



# ANNUAL REPORT

Internship-Externship/Traineeship  
Programme F/Y 2020-21



**BLACK ROBES LEGAL**

मुझाक दिषकोर्द्रण न्यायः

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**BLACK ROBES LEGAL**

Advocates, Advisors and Consultants

**O.** Block - B, No. 10, II Floor, Karam Pura,  
P.S. Moti Nagar, P.O. Ramesh Nagar H.O.  
District West, NCT of Delhi - 110015 India

**W.** [www.blackrobeslegal.com](http://www.blackrobeslegal.com)

**E.** [contact@blackrobeslegal.com](mailto:contact@blackrobeslegal.com)

**L.** +91-11-41751582





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## MESSAGE FROM THE CHIEF ADVISOR

I remember and co-relate the beginning when I was requested to come on board to mentor the Internship-Externship and Traineeship programme, with the final outcome now and I believe that the journey has been enriching for myself in particular, lest about the candidates who have successfully completed the programme by carrying with them the necessary values and orientation to become a valued professional in the market. Though it was not a debut to lead such initiative for the students, but the manner in which the same has been executed by the supporting team members in the legal field was found truly inspiring and engaging. The programme which was conceptualized as a thoughtful and catalytic pro-bono measure in the development of one's personality to be able to work as a professional after the pursuit of academic-professional studies, has been able to reasonably ward off the past experiences of candidates who have somehow being found trained in mechanical approaches towards work with less focus being made on analysis, synthesis, interpretation in the realm of common sense, public policy and the ground realities. Taking forward the words of Mr. Gupta to keep real focus on content, creativity, continuity, conduct and communication, I believe that the firm was able to devise practical and challenging assignments which were duly passed on in the behavioral etiquettes required in professional communications and work by the young minds, however the saga of desertion as uninformed withdrawal could not be routed to its roots and reasons by the firm materially, but with changes incorporated for future, the efforts may likely to reap due benefits in future.

Keeping other things aside, I must congratulate Mr. Gupta for this thoughtful and strategic intervention in conceptualizing the programme as a fruitful engagement for the law students, which I believe shall continue for long with success.

**(R. K. Singh)**

Former Engineer in-Chief, Doordarshan





## MESSAGE FROM THE INDEPENDENT REVIEWER

The origin of Internship-Externship and Traineeship programme in the Financial Year 2020-21 can certainly be traced out in the unprecedented vacuum created post the advent of COVID-19 pandemic, essentially partaking the character of a regular mentorship, essentially through virtually assisted digital means. My engagement as a supervisory independent reviewer for the programme did bring before me that right person for the right work in a regulated order can be fruitful for the works otherwise considered perfunctory. I have found that the firm has been able to successfully lead the programme to its end, but not without hiccups and strange lessons, although the niceties remained in essence regarding the pure merit based selection procedure being followed in cent percent without discrimination and by ensuring real access to candidates belonging to less renowned or not so publicly known law schools in the nation. The firm is also found to have not only maintained meticulous records right from selection till the delivery and confirmation of certificates through post, but kept excellent communication with all the stakeholders, primarily being the candidates. However, when I reviewed the data and records for the entire year, I found myself really surprised without an explicit answer available, regarding the pre-joining attrition rate of candidates, particularly desertion, by those who belong to prominent institutions. I believe that such attrition is an unhealthy signal for the firm to have recruited candidates without ensuring their commitment, but largely for the professional behaviour missing in such candidates who have chosen to disregard the values of communication.

Nevertheless, despite odds and challenges, I wish Mr. Gupta and his dedicated team members to continue the programme for the benefit of a large chunk of deserving candidates in the country, who are left denied an access to practical internships.

**(Harpal Singh)**

Former Assistant Commissioner of Police, Delhi



## MESSAGE FROM THE MANAGING HEAD

In the words of Henry David Thoreau, "**The price of anything is the amount of life you exchange for it**", I believe that every intern shall agree that investment of his/her time with dedication for the programme was the right price paid to ensure true learning and growth. The fundamental premise of any knowledge based programme is 'Equal Access to Opportunities' which is in essence the 'Access to Justice' for the bonafide law students in the country, not limited by usual malaise of discrimination created by brand value of law school, year of study, identified parentage, gender, social links and acquaintances, financial constraints, non-responsiveness and non-disclosures, besides others, and I am pleased to find that the firm has been able to secure a nurturing environment through our Internship-Externship/Traineeship programme during the Financial Year 2020-21. The COVID-19 pandemic coaxed me to devote time to address the practical insecurities of students in securing mandatorily prescribed internships, by turning the expectations from bare certificate to practical learning. I must concede that the programme may have faced challenges with desertion of candidature, but essential aspects of transparency through communication and disclosures were truly adopted and practiced. Now, at this juncture, I see the past year journey of ours as self-rewarding in terms of progressive steps undertaken to remove obstacles for the law students, even though the same may appear to be small in absolute numbers on statistics scale but realistically empowering in essence.

I take this opportunity to truly recognize and present my gratitude for the immense efforts, integrity and unwavering dedication shown by the team and mentors, which has brought plans into pursuit of meaningful change for the betterment of the careers of others.

**Mohit Kumar Gupta**  
Advocate



# Candidates' Capacity Building

The candidates worked upon different practice areas of law and honed their skills on Drafting, Research (Legal and Policy), Analysis and Interpretation, Reading and Comprehending Bare Acts/Rules/Regulations/Judicial Decisions, Drawing Case Briefs, Writing Legal Opinions/Comments and developed nuances of personal conduct and professional communication.

## Internship-Externship/Traineeship Programme (F/Y 2020-21)

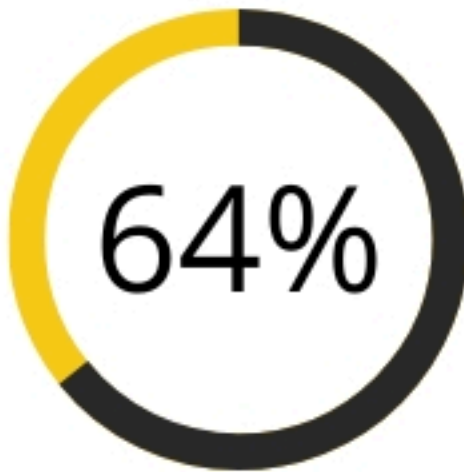
There were around 17-22 tasks/individual assignments in total, allocated during the 4 weeks period of the programme for each batch, which were duly assessment through colour coded pre-defined parameters and correct course of action was constantly guided through written communications and call interactions. The following data as shown in percentage graphically, represents the change experienced by the candidates gauged in terms of parameters viz. Research & Drafting (Legal and Policy), Conduct, Commitment & Communication, and Analysis and Interpretation, as found after general evaluation undertaken concerning their skills sets.



RESEARCH & DRAFTING  
(LEGAL AND POLICY)



CONDUCT, COMMITMENT  
& COMMUNICATION



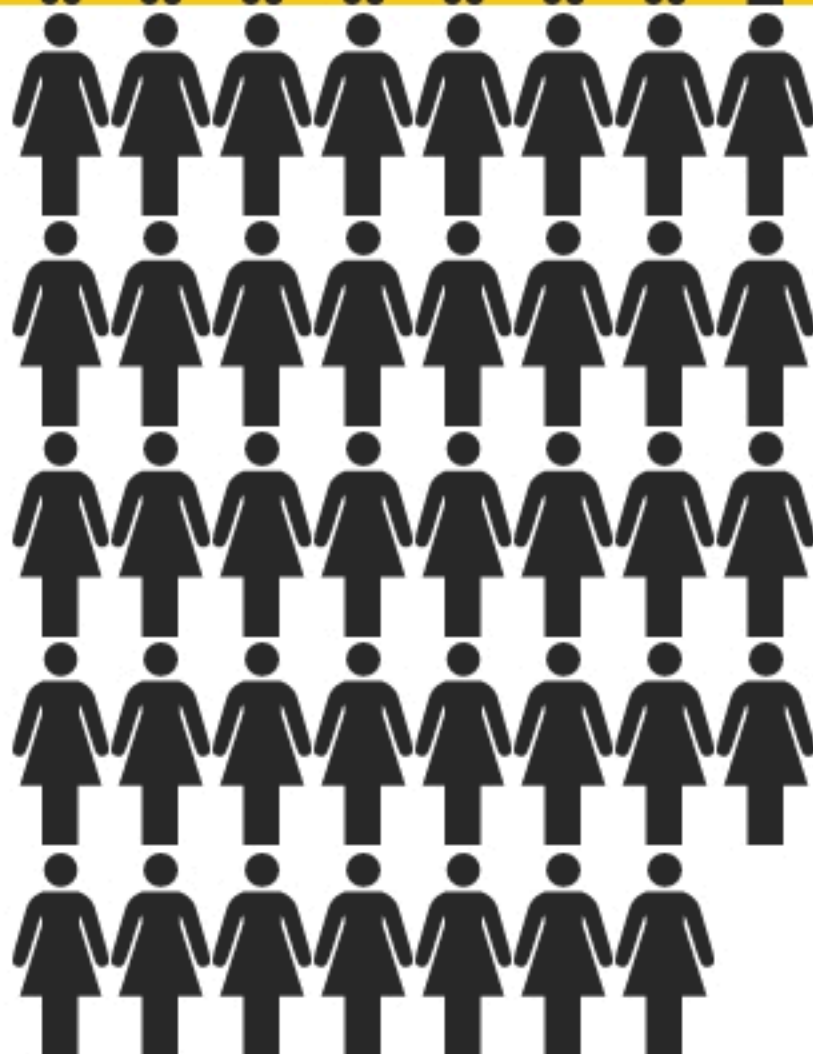
ANALYSIS AND  
INTERPRETATION







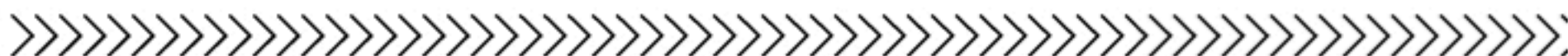
The Internship-Externship/Traineeship programme F/Y 2020-21 conducted from 07 April, 2020 till 06 April, 2021 witnessed a total number of 128 candidates being selected, out of which only 71 candidates could successfully complete the programme representing 48 law schools/universities including the National Law Schools, Centres of Faculty of Law, University of Delhi and other prominent law schools and were found primarily studying the Integrated Five Years full-time/regular Bachelor Degree of Law.



The candidates were shortlisted on the basis of written assignment and/or personal interview which assessed them on the basis of their academic/subject knowledge and in specific consideration of their personal traits including active intelligence, general behavior to legal/public issues and passion for change, besides others.

71

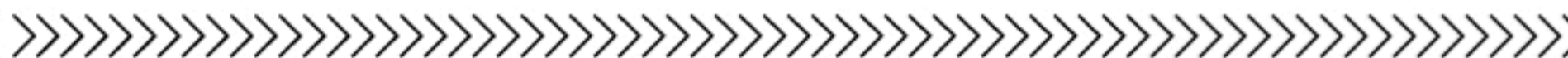
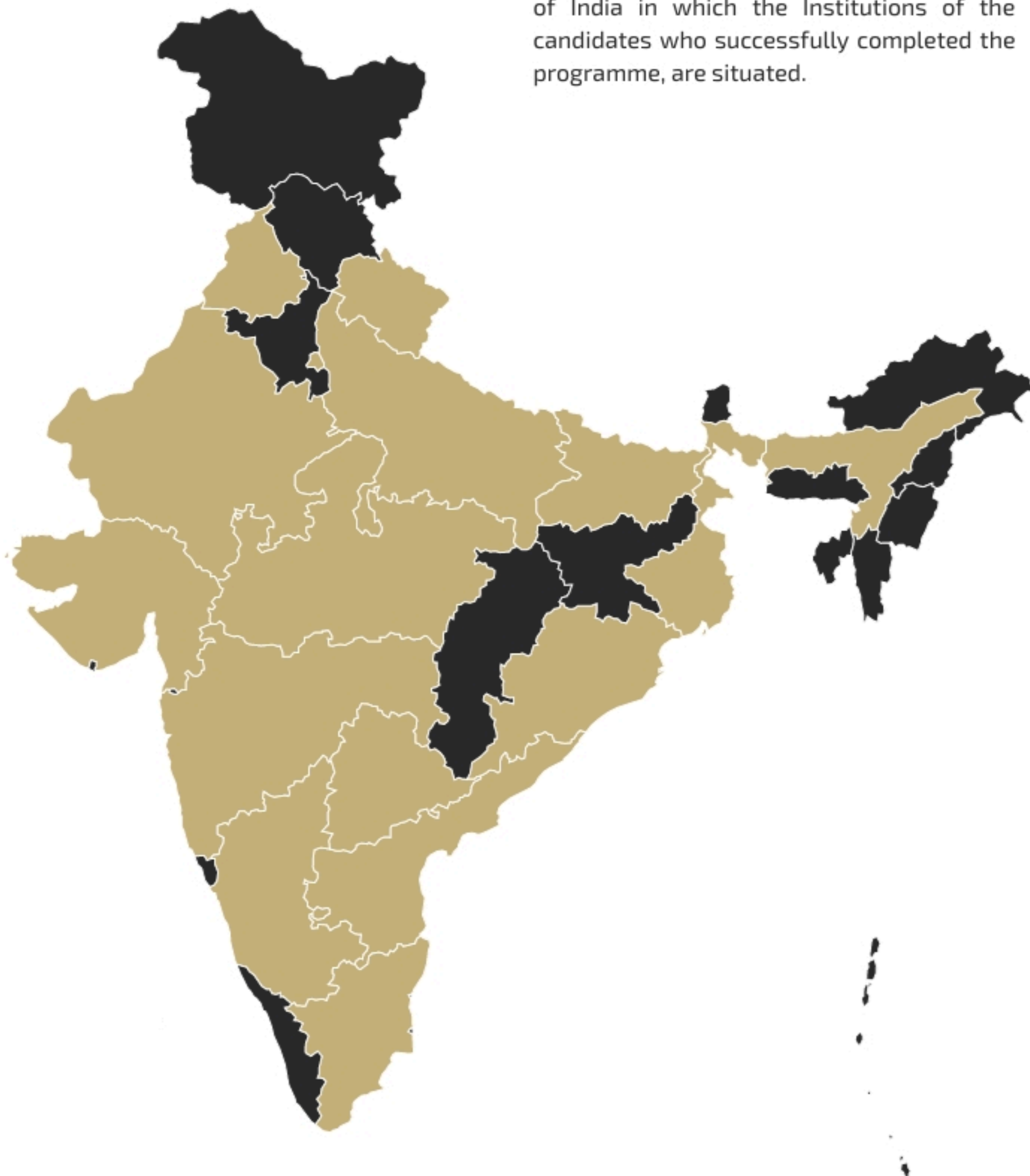
Total Candidates who completed  
the programme  
Male: **31** Female: **40**





## STATES AND UNION TERRITORIES

The 'Laser (#C6B079)' coloured portion represents the States and Union Territories of India in which the Institutions of the candidates who successfully completed the programme, are situated.













# Batches' Best Performers

The work undertaken every week by each candidate in a batch, was duly assessed and followed with detailed call interaction and finally, monthly work assessment report was studied and compared to find out the best performing candidate, although the same was not every time communicated and therefore, the following list is compiled with the best performing candidates for the Financial Year 2020-21.



98

APRIL 2020

**ANJALI BASKAR**

School of Law, CHRIST (Deemed to be University), Bengaluru



MAY 2020

58

**SANIKA DALVI**

Government Law College, Mumbai University



11

JUNE 2020

**PRAGATI DHAWAN**

Campus Law Centre, Faculty of Law, University of Delhi





54 JULY 2020

**KUSHAL SRIVASTAVA**

National Law University and Judicial Academy, Assam



AUGUST 2020 135

**CHITTESH DALMIA**

University of Mumbai Law Academy (UMLA), Fort



39 SEPTEMBER 2020

**PRASOON SHEKHAR**

The ICFAI Law School, The ICFAI University, Dehradun



OCTOBER 2020 206

**KUSH BISHT**

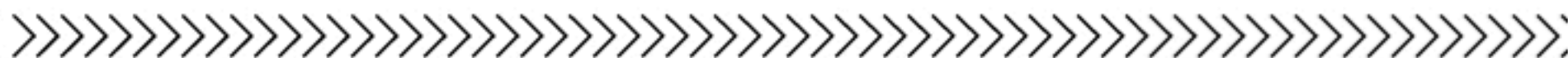
JEMTEC, School of Law, GGSIPU, Noida



247 NOVEMBER 2020

**SWATI PRAGYAN SAHOO**

Tamil Nadu National Law University





DECEMBER 2020 245

**ANANYA CHATTOPADHYAY**

Jogesh Chandra Chaudhuri Law College, Kolkata



259 JANUARY 2021

**SUTANUKA SINGHA RAY**

School of Law, KIIT (Deemed to be University), Odisha



FEBRUARY 2021 233

**AKSHIT CHAUHAN**

Amity University, Gwalior



265 MARCH 2021

**PRAPTI SANGOI**

Pravin Gandhi College of Law, Mumbai



**FIRM'S PERSPECTIVE - WAY FORWARD**  
(Internship and Research Assistantship Programme)

With the culmination of the Internship-Externship and Traineeship programme for the F.Y. 2020-21, the challenges for the new beginning are all gearing up to stand before us particularly in terms of eliminating the past concerns and reorienting the practices and procedures for the new programmes i.e. Internship Programme\_F.Y. 2021-22 and Research Assistantship Programme\_F.Y. 2021-22. Although the former programme shall cater to fresh candidates, the latter is only intended for and targeted towards the former interns who can and are likely to adjust with the fundamental requirements of the working ethos of the firm. The firm which had to consider the requests of candidates, duly accommodated more than five (5) students in one month batch owing to pandemic COVID-19 restrictions, may not go beyond the maximum intake planned as a concerted measure, unless otherwise specially required. The firm shall duly consider suggestions and will implement new policies to counter the instances of withdrawals and will actively note the cases of desertions in terms of the provisions made and informed to the prospective candidates through the Frequently Asked Questions (FAQs) released. The firm is in the stage of continuing and progressive discussions internally, as suggested by few of the past interns regarding investment of resources in extending series based learnings on specified legal and policy issues through lectures, case studies, research articles, moot courts, training sessions and others, in association with student bodies, corporate/placement cells and/or other societies of the law schools/universities, practicing professionals and others.

Since we highly base our priorities qua the aspect of professional communication, record keeping and correct timely reporting in the programmes, we are expecting indulgence of the prospective candidates accordingly. We look forward to serious and learning based engagements of the law students in the Financial Year 2021-22.

**Neeraj Kumar, Coordinator**  
Recruitment & Programme Affairs Division





