

Judicial Academy, Jharkhand
Online Workshop on Labour Laws (Course No. W-2)

Target Group : Presiding Officers of Labour Courts, District Judges and Officers of Labour Department
[24th May, 2026]

Date	Scheduled Time	Deliberations	Resource Persons
24/05/2026	10:00 am to 10:30 am	Registration and Group Photography	
	10:30 am to 11:45 am	From Industrial Disputes Act to Labour Code: Judicial Perspective : <ul style="list-style-type: none"> • Transition from Industrial Disputes Act, 1947 to Industrial Relations Code, 2020 • Key Definitions “Workman” “Industry” “Wages”. • Fixed term employment & Gig Workers. • Impact of new Labour Code on adjudication. 	Prof. B.T. Kaul, Former Chairperson, Delhi Judicial Academy, Delhi
	11:45 am to 12:00 pm	Tea Break	
	12:00 pm to 1:15 pm	Adjudication skills in Labour Courts: <ul style="list-style-type: none"> • Validity of Domestic enquiry. • Principles of Natural Justice. • When Labour Courts can interfere. • Burden of Proof in Misconduct Cases. • Role of Enquiry Officer. 	-Do-
	01:15 pm to 2:15 pm	Lunch	
	02:15 pm to 3:30 pm	Relief & Remedies in Labour Adjudication: <ul style="list-style-type: none"> • When reinstatement is appropriate. • Principles Governing Back wages • Compensation in lieu of reinstatement. • Proportionality of Punishment • Retrenchment & Illegal Termination. 	Ms. J. Monika Saroja, District Judge, Delhi Judicial Service, Delhi and Ms. Chetna Singh, District Judge, Delhi Judicial Service, Delhi
	03:30 pm to 3:45 pm	Tea Break	
	3:45 pm to 5:00 pm	Drafting of Awards and Court Management : <ul style="list-style-type: none"> • Structure of well reasoned Labour Court Award. • Framing of Issues. • Appreciation of Evidence. • Avoiding Common Drafting Errors • Time Bound Disposal and Case Flow Management. • Use of Technology (e-courts) 	-Do-


Director