

Conceptual frame work of labour welfare activities in fertilizer industry of India

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ABSTRACT

This paper tries to look into the old age problem of labour welfare in fertilizer industry of India. Labour welfare activities are combinations of various steps, the cumulative effect of which is to grease the wheels of industry and society. Sound industrial relations can only be based on human relations and good human relations dictate that labour being, human being should be treated humanely which includes respect for labour dignity, fair dealing and concern for the human beings physical and social needs. In any industry good relations between the management and workers depend upon the degree of mutual confidence, which can be established. This, in turn, depends upon the recognition by the labour of the goodwill and integrity of the organization in the day to day handling of questions, which are of mutual concern. The main objective of this study is to examine the theories and principles of labour welfare through which the conditions of workers employed in the fertilizer industry can be uplift.

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During the pre-independence period, industrial relations policy of the British Government was one of *laissez faire* and also of selective intervention. There were hardly any labour welfare schemes. After independence, labour legislations have formed the basis for industrial relations and social security.

In the present scenario, the socialistic approach of the organizations led every one towards labour welfare and the social security provided to the employee. This simply indicates the emerging significance of human capital in those organizations. They know that higher will be the satisfaction the higher will be the output per worker and vice-a-versa. The recent trends indicate that the employee can no longer be viewed as commodity. Thus, the organizations are supposed to be serious about the level of job satisfaction especially to the skilled labourers. The socialistic pattern of the society, the advent of invention by the nation and the idea of a welfare state must move to the recognition of labour welfare activities. Enterprises can use the labour in proper direction for maximum

utilizations through their satisfaction which is possible only when labour is satisfied. To keep the employees motivated and committed various activities are needed.

Labour sector addresses multi-dimensional socio-economic aspects affecting labour welfare, productivity, living standards of labour force and social security. To raise living standards of the work force and achieve higher productivity, skill up gradation through suitable training is of utmost importance. Manpower development to provide adequate labour force of appropriate skills and quality to different sectors is essential for rapid socio-economic development.

Government of India has introduced liberal industrial policy which is aimed at stepping up industrial growth promoting modernization and technological up gradation to make industrial competencies in both domestic and global market. In this perspective fertilizer industry has to improve their production and productivity which is possible with the satisfaction of labour.

The high rate of labour absenteeism in Indian industries is indicative of the lack of commitment on the part of workers. This can be reduced to a great extent by provision of good housing, health and family care canteens, educational and training facilities. Provision of welfare activities enables the workers to live a richer and more satisfactory life and contributes to the productivity of labour, efficiency of the enterprise and

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