Tea Break</b>	
Session - VIII 04.00 pm onwards	Administration issues & General Discussion	<b>Mr. H. A. Shah</b> President, Industrial and Labour Courts, Ahmedabad & Team