

Conflicts in Courts : Causes and solutions

By Dr. Ajay Nathani

Recently, a Civil Judge from one state judiciary has written a letter to the Hon'ble Chief Justice of India seeking permission to end her life, citing instances of inappropriate demands and harassment by various components of the judiciary, complaints regarding these instances reportedly remained unaddressed despite vigorous perusal. The judge made wild allegations against her colleagues and senior judges of sexual harassment. It is not that I believe the allegations in the said letter to be true, and I also deprecate such instances of public exposure of personal grievances of a component of the judiciary, which can easily be addressed at the level of District Court administration or the High Court administration. The information received by me, as the office bearer of All India Judges Association, from judges of the district judiciary in concerning State revealed that the learned judge developed a rivalry with the bar and expected that colleague judges and senior judges should support her and continue the tussle with the bar. It seems that the learned officer was not able to handle the pressure created by the situation. Because of the allegations made by her, the colleague officers also stopped supporting her. It seems that the situation of loneliness led to frustration, which might have prompted her to write a letter to the Hon'ble Chief Justice. The act of writing an open letter to the Hon'ble Chief Justice by a Civil Judge also reflects that the judge is either not aware or does not believe in judicial discipline.

A Civil Judge from one more state judiciary has also issued a letter to the Hon'ble Chief Justice of India, in which she has levelled serious harassment charges against judges and senior lawyers in the concerning State judiciary. While giving an interview to the press, the judge claimed that senior lawyers abused, threatened, and assaulted her. On inquiry, I was informed that the judge was on probation. She was not able to handle the bar properly, and there were complaints and counter-complaints between her and the bar members. Cognizance of her grievances was taken by senior colleagues and also by the

High Court; however, the things could not be sorted out. The Hon'ble High Court did not find her suitable to complete the probation, and she was required to lose the job of judgeship.

Recently, one High Court on the judicial side dealt with a petition by a Civil Judge who was removed from service. The Hon'ble High Court noticed that the judge was dismissed as it was found that the judge suddenly stopped presiding over his court and informed his superior that he would not return to the office until his dispute with the local bar association is resolved. Besides this, he has written a letter to the Principal District Judge and Hon'ble Judge of the High Court using intemperate language and making baseless allegations against the District Judge and High Court Judge. This judge was recruited in 2005 and was removed from service in 2013. Considering these facts, the petition was dismissed.

There are some common factors in all these incidents. Again, I mention here that I don't agree with the contents of the letters, but I am considering their causes and aftereffects, as these are the incidents that, in the normal course, should not have happened but they did happen. In all these cases, the judges had clashes with the members of the local bar. In all these three cases, the judges were not able to handle the bar members. In all these cases, the judges were not able to maintain smooth relations with their colleague judges and senior judges. In all these cases, the judges lacked proper communication skills and failed to communicate and convey their problems to the authorities created by the judiciary to address such issues. In all these cases, the judges lacked the ability to tackle the situation in which they were placed.

Damage Caused

Several YouTubers, without using their investigative skills, published videos considering the statements in the above two letters as gospel truth. The videos

posted by them created a picture that the female judges working in the district judiciary are victimized and harassed. The male judges in the district judiciary do not give dignified treatment to their female colleagues. The impression is also created that the advocates working in the district judiciary always adopt bullying tactics to get the orders in their favor. As the judges of the district judiciary, or in that case, all components of the judiciary, believe in harassing female members and their grievances go unheard, this situation led to a revolt by two lady judges. Unwanted and undesired comments made by the YouTubers about the judicial fraternity will continue to float on the internet for quite some time, and they will be happy that the two letters have given them an opportunity to malign the image of a constitutional organ. It is thus necessary for the components of the judiciary, i.e., the judges and the advocates, to introspect and find some suitable solution to avoid conflicts in court and, if not possible to timely resolve situations, issues, and floating questions which give rise to conflicts between the bar and bench.

Bar and Bench

In the usual course, the advocates individually or as an association do not create any conflict with the judges because the judges are empowered with various discretions under most of the laws. Besides this, the judges have the power to punish anyone disturbing him in carrying out his judicial functions and to initiate contempt proceedings and punish anyone who has done any contemptuous act in the court in the presence of the judge or behind his back. Most of the advocates are therefore most humble on the face of the judge. However, there are elements in every bar who, in order to create an impression on the client that they can go to any length to protect the interest of their client, create a ruckus before any judge on any issue. A person entering into the judiciary, either at the level of Civil Judge or at the level of any hierarchy of the judiciary, is aware of the attitude of the bar members and how the bar as a whole reacts to the manner of conduction of court business by the judges. The law graduates nowadays get abundant exposure to the court work while completing

graduation, and many of them get exposure to practice as an advocate before entering the judiciary. The judge can use his past experience, which he has gained as a student of law and as a professional before taking up the job of judgeship, to avoid the conflict situation and if it arises to resolve the conflict.

Frequent Conflicts

In the above said paragraphs, I have discussed some individual measures which a judge facing the situation of conflict can resort to in order to prevent the conflict or to decapitate the situation of conflict. In view of the large dependency of cases, the judges have to give quantitative output. At the same time, in order to discharge constitutional goals and liability towards society, the judiciary has to maintain the quality of justice delivery. Considering these goals before the judges, there is no time with the judges to waste it in indulging in conflict with the advocates and litigants and then go on resolving it. However, there cannot be an ideal situation in every court and before every judge and with everyone that the business of every court goes on peacefully. Conflicts are bound to happen, and the judiciary has to prepare its human resources ready to face the conflict and resolve the conflict instantaneously. Besides this, the judiciary has to provide proper work atmosphere and proper support system to the judges so that they cannot feel left alone when they come across the situation of conflict and find themselves unable to resolve it. Leave apart instances of these two letters; the incidents of conflict between bar and bench are noticed very frequently. Recently, the Kolkata High Court bar has resolved not to appear before one of the Hon'ble Lordships of the High Court on the pretext that he has punished one of the advocates who was interfering in the dispensation of justice. Recently, the Hon'ble Chief Justice of India was compelled to tell one advocate to lower down his tone while addressing the court presided over by him.

Conflict Within

Besides the situation of conflict with the bar, the judges every now and then are required to be instrumental to maintain relations with their colleagues and superiors to avoid conflict within. Candidates selected as judges are given training in the judicial institutes maintained by the State judiciary and the Central Judicial Institute at Bhopal. The judges are expected to get training to develop the qualities required to avoid conflicts with the bar and maintain good relations and better communication with colleagues and superiors. The junior judges are expected to learn from their seniors and develop their qualities from the working experience in the court. Certainly, they are also expected to use knowledge shared by the advocates appearing before them. Advocates, on the other hand, believe that they have taken all the training in their law schools and therefore allowed to practice immediately after graduation. They are expected at least to learn from the senior advocates. The expectations and suppositions are, however, not working, and more and more conflict situations are cropping up. In order to improve the situation and the judges and advocates are required to be made capable of avoiding and if not to resolve the conflicts and conduct the business of the court in a peaceful manner. It is high time for bar and bench to evolve solutions to avoid conflict situations as plan A and develop mechanisms for the earliest resolution of such conflicts as plan B.

Training for Advocates

Previously, in order to prepare a law graduate to enter the arena of practice, he was required to attend the office of a senior advocate in the last year of his graduation and complete a three-month or six-month apprentice period, and bring a certificate from him to become eligible to appear in the final year examination. This was considered sufficient pre-graduation training. After registration with the bar council, every entrant was required to be a junior to a senior advocate and learn all the techniques of advocacy from the senior. In most cases, the senior was not paying any fixed remuneration to the junior but was providing dollops of experience and an unwritten certificate that he was junior to such and such senior advocate. After 1982, at the instance of the Bar Council

of India, a five-year degree course of law was introduced, and the concept of holding moot courts in colleges and having moot court competitions was introduced. Moot courts organized in colleges nowadays are practically very different from the actual functioning of the court. As I have seen in high-end colleges like Government Law College, Mumbai, Amity International, etc., in moot courts, the students are required to argue on the basis of a given set of facts. Mostly the cases given for argument involve constitutional issues, and the students participating in the moot court submit their arguments based on the preparation made by them and on the basis of precedents they have read. Actually, the maximum number of law graduates appears in the trial courts. The moot courts have not trained them regarding the practical aspects of trial procedure. Practicing in trial court essentially requires knowledge of many things beyond the knowledge of procedural and substantive law. Even if a law graduate is perfect in procedural and substantive law, he may not be able to succeed due to a lack of skills which were not taught to him in Law College. In this way, the law graduate in college is not getting enough training to become a good advocate, and it is expected that he should learn the practical skills from his work experience. The previous convention to start the practice as an advocate as the junior of some senior advocate is not followed anymore by scores of fresh law graduates who get themselves registered with the bar council of a particular State. The number of these non-conventionalists is much more. The effect is that apart from a lack of skills in advocacy, these freelancers do not bother to observe the established conventions of the bar, one of which is to maintain the proper decorum of the court. This is high time for the Bar Councils of States and the Bar Council of India to think of introducing training for the advocates where the skills of advocacy shall be taught along with ethics, logic, and the code of conduct. It is also necessary for the bar councils to set a code of conduct and take severe action against bar members committing a breach of the code of conduct. Bar councils have to bear in mind that it is not only the bench but also the bar that is a responsible factor in the judicial system. In spite of the disclosure of so many blemishes of the judicial system in the media, people still believe in the judicial system and knock on the door of the court to seek justice

and protection against the tyranny of administrators and other government machineries. People are well aware that they can properly knock on the door of the court through an advocate and it is not possible to get their case properly presented before the court without an advocate. In such a scenario, the Bar Councils have to take effective steps to standardize the profession of advocacy and see that the time of the court is not wasted because of the conflict between the bar and bench.

Training for Judges

The purpose of training the judges of the district judiciary shall be to transform a law graduate or a budding advocate into a judge. The work of justice delivery is totally different from the task of an advocate. The advocate becomes trained to protect the interest of his client. The properly trained advocate is aware of the strength and weakness of his case, but his job is to highlight the strength and hide the weakness. The judge, on the other hand, has to consider all aspects and come to the legal judgment by applying existing law that is interpreted by the Supreme Court and High Court of record. Judges entering the judiciary at the level of Civil Judge are recruited either after completing three years of practice or fresh law graduate, if he has secured a higher percentage of marks. Earlier, three years' practice at the bar was compulsory for seeking recruitment as a Civil Judge. The introduction of fresh law graduates in this cadre is a recent phenomenon, and there is no study to determine whether induction of fresh graduates or the graduates with experience at the bar is better for the judiciary. A judge of the cadre of district judge is recruited after seven to ten years of practice at the bar. I believe that better advocates can be shaped up as better judges. Advocates believing in ethics and observing good conduct properly fit into the judiciary and successfully convert themselves into judges by assimilating the training and lessons given to them by senior judges. The process of transformation is not as easy as it is mentioned here in one sentence. Before the recommendations of the First National Judicial Pay Commission (FNJPC), induction training and in-house training were given to the judges; however, it

was not based on scientific and academic study. Scientific study of the process of judicial training was for the first time done by the commission headed by Justice Shetty and reflected in recommendations of FNJPC. The model of training recommended by FNJPC is adopted by the State judiciary. Now, induction training is imparted at judicial academies in addition to regular training. Apart from that, in-house training by holding workshops is also important; however, the above-cited incidents and overall experience disclose that the training is not giving expected results. What's expected from the training is the transformation of a law graduate or an advocate into a judge. Proper management of human resources is to recruit proper people and then mold them or shape them according to the need of the institution. Recruiting the people and then throwing them out of the institution holding them unfit for the institution is not only detrimental to the career of the person thrown out but also detrimental to the institution. It is therefore necessary that the training of judges should not only include training in law and procedure but also academics of conducting court business in the courtroom, maintaining the dignity of the chair occupied, exercising power to have control over the management of daily board and dockets pending in court, and above all development of his personality to face and resolve conflict situations. This, however, does not mean that the judge has to do mechanical justice by saying his conscious to keep silent. If this is done, then there will be no evaluation of Justice. It is, therefore, necessary that a judge shall have a continuous dialogue with his conscious while arriving at a conclusion. The first thing taught in the Judicial Academy shall be the purpose, the aim, and the goal of a judge from which he shall not deviate from in any situation.

Training Module for Judges on Conflict Management

The training module for judges regarding conflict management shall include lectures from experienced judges who have successfully handled conflict situations in their courts. In every state, there are challenging stations where completing a successful tenure is a formidable task for a judge. The High Court of every state is aware of such stations and is also aware of the judges who have

successfully tackled conflict situations at these difficult stations by either avoiding conflict with the bar or by successfully resolving conflicts and maintaining smooth relations between the bar and bench, thereby ensuring appropriate disposal of cases at the said station. Such judges should be invited to the judicial academy to share their experiences and tactics, which worked for them in maintaining good relations with the bar at that particular station where frequent complaints regarding conflicts between the bar and bench arise.

Better communication skills yield good results in maintaining good relations with individuals and groups of people. Judges must master communication skills to properly communicate with advocates and the Bar Association. They should learn how to address a person without hurting their ego and achieve the desired result.

Logical thinking of a judge shall be developed by providing appropriate training in the principles of logic. While logic is included as one of the subjects of law for graduation in some universities, it is not a subject in most universities in India. The judge, based on verbal narration of the facts, has to determine the mental state of the accused to find out the intention of the accused while dealing with a criminal case. In civil suits too, the judge will have to determine the intention and purpose of the parties involved based on verbal statements. To determine the authenticity of a will-deed, the judge will have to ascertain the state of mind of a deceased person and determine whether they were in a consensus state of mind while bequeathing their entire property to a particular heir and refusing a share to another heir by deviating from the course of inheritance while executing the will deed. These results can be achieved by the judge with perfection if they are well trained in the principles of logic.

The judge, while delivering justice in the court presided over by them, is not only responsible for maintaining their credibility but is also responsible for maintaining the credibility of the entire judiciary. The situations arising in the court are required to be handled by the judge individually while they are on the

dais. The judge, while on the dais, is considered a representative of the judiciary by the litigants and the advocates. The attitude, responses, interactions, and behavior of a judge in the courtroom as well as outside the courtroom are not only attributable to themselves but are also attributable to the entire judiciary. Any mistakes made by them are required to be corrected by them. They have to improvise themselves every passing day until they achieve the standard of a classical judge expected from society. The judge has to go through this journey alone, and therefore, during the training, their personality shall be elevated, and they should be taught to overcome their weaknesses and become strong individuals who can handle the situations before them with strength and will not crumble mentally in difficult situations.

Although judges independently handle their courts, several tasks in justice delivery are required to be performed collectively by the judges. As mentioned earlier, some situations arise which are required to be addressed collectively by the judges. While with suggested training, the judges will become mentally strong, it is also necessary to develop in them an attitude to work as a team. The candidates recruited as judges come from different backgrounds and social atmospheres. Some of them may have the quality to be a member of a team striving to achieve collective goals, but some may find it difficult to contribute as a team member. The academy has to include modules in the training which will encourage the recruited judges to develop the quality to contribute as a team member and achieve the goals given to them as a team.

A team works better and progresses in the proper direction when it is led by a proper leader. In the judicial hierarchy, the judge recruited as a Civil Judge or District Judge has to initially work as a team member, but they have to start gaining qualities of a leader from day one. Even a Civil Judge posted in smaller towns has to take care of administration as a Principal Civil Judge of the court campus. A Civil Judge posted as Secretary of the legal services has to take care of administration of their branch at every district level. The district judges at the different levels of their postings have to take up the responsibilities of a leader

and run the administration at the district level or at the State level. Considering these aspects, it is also necessary that appropriate training be given to inculcate leadership qualities. During training, judges shall be taught how to discharge the responsibilities of a leader and how to get work done from the judges working with them and the staff working with them.

Since the 1990s, many female law graduates started to opt for judicial service, and now the number of female judicial officers is almost 30% to 40% of the total strength of the State judiciary. Difficulties and problems faced by lady judicial officers on induction and subsequently during the course of service are far more complex. They have to face all the odds, difficulties, pressure, and stresses which male judicial officers have to face, and in addition, they have to face another set of difficulties, pressure, and stresses. The most rigorous aspect of the Indian District judiciary is the aspect of regular transfers every three years. The transfer policy is not well defined and changes its structure now and then. If a lady judicial officer is married to a person whose place of work is static, then it becomes very difficult for the family to deal with frequent transfers every three years. The duration between two transfers may be shorter than three years if the administration of the High Court requires the services of a judicial officer at a particular place before completion of tenure at a station. Considering the large number of lady judicial officers serving in the judiciary, it becomes difficult to accommodate all of them at the place of their choice.

Besides this, the temperament, attitude, and mannerism of a lady judicial officer are different from male judicial officers, and therefore, their reactions to any given situation may be different from male judicial officers. Advocates do not take into consideration these factors and expect similar reactions to particular situations by lady judicial officers and male judicial officers. A lady judicial officer, like every working woman in India, has to take care of housekeeping and education of children and is working on dual fronts. It is, therefore, expected that she should be spared from discharging duties beyond court hours. Being a lady, she is expected to be treated with grace and dignity by all her male

colleagues. It is said that men are from Mars and Women are from Venus. Definitely, men will remain men, and women will remain women. The male judicial officers and female judicial officers carry their individual characteristics and use their characteristics and charm to win over the situation. Like in every institution, in the judiciary also, there is tough competition to earn promotions. The competition is taken by male judicial officers and female judicial officers in their own way, forgetting that the final outcome will be based only on merits. May it be so, the male judicial officer, as a constituent of the noble profession, has to cultivate the quality of treating any lady with grace and dignity. It is very necessary to train male judicial officers to treat their female colleagues with grace and dignity. At the same time, the female judicial officers are also required to be taught to trust the male colleagues and treat them gracefully. The female judicial officers should also be given training to handle vulnerable situations and how to garner help and assistance in any emergent situation. Lady judicial officers should be trained to secure confidence and strength to face any situation of mental or physical assault by keeping themselves ready for any adverse situation.

Work atmosphere for the judges

As mentioned earlier, the task of judgeship is a very difficult task. The task becomes more difficult because for maintaining the independence of the judiciary, the judges of the district judiciary are frequently transferred from one place to another. Furthermore, they are expected to maintain social distance. In this type of work culture, judges depend on one another for social, psychological, and all other sorts of support. My experience shows that the work atmosphere in the district judiciary requires upgrading, and this cannot be done by any notification by the government or the High Court or Supreme Court. The work atmosphere needs to be uplifted by the judges themselves, particularly by the Principal Judges at any station, whether it be a small station headed by a Principal Civil Judge or a large station headed by a Principal District Judge. The Principal Judges are required to develop a fatherly figure and treat the judges

working under them as their family members. They should have a psychological and social connection with each and every judge working under them and support the judges in the legitimate cause. The judicial system allows every judge to take an independent decision based on the material placed before them in every case, and they cannot be dictated by any superiors to take a particular decision. However, when a junior judge requires guidance, it is the duty of the senior to advise them. In case of any conflict with the bar and a judge, it is the duty of the Principal Judge to intervene and resolve the conflict and keep the relations of the bar and bench at the station peaceful. There are healthy and unhealthy practices followed at the level of advocates. Unhealthy practices at the level of advocates include seeking frequent adjournments, bench hunting, etc. There are healthy and unhealthy practices followed by judges too, such as taking uncontested cases for trial or seeking disposal from miscellaneous matters and avoiding to take up the trial of difficult cases. In criminal trials, some judges avoid touching the criminal trial until receiving information that the witnesses are not going to support the prosecution, etc. The prevailing trend these days is of cut and paste, and similar paragraphs are used in many judgments. Please remember, facts of every case are distinct and require distinct appreciation of evidence and distinct application of law. The Principal Judge shall see that the bad practices at both levels shall be deprecated and good practices shall be encouraged. At many places, it is seen that the Principal Judges themselves are dragged into conflict with the bar and then a funky situation is created for the judges working under them. It is the duty of the Principal Judge to see that relations between the bar and bench are normal. When male and lady judges are working at one station, the Principal Judge shall keep in mind that the treatment required to be given to the male judges is different from the treatment required to be given to lady judges.

Ethical code for judges

The Supreme Court and the High Court, on some occasions, circulated written instructions as to what ethical standards are required to be followed by the

judges; however, a distinct code of conduct is not imprinted on the minds of judges. It is necessary that the ethical code of conduct for judges shall be distinctly made available to the judges, and the High Courts as courts of record should have an express desire to see that every judge of the district judiciary follows the defined code of conduct. I do not have to mention what should be included in the ethical code. It definitely should include all the principles and virtues required to be inculcated by judges, which will convince the society that the judges possess the qualities to deliver fair, impartial, and independent justice maintaining independence of the judiciary.

Vigilance for judges

Every State judiciary has its independent vigilance branch which acts upon the complaints received against judges. The vigilance department mostly carries out discrete investigations so that the judges shall continue to dispense justice without any apprehension that action will be taken against them on the basis of every complaint made against them by the litigants, advocates, and other elements. Often action is taken by vigilance in respect of the complaints which are found correct and which disclose a lack of integrity, honesty, and modesty of the judge. In every proceeding before the judge of the district judiciary or, in that matter, before any court, one side wins and the other side loses. In many cases, the losing side either prepares itself to gracefully accept the decision of the court or to challenge the verdict of the court. There are, however, few litigants who instead of searching for their fault or their failure search for the fault on the part of others, and some of them hold the judge deciding the case responsible for their failure and file complaints. There are bar members who believe in keeping their professional duty limited to making legitimate submissions before the court, politely answer the queries raised by, and leave it to the court to decide the matter either way. There are, however, few advocates who desire that the court shall not interfere in their submissions, allow them to talk for an unlimited time, let them make irrelevant and undesirable submissions as they find it

appropriate, and speak before the court at the top of their voice just to impress their client. When the judge tries to either tone them down or restrict their submissions, which is certainly well within the powers and duties of a judge, firstly they resort to creating a conflict in the court and secondly, they may either file written complaints themselves or instigate their client to do so. In some cases, they visit the Principal Judge or Guardian High Court Judge and convey the facts which are sometimes exaggerated to implicate the judge. I don't say that in every such case only the advocate is responsible. The conflict may be unilateral, created by either the advocate or a judge, or bilateral fueled by both sides. In some of these cases, advocates purposefully bring to the knowledge of the judge that they have filed a complaint against the judge or made a verbal complaint to the senior judge or to the Guardians of the High Court. In other cases, the judge comes to know about the above activity of the advocate. In either situation, the judge has to undergo a stressful situation. The judge has to handle this situation by individual tactics, guts, and handsomeness. He is also required to be supported by his colleague judges, senior judges, and High Court. The office of the Bar Association as a whole has to impartially evaluate the situation and resolve the conflict.

Ethical code for advocates

Books after books and volumes after volumes are written about ethics to be followed in the noble profession of advocacy. However, it is not seen that the Bar Councils of the States or Bar Council of India have set out some basic principles of ethics which are made binding on the advocates. If all the advocates determine that their appearance before the court will be peaceful and their submissions before the court will be graceful, then there will not be any incident of unruly behavior in any court. Even if any code of conduct for the advocates is mandated, there is still no mechanism like a vigilance department in the judiciary to ensure that the code of conduct is properly followed.

Vigilance for advocates

There is no continuous monitoring system supervising the conduct, behavior, and practices adopted by an advocate, either while appearing before the court or during the course of discharging their professional duties. The Bar Councils have disciplinary committees which look into the complaints received against the advocates. These committees are presided over by either the advocates designated as inquiry committee members or the office bearers of Bar Council, who are again advocates. For the office bearers of Bar Council, advocates are constituents of their franchise. So, the culprit before the committee may be a potential voter for the judge sitting to decide his guilt. In this situation, it is difficult to expect a fair trial. The judges, who face the situation of conflict, most of the time, do not go to the Bar Council with their grievances. Some of them ignore the rude behavior, and some of them show their power to retaliate, and the balancing act resolves the issue. In this way, very few complaints about the misconduct or rude behavior of an advocate reach the disciplinary committee, and there is hardly any guarantee of a fair trial before the committee. In view of this scenario, advocates who know the tactic of tilting the discretion of the court in their favor are gentle, submissive, and polite before the court. Advocates, who believe that they can snatch justice from the court, are vibrant and vocal. It is the duty of the Bar Councils of States and Bar Council of India to address this issue, discipline the behavior of its members, and develop mutual respect between the bar and bench.

Conclusion

For society, judges and advocates are the constituents of the judiciary. Advocates are considered as officers of the court. Though the judgments are drafted and crafted by the judges and have individual imprints of the caliber and legal acumen of the judges who write it, in my opinion, the advocates, by their legal inputs, hard work, logical understanding, and legal knowledge, equally contribute to the shaping of judgment. One brain of the judge and two brains of advocates give a marvelous result, and it reflects in the judgment. Such

judgments, not only at the Supreme Court level or High Court level but at the trial court level also, are remembered by society for decades. If the judges and advocates avoid conflicts and dedicate the entire hours of constructive work for disposing of trials, the tarnishing image of the judiciary can be salvaged. Advocates shall consider that the judges are akin to guests at their judicial station and they may not be well conversant with the practices and ethos followed at a particular station. I had worked at judicial stations where, on the transfer of a judge to that station, the bar members used to search for accommodation for the judge and help him out for admission of his son or daughter in the school or college. I have seen the stations where bar members, in case of conflict between a judge and advocate, used to come forward to resolve the conflict and create healthy relations between the two. If the bar and bench have such cordial relations, then the stress created on the judge of carrying out his exceptionally difficult job will reduce, making him more accommodative and playful while carrying out the court business, reducing the chances of conflict.