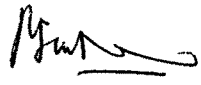


-: C E R T I F I C A T E :-

This is to certify that the dissertation entitled
' A Study of Wage Structure and Welfare amenities in
the Textile Industries with special reference to Shri
Shahu Chhatrapati Mills, Kolhapur is a genuine and
bonafide work, prepared by Shri M.R. Kumbhar under my
guidance and submitted to the Shivaji University, Kolhapur
for the award of the Degree of Master of Philosophy in
Commerce.

Kolhapur :


(Dr. P. Subba Rao)

Date : 31-5-1985.