

ADDRESS BY HON'BLE SHRI JUSTICE MOHIT S. SHAH, CHIEF JUSTICE, HIGH COURT OF JUDICATURE AT BOMBAY, AT THE FIRST COURT REFERENCE TO LATE SHRI NARAYAN BHALCHANDRA SHETYE, SENIOR ADVOCATE, ON THURSDAY, 25TH NOVEMBER, 2010.

My esteemed colleagues,

Shri Kadam, *Advocate General of Maharashtra,*

Shri D.J.Khambata, Additional Solicitor General of India

Shri Anil C. Singh, Member of the Bar Council of Maharashtra & Goa,

Shri Rohit Kapadia, President of the Bombay Bar Association,

Shri Rajiv Patil, President,

Advocates' Association of Western India,

Shri Jani, Vice-President of the

Bombay Incorporated Law Society,

Senior Advocates,

learned Members of the Bar,

Members of the bereaved family,

Officers of the Registry

distinguished Ladies and Gentlemen.

We have assembled here this morning // to mourn the sad demise of late Shri Narayan Bhalchandra Shetye, // Senior Advocate practicing in the Bombay High Court // who left for his heavenly abode on 23rd July 2010.

Born on 27th August, 1910, // Shri Shetye completed his initial schooling at the Lingraj School in Belgaum. // While in school, he was influenced by socialist leaders of that region // like Barrister Nath Pai and thus joined the Rashtra Seva Dal, // a volunteer organization associated with the Socialist Party.// He left home to join the Goa Liberation Movement, // where he came in contact with Ram Manohar Lohia // and others who were in the forefront of the Movement. // He was arrested by the Goa Government, but was later released as he was a minor.

After completing matriculation, // Shri Shetye shifted to Bombay // now Mumbai, // where he came in touch with Sane Guruji // and stayed with him and other young socialists // like late Shri P.D. Kamerkar, Advocate, Shri Chandu Patkar and Shri Baban D'Souza // in a commune at Dadar.

Shri Shetye was involved in the trade union movement // and was actively associated with the Engineering Mazdoor Sabha // and the Dock workers' trade union led by Shri P.D'Mello. // Shri Shetye started representing the unions and the workers // before the Labour Courts and Industrial Tribunals // at an early age of 18. As a trade unionist, // he appeared against stalwarts in the legal field// including Shri H.M. Seervai and Shri N.A. Palkhiwala, // who were at the time briefed to appear in the Industrial Tribunals/Labour Courts. // He argued successfully against them // in matters concerning the

calculation of Special Allowance while fixing minimum wages // and whether this calculation should be based on 26 days or 30 days. // During this period, he was actively involved with the Socialist Party // and was associated with Shri Lohia, Shri Madhu Limaye and others.

Late Shri H.R. Gokhale, // then Judge of this Court and later Law Minister in the Union cabinet, // who used to appear for the trade unions, // saw a spark in young Narayan Shetye // and advised him to secure a law degree. // Accordingly, Narayan Shetye returned to Belgaum and completed his Inter Arts. // In 1965, he returned to Mumbai and secured his law degree.

After completing his law, // Narayan Shetye joined the chambers of Dr. Y.S. Chitale. // While practising, Shetye adopted a professional attitude // and appeared both for employers and employees. At the time when there was a sharp dividing line amongst lawyers // who would appear for the employers and employees, Shetye enjoyed the confidence and faith of both sides, // as they believed he would do justice to the brief. // He soon made a mark at the bar // with his vast experience in labour jurisprudence // which he had helped to shape since the dawn of independence.

As a labour practitioner, // Narayan Shetye represented several unions // both in Labour Court and Industrial Courts. // He was also briefed in this Court // on

behalf of the Unions led by late Ram Desai, late R.J. Mehta, late G.R. Khanolkar, Shri P.R. Krishnan and many other internal Unions. // In 1975, Narayan Shetye represented the Mumbai Kamgar Sabha, // a trade union led by late Ram Desai // as one of the Indian delegates // at the Conference held in Oslo // under the aegis of the International Labour Organisation. // Narayan Shetye was designated as Senior Advocate in 1985.

A small anecdote will illustrate the respect // that Narayan Shetye enjoyed even from the judicial fraternity. // A British Judge visiting this Court was to sit on the dais with Justice Tarkunde. // The latter informed Shri Shetye the previous day // that his matter would be called out // the moment the English Judge took his seat. As planned, // the matter was called out // and Justice Tarkunde called upon Narayan Shetye to explain the scheme of the Minimum Wages Act // as the matter pertained to that Act. // Shri Shetye held forth on the provisions of the Act // and the manner of fixation of minimum wages in the country. He continued his arguments for half an hour in the presence of the British Judge who was quite impressed with Shri Shetye's learning and insight..

Shri Narayan Shetye shifted to New Delhi in November 1986, // leaving behind a large practice in Mumbai // where he was at the pinnacle of success in the Bombay High Court. // Narayan Shetye started practice in the Apex Court // and soon made a mark there as well. //

He appeared in several leading cases, // which resulted in path breaking judgments in the labour field. // He continued to practice before the Industrial Tribunals and Labour Courts // while practising before the High Court as well as the Supreme Court. // Very often, Shetye handled cases since their inception before the Labour Court and right upto the Apex Court. // For example, // the **Indian Hume Pipe** case was handdled by ShriShetye before the Industrial Court as well as in the Apex Court. The Supreme Court accepted ShriShetye's contention and over-ruled the decision of the Industrial Court that the Dearness Allowance could be frozen at a particular index.

ShriShetye's cross-examination before the trial Courts was masterly and incisive. // His arguments were precise. // Such was the respect he commanded from the Judges of this Court // that when he cited a particular judgment // the Judges would rest assured that // it was the last word on the subject. // His mastery over the subject of industrial jurisprudence was legendary. // Gifted with a photographic memory, // he could reel off the exact citations of judgments // down to the paragraph numbers. // He had a razor sharp intellect. // but he did not allow it to be a substitute for hard work done meticulously and methodically. ~~He was extremely hardworking, meticulous and methodical.~~

A fine human being, // Shri Narayan Shetye had a stern exterior, // but people who knew him well // would vouch that he was an amiable person. Quick at repartee, he was Narayan for all, // whether juniors or seniors at the bar. // He was extremely concerned about the juniors in his chamber including my sister Smt.Nishita Mhatre and guided them all through their careers.

While still active, // he decided to retire from practice in 2004 // and shifted to his wife's hometown in Gangtok. // He left the field when he was at the peak, // as he was of the firm belief // that people should wonder // why he left, // rather than ask // when he would leave. //

It is sad that // such a multi-faceted personality // is no more with us today. // In the death of Shri Narayan Shetye, we have lost not only an able counsel but the Institution has lost a friend, philosopher and guide. In this hour of grief, // on behalf of all of us, // I convey our heartfelt condolences // to the members of the bereaved family. //

May the Almighty // give them strength // to bear the great loss. //

May the departed soul // rest in eternal peace.



R. M. KADAM

ADVOCATE GENERAL

1st Floor, Chamber No.5
High Court Extension Bldg.
Fort, Mumbai 400 032.

My Lord Chief Justice, My Lord Justice Dr. D.Y. Chandrachud, My Lord Justice Smt. Nishita Mhatre, my fellow speakers and my colleagues at Bar,

Ladies and Gentlemen,

We are gathered here today to pay tribute to the memory of Narayana B. Shetye, a renowned Senior Advocate who passed away at Gangtok, Sikkim earlier this year. I first heard of Mr. Shetye from my friend Mr. Abhay Abhayankar, who said that he would be joining him as a junior. Later on, I came to the Library on Original Side and I saw Mr. Shetye. He was a well built, stocky man with an impressive personality and an infectious laugh. Mr. Shetye always had a large number of junior lawyers gathered around him. In court, Mr. Shetye was very well received and respected by Judges due to his vast knowledge of his specialized subject namely industrial and labour law. He was always well prepared and exuded wisdom and learning in the manner he approached a case. As the learned Chief Justice has rightly pointed out Mr. Shetye was an extremely erudite and studied counsel and appeared in a number of cases on both the Original and Appellate sides of this Court.

In 1986, he made the ambitious but difficult transition from our High Court to the Supreme Court in New Delhi. There he practice with distinction and dignity. He kept the flag of the Bombay Bar flying in the Supreme Court.



R. M. KADAM

ADVOCATE GENERAL

1st Floor, Chamber No.5
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Fort, Mumbai 400 032.

The number of reported Judges in which Mr. Shetye appeared on one side or the other, are too many to recount in detail. However, a mention a few of the important cases in which he appeared would not be complete without mentioning Bharat Barrel & Drums, Indian Hume Pipes, the Hind Construction matter and the case of Navnit Kamani Vs. R.R. Kamani

My Lords, the life that Mr. Shetye lived was a true and living example of national integrity and diversity. He studied in Belgaum and Mumbai. He practiced law in Mumbai. He led the trade union movement in Maharashtra. He shifted practice to Delhi and he was married to a lady from Sikkim where he eventually retired after having practiced for several years in the Supreme Court.

My Lords, Mr. Shetye led the full life and on behalf of the entire Bar of the State of Maharashtra, I joined your Lordships in paying tribute to this great lawyer.

May his soul rest in peace.

Mumbai

November 25, 2010


(R.M. KADAM)



सत्यमेव जयते

D. J. KHAMBATA

ADDITIONAL SOLICITOR GENERAL OF INDIA
SENIOR ADVOCATE, LL.M. (HARVARD)

November 25, 2010

REFERENCE TO SHRI NARAYAN SHETYE, SENIOR
ADVOCATE

My Lords the Hon'ble the Chief Justice, the Hon'ble Justice D.Y.Chandrachud and the Hon'ble Justice N.Mhatre, the Advocate General of Maharashtra Shri Ravi Kadam, the President of the Bombay Bar Association Shri Rohit Kapadia, the President of the Western India Advocates' Association Shri Rajiv Patil, Shri Anil Singh for the Bar Council of Maharashtra & Goa, the Vice-President of the Bombay Incorporated Law Society Shri Priyahas Jani, and members of the Bar and of the family of Shri Narayan Shetye,

We have assembled today to pay homage to the late Shri Narayan B.Shetye, one of the leading members of our Bar, who passed away a few days short of his 80th birthday.

From his early years to his end Shri Narayan B.Shetye was a socialist at heart. The life of the great socialist Sane Guruji cast an indelible imprint on him. His early life was fashioned in a commune at Dadar along with socialist stalwarts such as Chandu Patkar. He was a member of the socialist movement led by Ram Manohar Lohia and Madhu Limaye and participated in the Goa Liberation movement.

BOMBAY HIGH COURT EXTENSION BUILDING, MUMBAI - 400 032. PHONE : 2269 1060 / 1061 (D) TELEFAX : 2269 1060

MULLA HOUSE, 51 MAHATMA GANDHI ROAD, MUMBAI - 400 001. PHONE : 66541576 / 77 FAX : 66541578

E-MAIL : djkhambata@rediffmail.com

His socialist leanings made him active in the trade union movement. He represented workmen and trade unions in labour courts from the early age of eighteen and although not qualified as a lawyer for years he championed their cause as union representative. It was only at the relatively advanced age of thirty-five that, prompted by the late H.R.Gokhale, he sat for and passed the LL.B. examination.

He started his formal practice as a devil of Dr. Y.S.Chitale. By dint of his hard work, intellect and drive he became the Counsel of choice for a large number of labour attorneys. He would appear in the main for trade Unions and workmen. The true professional that he was, he would also appear against the unions. Both sides reposed their trust in him. Despite his unflinching commitment, if a proceeding required compromise he would not hesitate to settle it. He and ^{the}late Phiroze Damania settled a large number of matters while opposing each other. Over the years he amassed, not only a large labour law practice but also a formidable reputation as a lawyer. Throughout this he retained his integrity and excellent ethics. His designation as Senior Counsel in 1985 was a recognition of this.

It is jocularly said that :-

“The man who is not a socialist at twenty has no heart but if he is still a socialist at forty he has no head”.

Narayan Shetye's life was in complete defiance of this aphorism. He had both head and heart.

No one who has seen him entering the High Court Library after a busy session at Court will forget the deep flushed pink of his face, his warm smile and sparkling eyes. He developed a happy family of juniors around him. His jovial personality was transparent. His exuberance and eternally youthful face were uplifting.

But behind the jollity was a seriousness of purpose, a driving commitment to a cause. That flame would never flicker, it would never die.

He appeared in several matters of import both in the High Court and the Supreme Court. He helped lay down the law in many matters starting from the Industrial Courts.

In 1986 he shifted to Delhi and practiced before the Supreme Court till 2004. His legal acumen and understanding was appreciated as much in the Supreme Court as it was in the Bombay High Court.

He contributed to the development of the law in several matters notably amongst these :

- (i) Indian Hume Pipe in which the Supreme Court overruled the decision of the Industrial Court and held that Dearness Allowance could not be frozen at a particular index;
- (ii) SG Chemical's case in which the Supreme Court held that a closure in violation of Section 25-O of the MRTU & PULP Act would amount

to an unfair labour practice and that the workers would be entitled to settlement benefits.

He represented India at the International Labour Organisation Conference at Oslo in 1975-76.

Something of his socialist free spirit then prompted him to retire prematurely to Sikkim; a place for solitude and reflection.

His death is a great loss to the Bar. My deepest condolences to his family and his juniors. May his soul rest in peace.



D.J.KHAMBATA
Additional Solicitor General of India

Address by Mr. Rohit Kapadia, President of the Bombay Bar Association at the First Court Reference to Late Mr. Narayan Bhalchandra Shetye, Senior Advocate, on 25th November, 2010.

My Lord the Chief Justice, My Lord Dr. Justice Chandrachud and My Lord Justice Nishita Mhatre and my friends at the Bar, ladies and gentlemen.

Just a few days ago, we had assembled to pay homage to Mr. Atul Setalvad. Ironically we are here today to grieve the sad demise of his protegee Narayan Shetye. Narayan Shetye was almost exclusively a labour lawyer. He had a great and enviable reputation for his perspicacity, acumen and fairness. If Setalvad was a lawyer's lawyer, as was said then, Shetye was a professional's professional. Although he mainly appeared for Unions, the management was always very anxious to see to it that they could entice him to appear for them. They were sanguine about the fact that Shetye would be true to his intellectual honesty whichever side he appeared for. In my good fortune, I had occasion to be invited to a dinner at his house which then was in Kalimpong. I met his gracious wife. Amongst the invitees to dinner was a flock of children aged between 5 and 15. With his childlike innocence, Narayan Shetye got along well with all the children although there was a tremendous disparity in age. I remember with some fondness that he took us for a picnic on the next day. He behaved with all and sundry with great cheers. I am informed that he died quietly and with dignity. So typical of him! We will never forget him. I join all my friends and

the learned Chief Justice to condole the death of Mr. Narayan Shetye. I express my deepest sympathies to the members of the bereaved family. May his soul rest in peace.

**REFERENCE TO LATE SHRI NARAYAN BHALCHANDRA SHETYE SENIOR
ADVOCATE**

Date : 25th November 2010,

Honourable the Chief Justice Mr. Mohit S. Shah & His ^{Honourable} ~~Lordship~~ Mr. Justice

S. ~~J. Kathawalla~~ ^{Bhalchandra Chandra, Hon'ble Justice Mrs. Mishel}

Learned Advocate General Mr. Ravi Kadam

President of Bombay Bar Association Mr. Rohit Kapadia, President of A.A.W.I,

Mr. ^{Keyin Patel U.S.P.} Ashok Mundargi, President of Incorporated Law Society Mr. ^{Jani} ~~Dera Zairwala~~.

Members of Shetye Family, Members of the Bar, Ladies and Gentlemen.

On behalf of members of the Bar Council of Maharashtra & Goa, I share the sentiments that have been expressed and pay our tribute to Late Mr. Narayan Bhalchandra Shetye, who left for his heavenly abode on 23rd July 2010 at Gangtok.

Late Shri. Narayan Bhalchandra Shetye was born on 27.8.1930. Being connected with socialist party, he worked with various stalwarts of that time like late Shri. Ram Manohar Lohia. He was associated with Trade Union Movement and appeared in several leading cases representing Trade Union. In 1965 he passed Law examination from Mumbai and joined the Chambers of Dr. Y.S. Chitale. In 1985 he was designated as Senior Advocate. In 1986 he shifted to New Delhi and practiced in the Supreme Court and appeared in various important matters. He was also one of the delegates of the India ~~Contingent~~ at the conference of the International Labour Organisation held in Oslo in 1975-1976.

He left Delhi and settled down in Gangtok, Sikkim in 2004.

He expired on 23.7.2010 in Gangtok. ^{Demise of Shri. Narayan Shetye is great}

On behalf of Bar Council of Maharashtra & Goa and myself, I express our ^{Loss to the Legal family} deepest sympathies and condolences to the family members of late Shri. Narayan Bhalchandra Shetye. May his soul rest in eternal peace.

Anil C. Singh,
Member, Bar Council of Maharashtra & Goa

Place : Mumbai

Date : 25th November 2010

Reference presided over by the Hon'ble the Chief Justice Shri Mohit S. Shah, Hon'ble Shri Justice D. Y. Chandrachud and Hon'ble Justice Smt. Nishita Mahtre in Court Room No.52 on Thursday 25th November 2010 on the death of Mr. Narayan Bhalchandra Shetye who died at Gangtok on 23rd July 2010.

Address by P. A. Jani Hon. Vice President. The Bombay Incorporated Law Society.

My Lord the Hon'ble the Chief Justice and My Lord Justice Chandrachud and My Lord Justice Mahtre.

Mr. Ravindra Kadam the Advocate General,

Mr. Darius J. Khambatta, Additional Solicitor General, Western Region,

Mr. Anil Singh, representing the Bar Council of Maharashtra and Goa.

Mr. Rohit A. Kapadia, President Bombay Bar Association.

Mr. Rajeev Patil, President Western India Advocates Association

My colleagues at the Bar, family members of Mr. Narayan Bhalchandra Shetye ladies and gentlemen

It is with deep sorrow that I, on behalf of members of the Bombay Incorporated Law Society, associate myself with the sentiments, which have been expressed here.

It is really a sad occasion but we can only take consolation in the fact that,

For to the one that is born death is certain and certain is birth for the one that has died. Therefore for what is unavoidable, thou should not grieve.

I pay tribute to the departed soul on behalf of the Members of the Bombay Incorporated Law Society and on my own behalf. In passing away of Shri Narayan Bhalchandra Shetye the Trade Unions and workers have lost a warm, friendly and able Advisor.

He lived his full life and worked for the cause he loved the most and he knew when to stop. When he left active practice in Court people did wonder why he left as he could have continued and served the cause close to his heart for some more time.

I respectfully join my Lords and my colleagues in the prayer that the soul of Narayan Bhalchandra Shetye may rest in eternal peace and his abiding memories may live for long. I extend on behalf of the Bombay Incorporated Law Society condolences to the members of his family.

May his soul rest in eternal peace.

Reference to Late Mr. Narayan Bhalchandra Shetye

25th November 2010.

Chandrashekar. Q

In the Court of Honourable Chief Justice & Justice Kathawalla

Justice Nishida Mhadre .

Honorable Chief justice Mr. Mohit S. Shah

Honorable Justice Mr. ~~S. J. Kathawalla~~ *Dhananjay Chandrashekar*
Honorable Justice Mrs. Nishida Mhadre.

Mr. Daraius Khambatta, the Additional Solicitor General of India

Mr. Ravi Kadam, the Advocate General of Maharashtra

Mr. Anil Singh, Member Bar council of Maharashtra and Goa

Mr. Rohit Kapadia, President Bombay Bar Association

Mr. Prakash Jani, Vice President Incorporated Law Society

My colleagues at the Bar.

Ladies and Gentlemen,

A Hardcore Socialist Trade Unionist and Doyen of Industrial law
Mr. Narayan Bhalchandra Shetye passed away on 23rd July 2010
at Gangtok, Sikkim.

Mr. Shetye in fact started his legal career in the year 1950 before
the Labour and Industrial Courts as young Trade Unionist. He
followed the slogan "Workers of the World Unite" as his
commitment. He started his law profession as a lawyer in the year
1966.

Originally from Goa, Mr. Shetye prosecuted his studies initially at
Ichalkaranji Boarding School and passed his SSC examination in
the year 1947. He joined a Socialist Organization Rashtra Seva Dal
and also became close associate of a great socialist, humanist Sane

Guruji. Mr. Shetye was very much active in commune with eight of his colleagues including Late Mr. Padmakar Dattaray Kamerkar another stalwart of this bar. He worked with veteran Socialist Late Mr. Ram Manohar Lohia and also participated in Goa Liberation Movement with Late Mr. Madhu Limaye. He worked in Trade Union with Late Mr. P. D'mello, Mr. R. J. Mehta, and Mr. G. R. Khanolkar the well known trade unionists. He was a key person in publishing a leftist news magazine 'Kartavya'.

While he was working for the then Socialist Party, Late Mr. H.R Gokhale, the then Union Minister of Law prevailed upon him to complete his law studies and join the profession. After completing his law education in 1965, he joined the chambers of Dr. Y. S. Chitale.

He conducted numerous complex matters from Industrial Court up to Honourable Supreme Court. S. G. Chemical Case is one of the illustrations. His knowledge of law in the industrial and labour law was so vast and immense that he had an occasion to argue the scheme of law on the point of minimum wages, when a famous English Judge was on a visit to Bombay High Court.

In my junior days I was fortunate enough to see him in great action in Courts and in great humour in Bar Association with Mr. S. B. @ Dada Naik, Late Mr. P. D. Kamerkar and Late Mr. Firoze Damania. Though he was very tough in his working style and language, he was very soft and used kid gloves while guiding young advocates. By sheer dint of hard work he achieved great heights in

legal profession and remained a great legal luminary in the Honourable Supreme Court.

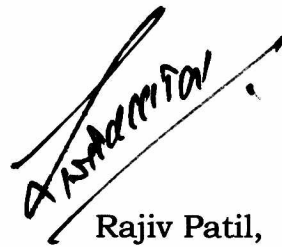
He was designated as a Senior Advocate of Bombay high court in the year 1985 and he shifted to Delhi in the year 1986. At the peak of his profession in Supreme Court he thought of retiring from the practice in the year 2004. After retirement he settled in serene environment of Sikkim at Gangtok.

He left behind his legal legacy in Bombay High Court through Honorable Justice Nishita Mhatre in Judiciary and Mr. Pankaj Patel at the Bar.

He was esteemed member of Advocates Association of Western India and on behalf of our Association, I pay my respects to the Great Legend. I convey our deep condolences to bereaved family.

May his soul rest in peace.

25th November 2010
Mumbai



Rajiv Patil,
President (Elect)
Advocates' Association of Western India

Justice (Smt.) Nishita Mhatre



Flat No. 201 "VIDHI"
General J. Bhosale Marg
Mumbai - 400 021.
Tel. : 2287 2981

October 15, 2010

Dear Chief,

This is the information about the Senior Advocate
Shri Narayan B. Shetye which you had asked me to furnish to you.

With regards,

Yours sincerely,

Nishita Mhatre
(Smt.Nishita Mhatre)

Hon'ble Shri Mohit Shah
Chief Justice
Bombay High Court

NARAYAN B. SHETYE

Born on 27th August 1930, Senior Advocate and well-known labour practitioner Narayan Bhalchandra Shetye completed his initial schooling at the Lingraj School in Belgaum. While still in school, he was influenced by socialist leaders of that region like Barrister Nath Pai, and thus, he joined the Rashtra Seva Dal, a volunteer organization associated with the Socialist Party. He left home to join the Goa Liberation Movement, where he came in contact with Ram Manohar Lohia and others who were in the forefront of the Movement. He was arrested by the Goa government, but was later released as he was a minor.

After completing his matriculation, he shifted to Mumbai or Bombay. Shetye came in contact with social reformer Sane Guruji and stayed with him and other young socialists like the late Mr. P. D. Kamerkar, Advocate, in a commune at Dadar.

Shetye was involved in the trade union movement and was actively associated with the Engineering Mazdoor Sabha and the dock workers' trade union led by Mr. P. D'Mello. He started representing the unions and the workers before the Labour Courts and Industrial Tribunals at an early age of 18. As a trade unionist, he appeared against stalwarts in the legal field including Mr. H. M. Seervai and Mr. N. A. Palkhiwala who were at the time briefed to appear in the Industrial Tribunals/Labour Courts. He argued successfully against them in matters concerning the calculation of Special Allowance while fixing minimum wages, and whether this calculation should be based on 26 days or 30 days. During this period, he was actively involved with the Socialist Party and was associated with Lohia, Madhu Limaye and others.

The Late Law Minister Mr. H. R. Gokhale who then used to appear for the trade unions, saw a spark in the young Narayan Shetye and advised him to ~~to~~ secure a law degree. Accordingly, Shetye returned to Belgaum and completed his Inter Arts. In 1965, he returned to Mumbai to secure his law degree. He then joined the chambers of Dr. Y. S. Chitale. After joining

the bar, Narayan Shetye adopted a professional attitude and appeared for employers as well as employees. At a time when there was a sharp dividing line amongst lawyers who would appear for the employers and employees, Shetye enjoyed the confidence and faith of both sides, as they believed he would do justice to the brief. He soon made a mark at the bar with his vast experience in labour jurisprudence which he had helped to shape since the dawn of independence.

A small anecdote will illustrate the respect that N. B. Shetye enjoyed even from the judicial fraternity. A British judge visiting the Bombay High Court, was to sit on the dais with Justice Tarkunde. The latter informed Shetye the previous day that his matter would be called out the moment the English judge took his seat. As planned, the matter was called out and Justice Tarkunde called upon Mr. Shetye to explain the scheme of the Minimum Wages Act as the matter pertained to that Act. Shetye held forth on the provisions of the act and the manner of fixation of minimum wages in the country. He continued his arguments for half an hour in the presence of the British judge.

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the decision of the Industrial Court and that the Dearness Allowance could be frozen at a particular index was handled by Shetye before the Industrial Tribunal as well as in the Supreme Court. Shetye appeared for the workers before the Industrial Court as well as the Supreme Court. His cross-examination before the trial courts was masterly and incisive. His arguments were precise. Such was the respect he commanded from the judges of this Court that when he cited a particular judgement the judges would rest assured that it was the last word on the subject. His mastery over the subject of industrial jurisprudence was legendary. Gifted with a photographic memory, he could reel off the exact citations of judgements down to the paragraph numbers! He had a razor sharp intellect. He was extremely hardworking, meticulous and methodical.

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He shifted to New Delhi in November 1986, leaving behind a large practice in Mumbai where he was at the pinnacle of success in the Bombay High Court. Narayan Shetye practiced in the Supreme Court and soon made a mark there as well. While still active, he decided to retire from practice in 2004, and shifted to his wife's hometown in Gangtok. He left the field when he was at the peak, as he was of the firm belief that people should wonder why he left, rather than ask when he would leave. He died on 23rd July 2010.