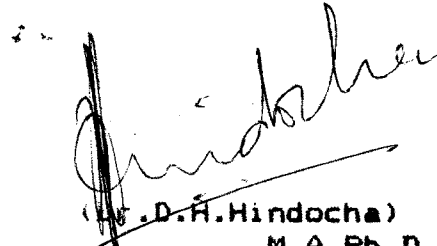


C E R T I F I C A T E

This is to certify that the dissertation entitled " The Study of Labour Welfare Programmes: A Case of Hindustan Latex Limited, Kanagala" is a genuine and bonafide work prepared by Mrs.S.T.Madiwalappagol under my guidance and submitted to the Shivaji University, Kolhapur for the award of Degree of Master of Philosophy in Economics.

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