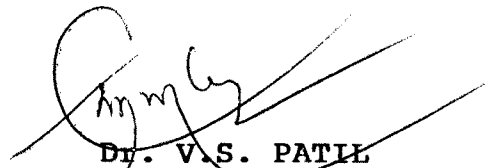


C E R T I F I C A T E

This is to certify that the dissertation entitled " A STUDY OF LABOUR WELFARE FACILITIES IN THE ICHALKARANJI CO.OPERATIVE SPINNING MILLS LIMITED, ICHALKARANJI, DIST. KOLHAPUR (Maharashtra State)" submitted to the Shivaji University, Kolhapur for the award of the degree of Master of Philosophy in commerce and Management by Shri P.D. Nare was carried out under my supervision. To the best of my knowledge the matter presented in this Research Report has not been submitted for a Similar degree.


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C E R T I F I C A T E

I, the undersigned declare that the Research Report written and submitted by me under the Supervision of my Guide Dr. V.S. PATIL is an original work . It has not previously formed the basis for the award of similar degree.



Shri P.D. NARE