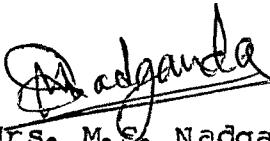


DECLARATION

I hereby declare that this dissertation is based on experimental work which was carried out by me in the Shahu Institute, Kolhapur.

The referances are drawn personally contacting factory management and workers who are the members of Trade Union and then I have come to the conclusion that this work is being published for the first time by me and a part or whole of it did not constitute any dissertation submitted for Award of University degree.


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