

C E R T I F I C A T E

This is to certify that Prof.(Mrs.) Swati Vinayak Bhawe has completed her dissertation entitled, "A Critical Study of Labour Laws as Applied to Institutions of Higher Education". The dissertation is required towards the part fulfilment of the requirement for the Degree of M.Phil. (Education - Interdisciplinary). She has carried out the research work under my guidance and it is original. Such material as has been obtained from other sources has been duly acknowledged in the dissertation.

S. L. Bhawe

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Guide.