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Hon'ble Mr. Justice
Biswanath Somadder,
Chief Justice, High
Court of Sikkim &
Patron-In-Chief, Sikkim
Judicial Academy

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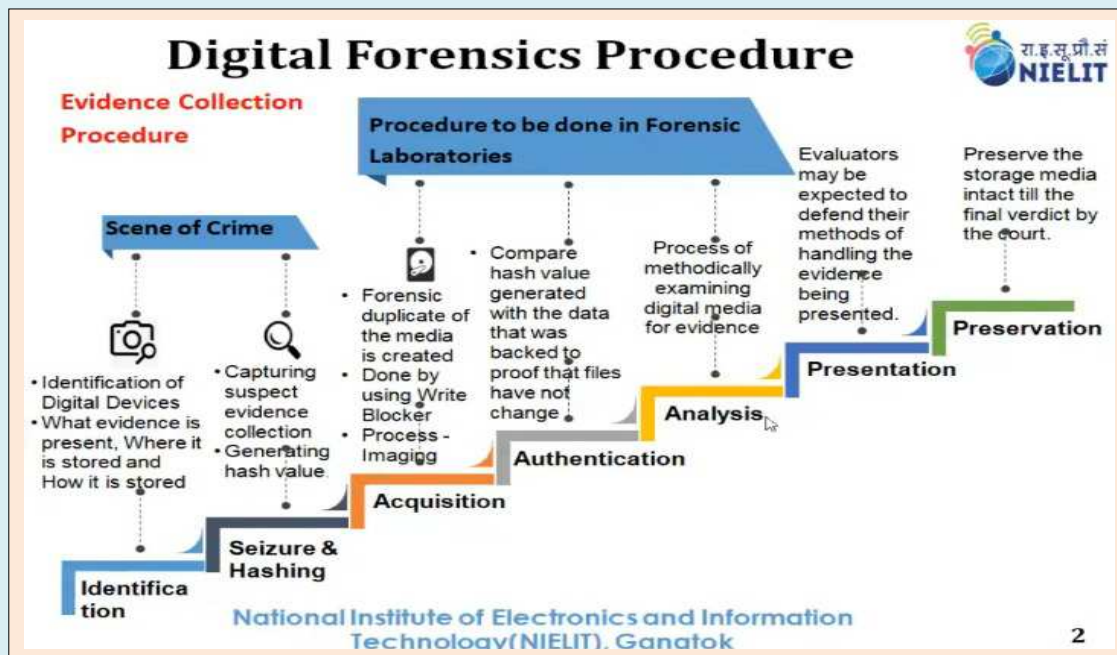
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Title	Refresher Course on Cyber Laws & Appreciation & Handling of Digital Evidence
Participants	Judicial Officers of District Judiciary
Resource Person	Mr. Khagendra Sharma, Scientist 'D', National Institute of Electronics and Information Technology (NIELIT), Gangtok



The Resource Person discussed various aspects of cybercrime, linking cybercrime with criminals, handling electronic evidence and judicial appreciation of digital evidence. He highlighted the dual nature of technology, emphasizing the importance of responsible use. He defined cybercrime as any unlawful activity done with criminal intent in cyberspace wherein a computer is either used as a tool, a target or both, and that cybercrimes could be covered by either the Information Technology (IT) Act, 2000 or the Indian Penal Code (IPC), 1860.

The Resource Person explained that cybercrimes could be categorized into those where computers are used as weapons (e.g., cyber-terrorism, credit card fraud) and those where computers are the targets (e.g., virus attacks, hacking). He briefly touched on concepts like malware and denial-of-service attacks. He further went on to explain electronic evidence, its types and the importance of handling electronic evidence from the stage of identifying digital devices at the crime scene to preservation of the storage media until the final verdict by the court in order to ensure authenticity of the electronic evidence.

Title	Session on Commercial Courts Act, 2015
Participants	District & Sessions Judges and Civil Judges (Senior Division)
Resource Person	Hon'ble Mr. Justice Rohit Ranjan Agarwal, Judge, High Court of Judicature at Allahabad



His Lordship commenced the session highlighting the importance of the need for dedicated commercial dispute resolution courts and the introduction of the Commercial Courts Act in 2015. He explained that the enactment of this Act aimed to expedite the resolution of commercial dispute in India. Discussing on the various provisions of the Commercial Courts Act, 2015, His Lordship stated that Section 2(1)(c) of the Commercial Courts Act, 2015 is a pivotal provision that lays down the precise criteria for categorizing a dispute as a "commercial dispute" under the Act and Section 2(1)(i) defines specific value in relation to commercial dispute which shall not be less than three lakh rupees or such higher value, as may be notified by the Central Government. It was explained that Section 12 of the Act provides detailed criteria for determining the specified value taking into account the subject matter of the dispute, the relief sought and other factors. The court fee to be paid depends on the value specified in the Act.

Title	Judicial Colloquium and State Level Conference on Anti Human Trafficking
Participants	Judicial Officers, Public Prosecutors, District Nodal Police Officers for Human Trafficking, Officers from various State Government Departments and other Stakeholders
Resource Person	Shri Ravi Kant, India Head, Access to Justice, Kailash Satyarthi Children Foundation, New Delhi



Sikkim Judicial Academy organized a Judicial Colloquium and State Level Conference on Anti Human Trafficking for various stakeholders on 24th February, 2023.

The Resource Person opened the session by deliberating on the issue of increasing crime, particularly human trafficking and online exploitation of children. He stated that Sikkim being a small state has

reportedly lesser number of cases of missing children and human trafficking as compared to other regions of India. Irrespective of the small number of cases of missing children and human trafficking reported in Sikkim, focus of the stakeholders should be on preventive efforts to protect persons/victims from trafficking and exploitation. Section 370 of the Indian Penal Code, 1860 (IPC) which deals with offence of trafficking of persons and provides punishment to the offender was discussed at length. The speaker highlighted the rise of online crimes against children during the COVID-19 pandemic when children started using online platforms on a regular basis. Emphasis was laid on the need to educate children and parents about safe online behaviour to prevent them from falling victim to traffickers and exploiters.

Title	Refresher Programme on Information and Communication Technology
Participants	Staff of Registry of the Hon'ble High Court of Sikkim
Resource Person	Mr. Naresh Sharma, Software Programmer and Mr. Sagar Sigdel, Software Programmer, High Court of Sikkim



Under the direction of eCommittee, Hon'ble Supreme Court of India, a refresher training programme (ECT_15_2022) on Information and Communication Technology (ICT) was organized by Sikkim Judicial Academy for staff of registry of the Hon'ble High Court of Sikkim. In the said training program, the operation of Case Information System (or CIS) software was explained to the participants along with a live demonstration. It was informed that CIS enables the tracking of cases from the beginning to the end, provides real-time updates on the progress of cases, thereby making it easier for judges, lawyers and litigants to know the status of their case. It stores and manages case-related documents, including pleadings, judgments and evidence in a digital format. It was informed that CIS also generates reports and analytics on case statistics, helping judicial authorities make informed decisions. The functioning of National Judicial Data Grid (NJDG) as to how it collects and stores case-related information from various courts across India, including details about cases, parties, judges, and their status was explained with live demonstration.

Title	Session on Sentencing Policy with Latest Judgments
Participants	Judicial Officers
Resource Person	Hon'ble Dr. Justice Kaushal Jayendra Thaker, Judge, High Court of Judicature at Allahabad



His Lordship began the session with discussion on various aspects of sentencing policy and importance of keeping judgments simple and clear, encouraging judges to make their decisions easy to comprehend. His Lordship deliberated on the principles of balancing mitigating and aggravating factors when deciding on a sentence, such as the offender's background, criminal record and emotional state etc. His Lordship

further stated that a convict's criminal record is an essential factor to consider while determining a sentence. Repeat offenders may warrant harsher sentences. The long-term effects of sentencing on the convict's life and potential for rehabilitation & reintegration into the society was discussed.

Referring to the judgment of Hon'ble Supreme Court in ***Purushottam Dashrath Borate vs. State of Maharashtra (2015) 6 SCC 652***, it was informed that the object of sentencing policy should be to see that crime does not go unpunished and victim of crime as well as the society have satisfaction that justice has been done. The following other judgments on sentencing policy were also discussed:-

1. Bachan Singh V/S State of Punjab (1980) 2 SCC 684
2. State Of Punjab V/S Prem Sagar & Others [(2008) 7 SCC 550]
3. State Of Gujarat and Anr. V. Hon'ble High Court Of Gujarat (1998) 7 SCC 392
4. Aero Trader Ltd Vs Ravinder Kumar Suri (2004) 8 SCC 307
5. Gopal Singh V/S State of Uttarakhand (2013) 7 SCC 545
6. Machhi Singh & Others V/S State of Punjab (1983) 3 SCC 470
7. Bhupinder Sharma V/S State of Himachal Pradesh (2003) 8 SCC 551

8. State Of Madhya Pradesh V/S Bablu Natt (2009) 2 SCC 272
9. Shyam Narain V/S State of NCT of Delhi Air 2013 SCC 2209
10. Jasbir Singh V/S Tara Singh & Others (2016) 16 SCC 441
11. State Of Karnataka V/S Raju (D.B.) 2007 Lawsuit (SCC) 1015
12. Raj Bala V/S State of Haryana & Others (2016) 1 SCC 463
13. Ram Naresh V. State of Chhattisgarh (2012) 4 SCC 257
14. State Of U.P vs Sanjay Kumar 2012 (8) SCC 537



It was informed that the three tests which a judge should keep in mind while passing the judgment are – crime test, criminal test & comparative proportionality test. His Lordship also deliberated on the theory of punishment and types of punishment as provided under Section 53 of the Indian Penal Code, 1860. Provisions of law on compensation to victim under Sections 357 & 357A to C and Section 250 of the Code of Criminal Procedure, 1973, Section 33 (8) of the Protection of Children from Sexual Offences Act, 2012, National Legal Services Authority (NALSA) Victim Compensation Scheme and Section 5 of the Probation Of Offender Act, 1958 were discussed.

Title	Live Demo on search of eSCR (eSupreme Court Reporter) and High Court Judgment
Participants	Ld. Judicial Officers and Advocates of Sikkim
Resource Person	Mr. K. W. Bhutia, Principal District & Sessions Judge, Gangtok Mr. Tashi Raptan Barfungpa, Mr. Shakil Raj Karki, and Mr. M. N. Dhungel, Advocates, High Court of Sikkim

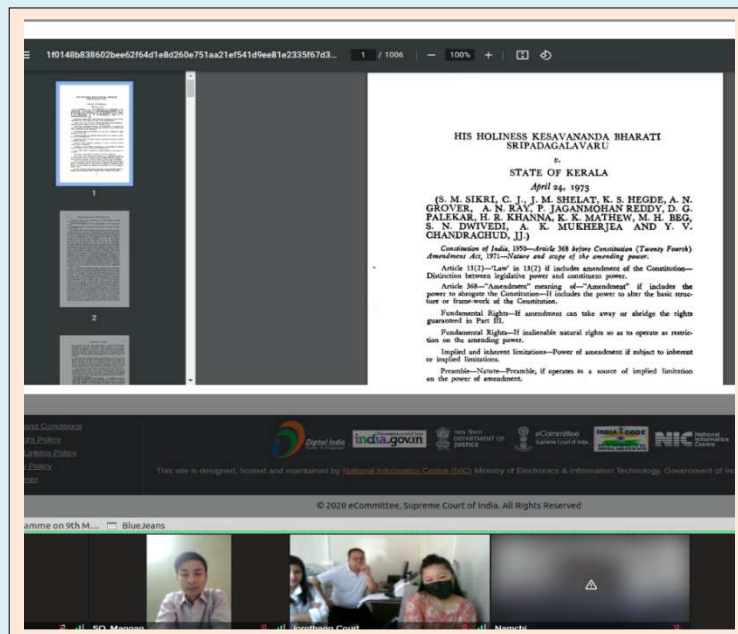
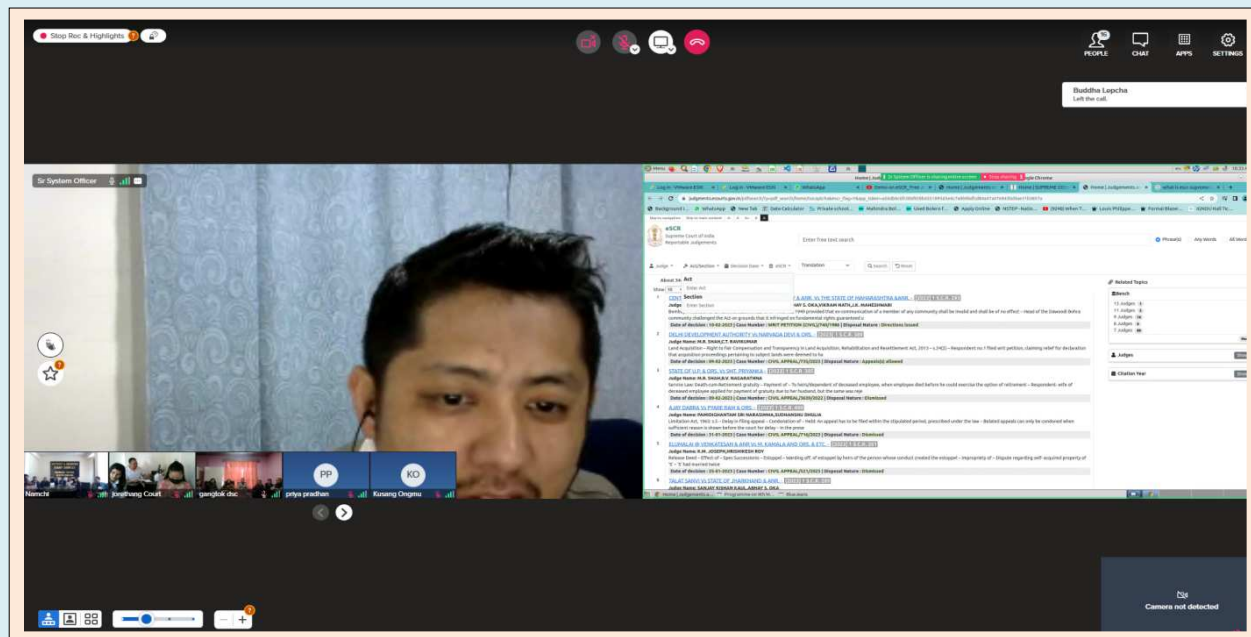


A live Demo on search of eSCR and High Court Judgments was conducted by Master Trainer Mr. K W Bhutia, Ld. Principal District & Sessions Judge, Gangtok for the Judicial Officers of District Judiciary. Participants were given live demonstration on features of eSCR portal. They were also guided on how to access and search judgments and orders of the cases.



Master Trainers, namely Advocate Mr. Tashi Raptan Barfungpa and Advocate Mr. M. N. Dhungel, also made a deliberation and gave live demo on search of cases using eSCR and High Court Judgments for advocates of Sikkim.

Title	District Level Outreach Programme on eSCR (eSupreme Court Reporter)
Participants	Subordinate Court Staff of all District Courts
Resource Person	Mr. Milan Rai, Senior System Officer, District & Sessions Court, Gangtok



A live demo was conducted on access to eSCR portal for staff members of District Judiciary. Master Trainer Mr. Milan Rai demonstrated to the participants how to access the eSCR portal to search judgments and related information of cases. The participants were instructed to use the keyword search feature on the website to find judgments related to specific cases. The Resource Person also demonstrated how a user can search from among their previous search results.

Title	Training on Protection of Children from Sexual Offences (POCSO) Act, 2012
Participants	Police Officers
Resource Person	Mrs. K. C. Barphungpa, Learned District & Sessions Judge, Gyalshing



The Resource Person commenced the session with a thorough exposition of the Protection of Children from Sexual Offences (POCSO) Act, 2012 which was enacted to safeguard children from sexual offences, particularly in cases where children were being treated similarly on adults in legal proceedings, causing many difficulties. It was explained that before the introduction of the POCSO Act, 2012 child sexual abuse was addressed under various sections of the Indian Penal Code, 1860 such as Section 375 (Rape), Section 354 (Outraging the modesty of a woman), and Section 377 (Unnatural offences). However, these provisions were ill-suited to adequately address the distinct nature of sexual offences against children. It was informed that the POCSO Act, 2012 mandates a child-friendly approach during investigations, where investigators should use simple language that children can understand while recording statements. Finally, the Learned Judicial Officer explained the provisions of the Act and emphasized on following the rules outlined in it to ensure that no loopholes are left open for the defence during legal proceedings, contributing to a safer environment for children, free from sexual abuse and exploitation.

Title	Refresher Course on Juvenile Justice (Care & Protection of Children) Act, 2015
Participants	Officers under Women & Child Development Department, Government of Sikkim, Social Welfare Department, Government of Sikkim, District Child Protection Officer, Members of Child Welfare Committee (CWC) and Members of Juvenile Justice Board (JJB)
Resource Person	Mrs. K. C. Barphungpa, Learned District & Sessions Judge, Gyalshing



The Resource Person began the session by cautioning that probation officers should not work in isolation and understand the significance of the Special Juvenile Police Unit (SJPU). She identified different categories of children covered by the Act, including abandoned children, those in conflict with the law, and those lacking proper care and protection due to exploitation, abuse, or neglect. She also highlighted emerging issues such as child trafficking for forced marriages. The Resource Person further explained that probation officers must be well-versed in the provisions and rules to issue necessary directions, especially during emergencies. She also explained that having a duty roster is crucial to ensure that at least one member of the committee is available to handle cases, even during holidays.

The Resource Person encouraged all stakeholders to familiarize themselves with the Juvenile Justice (Care & Protection of Children) Act, 2015 to comply with the provisions of the Act effectively. She also deliberated on the importance of coordination among different stakeholders for comprehensive child protection, stressing the need for continuous learning and collaboration to fulfill the goal of ensuring safety and well-being of children.

Title	Training Session on Investigation/Search and Seizure of Criminal Cases
Participants	Police Officers
Resource Person	Shri M. K. Sil, Former Senior Officer, Central Board of Indirect Taxes and Customs, Government of India



The Resource Person commenced the session by deliberating on the prevalence of cybercrime, even sharing a personal story about an elderly person who fell victim to a scam. India ranks second in the world for cybercrime, emphasizing the significance of effectively managing electronic evidence. He stated that Section 2(13) of the Juvenile Justice (Care & Protection of Children) Act, 2015 defines child-in-conflict with law as a child who is alleged or found to have committed an offence and has not completed 18 years of age on the date of commission of such offence and explained about a separate justice system for dealing with children-in-conflict-with-law. This system emphasizes the rehabilitation and reintegration of such children in the society rather than punishing them for their mistakes.



The Resource Person placed great emphasis on the importance of comprehending the statutes and recent judgments and observations of the Hon'ble Supreme Court. He explained various legal processes such as investigation, search & seizure, chain of custody and evidence handling. He also emphasized that in order to protect the privacy of an individual, no law enforcing agency can access private information on electronic devices without warrants from the court.

Title	Session on Law of Defamation
Participants	Learned Judicial Officers
Resource Person	Shri Suman Dutt, Senior Advocate, High Court of Calcutta



The Resource Person started the session by deliberating on various aspects related to defamation, including its definition, manifestations and its legal implications. He explained the difference between libel and slander, as well as the importance of factors like publication, intention and damages in determining defamation. He further highlighted the role of gestures and actions in defamation cases, as well as the significance of disclaimers, particularly in creative works.

The Resource Person informed that Section 66A of the Information Technology Act, 2000 was struck down for violating Article 19(1)(a) of the Constitution of India, Sections 69 and 79 were considered constitutionally valid. It was informed that in *Google India (P) Ltd. v. Visaka Industries* 2020 SCC (4) P 162, allegation of cyber defamation was made against the company for hosting defamatory articles. The Hon'ble Supreme Court, considering Section 79, concluded that intermediaries are not to be punished if they meet the requirements of the section. It was informed that the amendment to the Information Technology Act, 2000 in the year 2008 introduced exemptions for intermediaries, changing their liability status.

Title	Session on Summary Trials of Criminal Cases
Participants	Chief Judicial Magistrates and Judicial Magistrates of Sikkim
Resource Person	Mr. K. W. Bhutia, Learned Principal District & Sessions Judge, Gangtok



The Resource Person started the session by underlining the paramount importance of adhering to legal procedures, alluding to the procedural intricacies within the realm of summary trials. He acknowledged that summary trial procedures afford some degree of flexibility compared to the processes involved in summons or warrant cases. He also said that the High Court empowers a Judicial Magistrate to preside over summary matters, provided they possess the requisite experience.

The Resource Person also elucidated that summary trials encompass offences that are punishable by less than two years of imprisonment. He deliberated on the crucial aspects of recording evidence and including a concise case summary within the judgment.

Title	Orientation Programme on Professional Ethics
Participants	Learned Advocates of Sikkim
Resource Person	Shri Pratik Dhar, Senior Advocate, Hon'ble High Court of Calcutta



The Resource Person started the session by discussing a hypothetical scenario involving two advocates, A and B, and a client. The discussion revolved around the moral implications of the actions taken by Advocate B in taking up the case of Advocate A's client without his consent, and the potential ethical and legal ramifications of such actions.

Shri Dhar emphasized the importance of understanding the prescribed ethics and duties of advocates, suggesting that a thorough understanding of these guidelines can help advocates make good decisions and avoid possible disciplinary consequences. The Resource Person encouraged advocates to exhibit a respectful demeanour towards the courts thereby acknowledging the paramount importance of judicial dignity. Cautioning against impulsive complaints, he highlighted the necessity for maturity and discernment in decision-making. The Resource Person completed the session by encouraging the participants to develop a deeper understanding of legal ethics and their practical application in the profession.

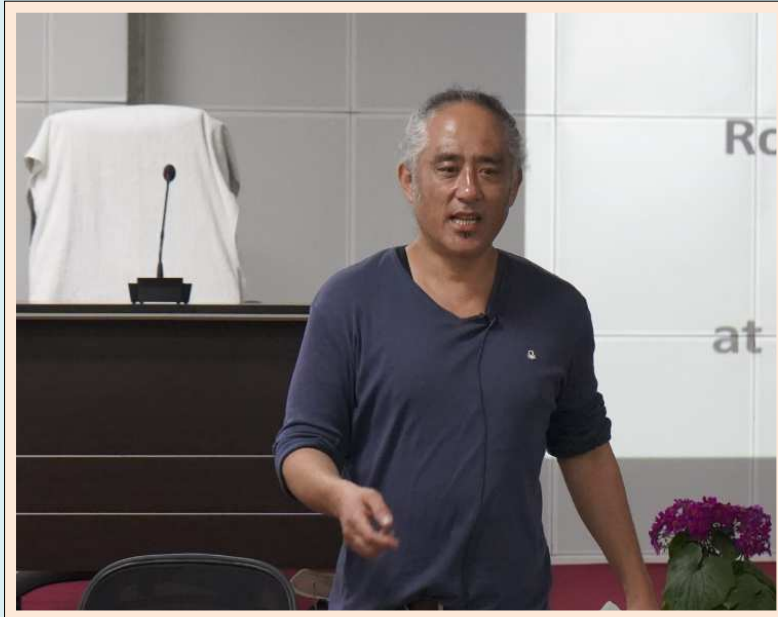
Title	Session on Motivation and Stress Management
Participants	Learned Judicial Officers of Sikkim
Resource Person	Mr. Anindya Mukherjee, Motivational Speaker, Kolkata, West Bengal



The Resource Person began his deliberation by comparing the challenging nature of mountaineering and the emotionally taxing work of a Judicial Officer. The qualities of perseverance, determination and resilience are highlighted as crucial in both realms. He emphasized the importance of planning, preparation and risk management as well as the significance of teamwork, communication and trust in both mountaineering and judicial work. He emphasized the significance of setting up specific and realistic goals, maintaining a positive attitude, and staying focused on the goal, even in the face of adversity.

The Resource Person concluded the session by explaining the importance of stress management, particularly relevant to the high-pressure nature of the judicial work. He shared his personal experiences to highlight the significance of managing stress, maintaining a calm approach and making rational decisions in stressful situations.

Title	Session on Role of Media in Judiciary
Participants	Media Personnel of Sikkim
Resource Person	Mr. Pema Wangchuk, Consulting Editor, Summit Times



The Resource Person started the session by discussing the need for understandable reporting of the court proceedings, including the arguments made by the counsel in courts and the judgment itself. He highlighted the significance of journalists going beyond merely reporting the judgment, by also explaining how the judgment was arrived at. He also stressed on the importance of public feedback on the judgments and how the media's reporting can impact the court's decision-making process.



The Resource Person highlighted specific cases where media reports prompted court involvement. He further discussed the challenges that journalists face while reporting on legal issues, including difficulties in accessing court documents and navigating the complex legal language used in judgments and court proceedings and concluded by stressing on the importance of translating legal jargon into more accessible language for the public.

Title	Session on Motor Accident Claims Tribunal Act, 1988
Participants	Members/Presiding Officers of Motor Accident Claims Tribunal
Resource Person	Hon'ble Mr. Justice Mir Dara Sheko, Former Judge, Calcutta High Court



Commencing the session with a strong commitment in adhering to stipulated timelines, His Lordship thoroughly outlined the indispensable documentation essential for the adjudication process in Motor Accident Claims (MAC) cases. He also explained that certain documents such as FIR, valid insurance paper, driving license of the driver, mechanical report of the offending vehicle, sketch map of the accident spot, and final investigation report are essential for the adjudication process.

His Lordship stressed that strict provisions of the Indian Evidence Act, 1872 are not applicable in the proceedings of Motor Accident Claims (MAC) cases, except for documents of unreliable credibility. He also explained the role of legal representatives and successors in continuing the case in the event of the claimant's death. His Lordship then concluded the session by explaining the extent of liability of the insurance company in motor accidents, based on the circumstances and the terms of the insurance policy.

Title	Two days training programme on Electronic Evidence & Cyber Crime Investigation
Participants	Police Officers of Sikkim
Resource Person	Mr. Bivas Chatterjee, Special Public Prosecutor, Government of West Bengal



The Resource Person began the session by sharing a specific case involving the mishandling of electronic evidence in a suicide investigation, emphasizing the significance of preserving and properly analysing digital evidence, such as mobile phone data. He discussed various judgments and amendments related to the admissibility of electronic evidence in Indian courts, highlighting the complexities and varying interpretations surrounding Section 65B of the Indian Evidence Act, 1872. He also addressed the importance of differentiating between relevancy, admissibility,

and authenticity when it comes to electronic evidence and emphasised the need for a clear understanding of these concepts in the context of legal proceedings. The Resource Person concluded the first day's session by citing examples to illustrate the challenges in handling electronic evidence in legal cases.

The Resource Person began the second day's session by emphasizing on the importance of knowledge-sharing and communication among students of Law and Technology. He further recounted a peculiar case involving a hacker who breached the USA defence system, highlighting the challenges related to encryption and forensic analysis, particularly in cases where access to data is restricted without the proper password. The importance of meticulous documentation and adherence to the chain of custody in the collection of evidence was stressed, with specific steps outlined for gathering and preserving evidence effectively. He highlighted the significance of maintaining secure networks and the complexities of decrypting data. The Resource Person concluded the session by touching upon the criminal implications of concealing data related to criminal activities using encrypted messaging platforms such as Telegram and WhatsApp.

Title	Discussion on Forensic Science and its relevance
Participants	Learned Judicial Officers of Sikkim
Resource Person	Dr. Molly Banerjee, Forensic Medicine & Technology, NRS Medical College, Kolkata, West Bengal



Dr. Molly Banerjee highlighted on how DNA analysis has changed the decision-making process of courts and how DNA analysis has helped to solve crimes. She also discussed about the problems like contamination and limits on sample sizes. She explained the way DNA works and how it is used in forensics.

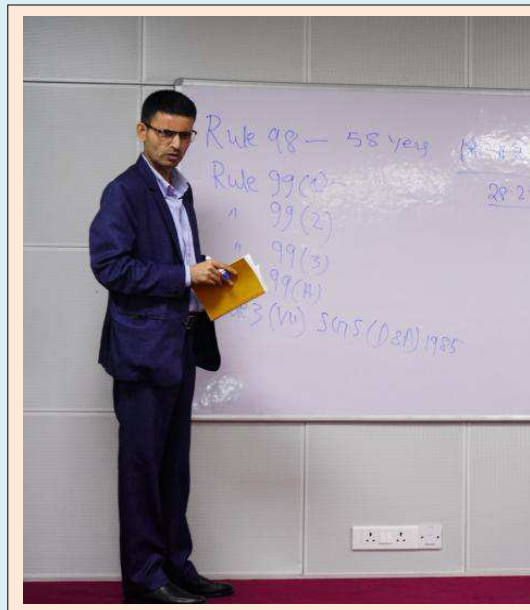
The Resource Person explained the importance of understanding medical terms to correctly understand medical reports in cases, identifying suspects and providing evidence. The challenges in forensic toxicology were also discussed. Various legal provisions were discussed, including offences related to simple hurt, dangerous weapons, sexual offences and abortion or pregnancy-related cases.



Title	Training programme on Accounts related matters with special focus on Sikkim Financial Rules and allied matters
Participants	Officers and Ministerial Staff of District Judiciary and Sikkim Judicial Academy
Resource Person	Mr. Prashant Dahal, Joint Director, Animal Husbandry & Veterinary Services, Government of Sikkim & Mr. Liladhar Ghimirey, Senior Accounts Officer, PGIPIF, Finance Dept., Government of Sikkim



Mr. Prashant Dahal began the session by explaining the shift from planned expenditure to giving more importance to the government's overall expenditures. He explained the distinction between capital and revenue expenditures. The Resource Person further deliberated on the Sikkim Travelling Allowance Amendment Rules, 2016.



Mr. Liladhar Ghimirey began the second session by explaining the Sikkim Government Service Rules, 1974 related to retirement, pension and family benefits. He explained that the age for retirement of Government servants is 58 years. Rule 99(1) of the said Rules allows government servants to retire after they reach the age of 50 years or have completed 25 years of service. A government servant can seek retirement by providing a notice of at least three months in writing to the concerned department or office, after rendering at least 25 years of service. He explained the formula for calculating the pension based on the basic pay, with a certain percentage of the last basic pay as the pension amount. He added that the competent authority can grant compensation for pensioners. In the event of the death of a government servant, the entitlement to family pension is for 10 years from the date of death. He explained that the rules for a pensioner might differ in cases where the death of a government servant occurs prior to the date of retirement and after the date of retirement.

Title	Training on Administrative Matters
Participants	Newly appointed Civil Judge-cum-Judicial Magistrates
Resource Person	Dr. Bhaskar Bose, Kolkata, West Bengal

**Day I:**

The Resource Person began the first session by explaining the need to improve manpower by enhancing knowledge, skills, and cultivating a supportive attitude within the administrative framework. He explained the importance of perfecting administrative tasks, which include effective communication, time management, decision-making and problem-solving abilities. He further highlighted the significance of mastering administrative skills, such as record-keeping, data analysis and resource allocation. He explained the fundamental principles and guidelines governing administrative processes and procedures.

Day II:

The Resource Person began the second day session with an insightful introduction to the importance of administrative training in fostering efficient and effective organizational operations. Emphasis was placed on the role of administrative training in enhancing productivity, fostering a positive work environment and ensuring compliance with established protocols and regulations.



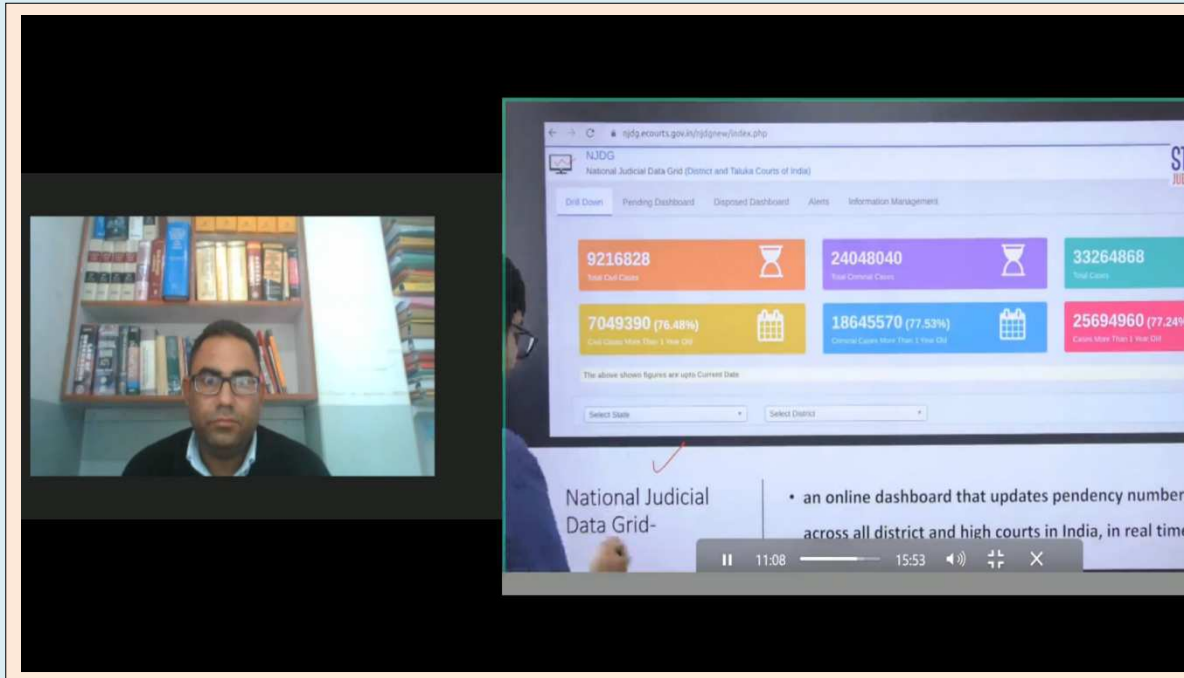
He explained the essential components of Administrative Training. Participants were exposed to a detailed breakdown of the fundamental components integral to administrative training, including communication skills, time management, record-keeping and organizational skills. Discussions were held on the significance of interpersonal skills, conflict resolution strategies and decision-making techniques in the context of administrative roles.

The Resource Person shed light on the latest trends and best practices in administrative training, focusing on the integration of digital tools and technologies to streamline administrative processes. The discussion also encompassed the implementation of sustainable and eco-friendly practices in administrative operations, highlighting the growing significance of environmental consciousness in the corporate sphere.



The final session was on time management. The Resource Person deliberated on planning tasks beforehand and jotting them down as an important part of time management. Eliminating procrastination is essential for effective time management. He concluded the program by mentioning the two requirements for being successful as an administrator, namely: Commitment & Positive Attitude.

Title	Training of Trainers (TOT) on Computers
Participants	Advocates of Sikkim
Resource Person	Mr. Meghnath Dhungel, Advocate/Master Trainer



The Resource Person started the session by talking about the conceptualization of the eCourts project. It was informed that the project was initiated with the aim of transforming the Indian judiciary through the implementation of Information and Communications Technology (ICT). The Resource Person emphasized the key objectives of the e-courts project, including the provision of efficient and time-bound citizen-centric services, the development of decision support systems and the enhancement of judicial productivity. He highlighted the phase wise implementation of the project, with Phase I starting in 2007 leading to the computerization of court complexes, installation of hardware and case information software and the launch of e-Courts websites. He emphasized the significance of Phase II, which prioritized service delivery to litigants, lawyers, and stakeholders through a range of technological initiatives, including mobile applications, SMS and email services, and the implementation of kiosk to facilitate convenient access to case information.

Title	Session on The Sikkim Government Servants' (Discipline and Appeal) Rules, 1985
Participants	Administrative Officers, Section Officers, Court Managers and Office Superintendent of District Judiciary
Resource Person	Mrs. K. C. Barphungpa, Learned District & Sessions Judge, Gyalshing

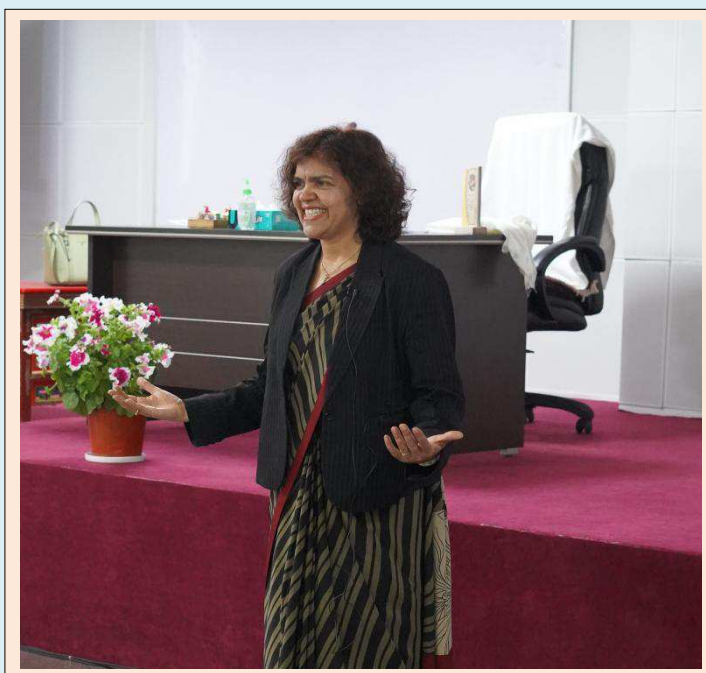


The Resource Person started the session by explaining that the rules are designed to uphold the efficiency and integrity of the State Civil Services while providing a fair and transparent process for addressing disciplinary issues and appeals. She highlighted the key provisions of the rules that apply to all government employees in Sikkim, including civil servants, members of the Public Service Commission and employees of various Departments, Corporations, and Local Authorities. She deliberated on the various provisions of The Sikkim Government Servants' (Discipline and Appeal) Rules, 1985.

Title	Workshop on Gender Sensitization
Participants	Learned Judicial Officers of Sikkim
Resource Person	Ms. Sangeeta Sharma, Professor, Department of Humanities and Social Sciences, Faculty-in-charge, Birla Institute of Technology and Science (BITS) Pilani, Rajasthan



The Resource Person commenced the session by deliberation on the challenges face in transforming the prevailing stereotypes and norms associated with gender roles and identities. She explained that it involves fostering an environment where people recognize the importance of gender equality, respect for diverse gender identities and the eradication of discrimination and bias based on gender.



She also touched on the issue of how information can be manipulated when it is communicated through multiple people. She concluded the session by reading the the quote of Michelle Obama: *'Women have shattered glass ceilings throughout history and effective communication has always been their secret weapon.'*

Title	Session on Major Bottlenecks in Procedural Laws affecting expeditious conclusion of Criminal Trials
Participants	Public Prosecutors of District Judiciary
Resource Person	Mr. Benoy Sharma, Learned Central Project Coordinator, Hon'ble High Court of Sikkim



The Resource Person began the session by highlighting that the fundamental role of any legal system is to serve the purpose of delivering justice and maintain law and order in the society. He added that there are significant challenges and bottlenecks within procedural laws that hinder the expeditious conclusion of criminal trials.

The Resource Person defined the key issues inherent in procedural laws that impact the efficiency and timeliness of criminal trials. He explained that the primary bottleneck in criminal trials is the intricacy of legal procedures. The lengthy and elaborate processes involved in gathering evidence, presenting cases and conducting trials can significantly delay the resolution of cases. He concluded the session by talking about the overburdened court. He explained that the courts don't have enough buildings or people like judges, prosecutors, and staff, which makes the problem worse.

Title	Training on Administrative Matters
Participants	Ministerial Staff of the Registry of the Hon'ble High Court of Sikkim and District Judiciary of Sikkim
Resource Person	Dr. Bhaskar Bose, Kolkata, West Bengal



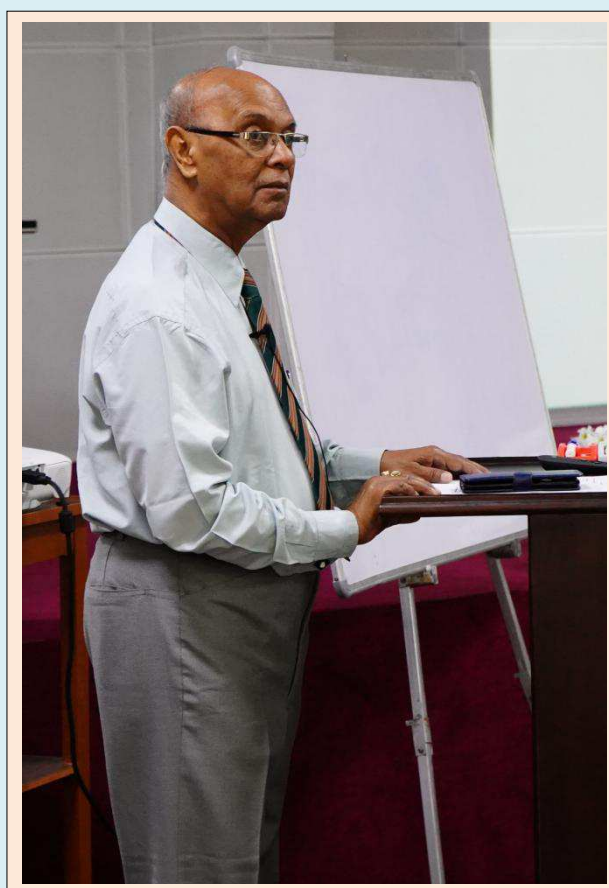
Day I:

The Resource Person commenced the session by explaining the differences between administrative roles and management functions. He deliberated on the importance of cultivating essential administrative skills, with an emphasis on communication proficiency, time management, organizational abilities and effective decision-making. Participants were provided with practical strategies and tips for honing these skills to enhance overall administrative effectiveness.

Day II:

The Learned Resource Person commenced the second day session by delving into the characteristics of successful leadership within an administrative context, focusing on the importance of visionary leadership, emotional intelligence and strategic planning. He encouraged the participants to develop leadership qualities that inspire and motivate teams toward achieving common organizational goals.

He further explained the significance of developing a strong team culture and promoting effective collaboration. The session covered team building, effective communication, conflict resolution and boosting team unity. He focused on the practical tools for fostering a collaborative and supportive team environment that encourages innovation and productivity.



Day III:

On the 3rd day, the participants were introduced to the significance of proactive and empathetic grievance handling in workplaces. The session emphasized the importance of cultivating strong communication skills and fostering a supportive and inclusive workplace culture. The session offered practical ways to deal with employee complaints, helping participants become better at solving conflicts and keeping employees happy. It also talked about managing time well, stressing how important it is to prioritize, plan, and set goals to be more productive at work and in personal life. The Resource Person explained the decision-making models and techniques, empowering participants to make informed and strategic choices that align with the organization's objectives.

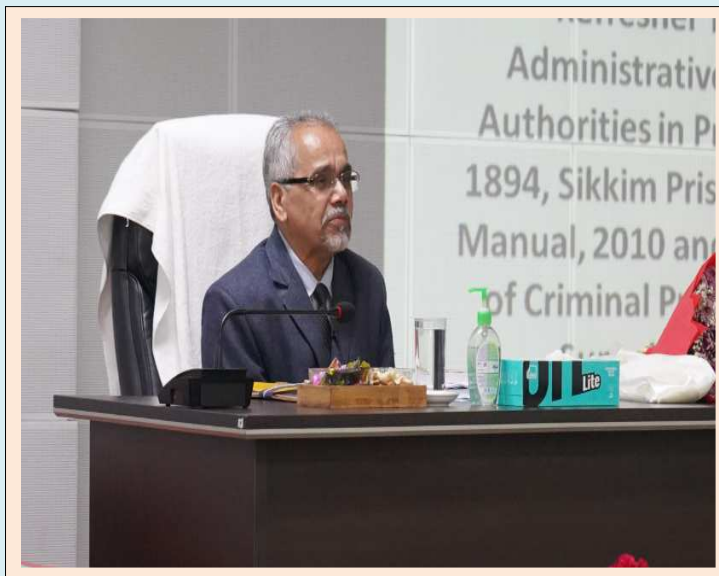
Title	Session on Case Management and Disposal; Supervisory and Administrative Skills
Participants	Learned Judicial Officers of Sikkim
Resource Person	Hon'ble Mrs. Justice Shampa Sarkar, Judge, Calcutta High Court



Her Ladyship began the programme by discussing the importance of court management and technological advancements in the legal system. She highlighted that the role of a judge has evolved from merely hearing cases and passing judgments to managing the entire court system efficiently. The session covered various aspects of court management, including infrastructure, e-filing, computerization of court records and online tracking of cases.

Her Ladyship emphasized the significance of computerized data systems and Information and Communication Technology (ICT) in streamlining court processes and improving the overall efficiency of the judicial system. Her Ladyship also touched on the challenges faced by judges and lawyers in managing cases and how technological advancements have made the legal process more accessible and manageable for all stakeholders. Her Ladyship concluded the session by encouraging open communication with legal practitioners and the use of ADR (Alternative Dispute Resolution) methods to improve the overall effectiveness of the Indian judiciary.

Title	Refresher programme on Administrative and Judicial works of Jail Authorities in Prison as per the Prisons Act, 1894, Sikkim Prisons Act, 2007, Sikkim Prison Manual, 2010 and relevant provisions of CrPC, 1973
Participants	Jailors of Sikkim
Resource Person	Mr. N. P. Sharma, Former Senior Public Prosecutor, District & Sessions Court, Gangtok / Chief Defense Counsel, DLSA, Gangtok



The Resource Person began the session by introducing the topic and its relevance, emphasizing the importance of understanding guidelines and regulations for prison administrators. He explained how the prison system is organized, talking about different roles like that of the Deputy Inspector General and Senior Superintendent. He explained the main duties of prison officers, including their responsibilities in maintaining order, supervising inmates, ensuring safety, and managing prisoners' work and discipline.



He also explained the duties and responsibilities of the medical officer within the prison, including maintaining the health and hygiene of prisoners, inspecting medical facilities and ensuring the mental well-being of inmates. The importance of facilitating convicts' access to legal remedies, such as the right to appeal was informed.

Title	Session on Intricacies involved in Intestate and Testamentary Succession under Personal Laws and Succession Act, 1925; Devolution of interest in Coparcenary property& Concept of Living Will
Participants	Learned Judicial Officers of Sikkim
Resource Person	Hon'ble Mr. Justice Arindam Mukherjee, Judge, Calcutta High Court



His Lordship commenced the session by stating that it is of utmost importance for the judicial officers and legal practitioners to have an in-depth understanding of the legal framework surrounding succession and wills. His Lordship stated that the Indian Succession Act, 1925 provides the foundation for dealing with inheritance matters. His Lordship also mentioned the special status of Jammu & Kashmir and Sikkim in the context of the Indian Succession Act, 1925. The distinction between testate succession (when a person leaves a valid will) and intestate succession (when no will is left) was explained. His Lordship highlighted the evolution of succession laws in India and discussed the transition from customary laws to codified laws and the significance of the Indian Succession Act, 1925 and the Hindu Succession Act of 1956.



His Lordship also talked about a "will" in the legal context, emphasizing that it is a legal declaration of a person's intentions regarding the distribution of their properties after their death. The legal procedures involved in probate and letters of administration applications were detailed, with a focus on issuing citations and the discharge of caveats when necessary.



It was informed that landmark cases such as ***Nirmala and Ors. v. Govt of NCT Delhi and Ors. (2011) 8 SCC 249*** set the precedent for acknowledging females as legitimate property owners. Challenges regarding the retrospective or prospective nature of the act were discussed, citing the case of ***Ms. Vaishali Satish Ganokar & Anr v. Mr. Satish Kesharoo Ganokar & Ors, AIR 2012 BOMBAY 101.***

Title	Orientation cum Sensitization Programme on Adoption under the Juvenile Justice (Care & Protection of Children) Act, 2015 and under Adoption Regulations, 2022
Participants	District Collectors, Additional District Collectors, Chief Medical Officers of District Hospitals, District Child Protection Officers, Chairpersons and Members of Child Welfare Committees of Sikkim
Resource Person	Dr. Bipasha Roy, Child Rights Activist, Social Worker, West Bengal



The Resource Person began the session by defining the principles governing adoptions, such as the best interest of the child, the role of the Child Welfare Committee (CWC) in the adoption process, eligibility criteria for adoption. She deliberated on the adoption procedures for various categories, including in-country and overseas adoptions and the role of District Magistrates in the adoption process.

Dr. Roy emphasized the importance of prioritizing the best interests of the child throughout the adoption process and the need to ensure the functioning of designated portals for reporting and tracking child information. She discussed the adoption process and explained various definitions related to adoption, including terms like 'abandoned child', 'adoption', 'habitual residence', and 'persons of Indian origin'.

Transitioning to adoption procedures, Dr. Roy segmented them into four categories: Resident Indians (In-Country Adoption) encompassing adoption by Indian citizens residing within the country; Non-Resident Indians (Overseas Citizens of India Card Holder, Foreigners) detailing procedures for NRIs, OCIs, and foreign nationals residing in India; Adoption of OCI (Overseas Citizen of India) Card Holder or Foreign National of Hague Adoption Convention Notified Countries Living in India addressing adoption procedures involving citizens of countries under The Hague Adoption Convention; and Adoption by Indian Parents residing outside India covering Indian passport holders living abroad seeking to adopt children from foreign countries.



Dr. Roy also touched upon the adoption process under the Hindu Adoptions and Maintenance Act, 1956, specifically for parents intending to relocate the child abroad. Advisories issued by the Central Adoption Resource Authority (CARA) in 2017-2018, 2019 and 2020 was informed. Dr. Roy highlighted the significance of understanding terms like 'authorized foreign adoption agency' and consistently applying principles aligned with the best interests of the child.

The role of Child Welfare Committees (CWC) in the adoption process was emphasized, discussing their pivotal contribution. Designated portals, especially Child Adoption Resource Information and Guidance System (CARINGS), were emphasized as a crucial tool for effective tracking and management of adoption cases.

VIDEO LINKS OF THE PROGRAMMES/TRAINING SESSIONS

Sl. No.	Date of Programme	Link to the Video on YouTube
1	17 th February 2023	https://youtu.be/b4cNKXcat54
2	18 th February 2023	https://youtu.be/b0vOz31P_0w
3	24 th February 2023	https://youtu.be/ayff4qF4H5U
4	4 th March 2023	https://youtu.be/OBVH9givL-g https://youtu.be/1tFYvz4hs2c
5	6 th March 2023	https://youtu.be/rl2fqJBcsLM https://youtu.be/9Miw0zSFt0
6	9 th March 2023	https://youtu.be/HYOWhyr3MEM https://youtu.be/d3j3vE5FEnc
7	11 th March 2023	https://youtu.be/qCYTOvb3OzM
8	16 th March 2023	https://youtu.be/u7yeHHnBikk
9	18 th March 2023	https://youtu.be/2dh005Kv4JQ
10	25 th March 2023	https://youtu.be/7qINL1x3C1U
11	31 st March 2023	https://youtu.be/Xv08_fw2Mdo
12	1 st April 2023	https://youtu.be/G37A6bi878g
13	6 th April 2023	https://youtu.be/X7p2EOVpa8o
14	14 th April 2023	https://youtu.be/C099XhtW2Dg
15	15 th April 2023	https://youtu.be/35pO5tz3fas
16	14 th and 15 th April 2023	https://youtu.be/5tqqrbrBRnM
17	21 st April 2023	https://youtu.be/GTrzXmqIOtU https://youtu.be/xfNcPUcF7HA
18	29 th April 2023	https://youtu.be/OE51cYrZ5T0
19	12 th May 2023	https://youtu.be/dMgYeB7rZEO
20	20 th May 2023	https://youtu.be/jMa1tK0E-6o
21	20 th May 2023	https://youtu.be/jbVyAFb5evw
22	27 th May 2023	https://youtu.be/iHz_oLwY_6Y
23	9 th June 2023	https://youtu.be/E0YruC5TN_w
24	17 th June 2023	https://youtu.be/3cWiue0gfCg
25	23 rd June 2023	https://youtu.be/sxug3zEI3LO