

Post Graduate Diploma Labour Law and Labour Welfare

About Vidya Vikas Mandal

The Vidya Vikas Mandal, a registered Society was established in the year 1973. As there were no facilities for education in South Goa, the Mandal started Shree Damodar College of Commerce and Economics in the year 1973. Today the Mandal has six institutions successful catering to needs of professional education in the State of Goa. The Institutions under the Mandal are:

- Shree Damodar College of Commerce and Economics
- G R Kare College of Law
- The R M S Higher Secondary
- The H M Gaunekar Institute of Management and Research
- The Vidya Vikas Academy
- Indira Gandhi National Open University Study Center.

About the College

The G R Kare College of law was established in the year 1979. The college is situated on a spacious land area at Tansor, Comba, and Margao in a multistoreyed building, at the heart of a beautiful scenic environment, providing a conducive atmosphere for learning. It has a sufficient number of classrooms, spacious and well ventilated library, independent computer lab, Gymkhana, common room and other facilities. The College has distinguished and excellent record for over two decades. The college has organized various activities like Moot Court competitions, Law Festivals, Seminar and symposiums at the national and international levels.

The Course

1. The Post Graduate Diploma in Labour Law & Labour Welfare
2. The Post Graduate Diploma in Corporate Law

The College follows the semester scheme of examination (two Semesters) for each course. A total of 07 theories & 1 practical paper are part of each course. While the first semester has 4 theory papers, the second semester has 3 theory papers & 1 practical paper.

Library

The College has a well equipped library with a collection of more than 10,000 books, journals, magazines etc. The Library has an independent reading room, with subscription of more than 12 laves journals, 10 newspapers, 9 national magazines and 5 legal magazines. The library is open on all working days between 8.00 a.m. to 5.00 p.m. On Sunday-except national holidays] the library shall be open from 9.00 a.m. to 2.00 p.m.

1. Students shall be allowed to borrow at a time only two books/journals/ Etc.
2. No book shall be kept by the student for more than 12 working days.
3. For each day of delay the student will have to pay a fine for Rs. 10 per day
4. Library deposit fee' is Rs. 1,000 which shall be returned to the student at the time of completion of the course.
5. Complete silence must be maintained in the library and reading room.
6. Books not returned or returned in mutilated or in condition not Appropriate, will attract a fine up to Rs. 1,000 or the value of the book whichever is higher. Further the student is subject for disciplinary; Action if found guilty of international wrongdoing.

Computer Lab

The College has a well equipped computer lab with computers connected with broadband internet connectivity, 24 hours. The College has subscribed to manupatra online legal search engine. Manupatra gives access to all the Supreme Court and High Court judgments, including Acts, notifications, ordinances etc. The computer lab is open from 10.00 a.m. to 3.00 p.m. on all working days.

1. Students are free to use the computer lab for academic work only.
2. Taking printouts or using the computer lab for personal purposes is strictly prohibited.
3. Chatting online and other un-academic activity in the computer lab I is prohibited.
4. Students must use only virus free CDs or Pendrives.

Attendance

Attendance rules are strict. As per the Goa University Rules, a student must have a minimum of 75'0' attendance during each semester to qualify for the written examination. Any student not fulfilling the minimum required percentage of attendance shall not be permitted to undertake any examination, internal or external.

Seminar / Workshops

The College on a regular basis organizes State and National level I seminars and workshops on various subjects and topics of Current interests to the student community. The students are often encouraged to present papers and make presentations during these seminars and workshops. These workshops give the students a unique opportunity to interact with legal experts, academicians and authors.

Certificate Courses

The College holds annually a Certificate Course in an interrelated subject of law, medicine, science and technology. The basic aim and objective of the course is to expertise the participants with subjects and field of study which are not ordinarily part of the Curriculum or syllabi, The Course is open for the public to participate and interact with the experts who handle the classes. In the past the College has conducted certificate courses in Medical Law, Cyber Law and IPR.

Admission

Application form duly completed shall be presented to the college office and notified by college authorities from time to time. The qualification for taking admission for PGDLLW or PGDCL is graduation in any discipline from any UGC recognized University with a minimum of 45% passing,

The College reserves the right to hold a personal interview with each applicant before assessing whether or not the candidate should be given admission to the course. Admission criteria shall be based on merit as well as personal interview conducted by the college. The college shall announce; the list of candidates admitted through the notice board.

Documents for Admission

Where the candidate is a Graduate of the Goa University and Seeks admission to the Diploma Course in Labour Laws and Labour Welfare or Diploma Course in Corporate Laws the application should be accompanied by the following documents:

- The original S S C or equivalent examination certificate along with a certified true copy.
- Original Degree certificate, along with certified true copy.
- Original Statement of Marks of the degree examination passed, along with the certified true copy.
- Transfer Certificate from the Principal of college last attended,
- 2 Identity card size photographs.

Where a candidate seeking admission is a student of a University other than Goa University he must in addition to the above documents, produce the following documents before taking admission

1. Migration Certificate

Hours of Instructions

Classes will be held on all Sundays except Public holidays. The students are expected to see the notice board for time table or schedule of classes.

Standard for- Passing the Examination

1. Each paper [including the Practical paper] shall carry 100 marks.
2. A candidate who secures minimum 40% of marks in each paper and an aggregate of 50% on the whole shall be declared to have passed the examination.

Sl. No.	Head	Amount
1.	Tuition fees	Rs. 10,000
2.	University Registration Fee	Rs. 500
3.	Library Fees	Rs. 500
4.	Library Deposit Fee (Refundable)	Rs. 500
5.	College Development Fund	Rs. 200
6.	Miscellaneous Fee	Rs. 500
	Total	Rs. 12,200

Course Subjects

I. POST GRADUATE DIPLOMA IN LABOUR LAW & LABOUR WELFARE

Paper 1. Industrial Relations

Paper 2. Social Security Legislation

Paper 3. Law of Wages and Principles of Wage Fixation I

Paper 4. Legislation affecting conditions of work

Paper 5. Principles and Practice of Personnel Management

Paper 6. Intellectual Property Law

Paper 7. Agricultural Labour - un organised sector & undertaking

Paper 8. Practical paper

Course Content

Paper I - Industrial Relations

1. Industrial Disputes Act, 1947
2. Indian Trade Union Act, 1926
3. Industrial Employment [Standing Orders] Act

Paper II - Social Security I-legislation

1. Workmen's Compensation Act, 1923
2. Employees' Provident Fund Act, 1952
3. Employees' State Insurance Act, 1948
4. The Indian Maternity Benefit Act, 1961

Paper III – law and wages and Principle of Wage fixation

1. The Minimum Wages Act, 1948
2. Payment of Wages Act, 1936
3. The Payment of Bonus Act, 1965
4. Payment of Gratuity Act

Paper - IV – Legislation affecting Conditions of work

1. Indian Factories Act, 1948
2. The Plantation Labour Act, 1951
3. The Dock Labour Act
4. The Dock Workers [Regulation of Employment] Act, 1948 [1962]
5. Mines and Minerals [Regulation and Development] Act, 1957
6. The Mines Act, 1952
7. The Goa Shops and Establishment Act

Paper V – Principle and Practice of personal management

1. Pattern and Philosophy of management - implications in personnel function.
2. Concept and definition-scope of Personnel Management vis-a-visa behavioral science and interdisciplinary approach.
3. Man power planning - organization, Direction, control, Coordination leadership - Communication Delegation - Lone staff relationship Personnel Management.
4. Personnel Policy - Formulation, Implementation, structure and functions of Personnel Department.
5. Recruitment training - job analysis - Job Evaluation - Job Description ; Job satisfaction - Internal motivation - wages - Fringe benefits – Promotion

6. Organization behaviour - understanding human being! - motivation groups - formal and informal - Group Dynamics - Discipline - domestic enquiry - Punishment - Problems - litigation - Grievance and settlement
7. Maintenance of personal records – Personal audit

Paper - VI – Intellectual property Law

1. IPR and International Perspectives.
2. Trademarks and Consumer Protection (study of UNCTAD report on the subject).
3. The Legal Regime of Unfair Trade Practices and of Intellectual Industrial Property.
4. Special Problems of the Status of Computer Software in Copyright and Patent Law: A Comparative Study.
5. Biotechnology Patents.
6. Patent Search, Examination and Records.
7. Special Problems of Proof of Infringement.
8. Intellectual Property and Human Right.

Paper - VII – Agricultural labour – Unorganized Sector and Undertaking

1. Introduction -.Meaning.
2. Unorganized Labour - Types and causes - Problems.
3. Constitutional safeguards to unorganized labour.
4. Unorganized labour and statutory safeguards.
5. Judicial activism.

Paper - VIII – practical

1. Research project on any labour law related topic. The project should be partly doctrinal and partly non-doctrinal.
2. Written submission of not less than 30 computer print outs pages [12 font, single line, times new roman] - 60 marks.
3. Presentation of the research topic - 30 minutes - 20 marks Viva - voce on the topic - 20 marks.

II. POST GRADUATE DIPLOMA IN CORPORATE LAW'S

Paper II Contract Law

Paper II Law relating to Banking & Financial Institutions Investment Laws

Paper III Taxation of Corporations & Commodities

Paper IV Law relating to Foreign Trade & Commercial Transactions Industrial Relations Law

Paper V Intellectual Property Law

Paper VI Project

Course Content

Paper I - Contract Law

1. General Principles of Law of Contract
2. Government as a contracting Party
3. Standard Form Contracts
4. Multi National Agreements
5. Strategies & Constraints to enforce contractual obligations.
6. Specific relief
7. Indemnity
8. Guarantee
9. Bailment
10. Pledge
11. Agency
12. Sale of Goods
13. Partnership Act, Negotiable Instruments Act.

Paper II - Law Relating to Banking & Financial Institution."

1. Introduction
2. Banks & Customers
3. Control over Banks
4. Control Banking Theory & the RBI
5. Lending by Banks
6. Merchant Banking
7. Letter of Credit & Demand Guarantee
8. Law relating to Negotiable Instruments.

Paper III – Investment Law

1. Historical Background of Securities & Investment Laws,
2. Securities : kinds
3. Government Securities
4. Securities issued by banks.
5. Corporate Securities
6. Collective Investment
7. Depositories
8. Investment in non-banking financial institutions.
9. Foreign Exchange Control Regime in India.

Paper IV – Taxation of Corporation & Commodities.

1. General Perspective
2. Income Tax
3. Other Tax Laws

Paper V – Law Relating to Foreign Trade & Commercial Transactions.

1. Introduction
2. The Basic needs of export & import trade.
3. International Regime
4. General Law or control of Imports & Exports.
5. Control of Exports
6. Exam Policy : Changing Dimensions
7. Law relating to customs
8. Regulation on Investment
9. Technology Transfer,

Paper VI – Industrial relations Law

1. Historical perspective on Labour.
2. Trade Unionism
3. Collective Bargaining
4. Stag Regulation of Industrial Relations
5. Discipline in industry
6. Remuneration of labour.
7. Health & Safety
8. Labour Welfare
9. Protection of the weaker sector of labour.

Paper VII – law of industrial and intellectual Property

1. IPR and international Perspective
2. Trademark and consumer protection
3. Legal Regime of unfair Trade Practice of Intellectual Industrial Property.
4. Special Problems of Status of computer software in copyright and patent Law and comparative study.
5. Biotechnology Patents
6. Patent search, examination and records
7. Special problems of proof of Infringement.
8. Intellectual property & Human Right.

Paper VIII– Practical

1. Research project on any labour law related topic. The project should be partly doctrinal and partly non-doctrinal.
2. Written submission of not less than 30 computer print outs [12 font, single line, times new roman] - 60 marks.
3. Presentation of the research topic - 30 minutes - 20 marks
4. Viva - voce on the topic - 20 marks.