

A Case Study

## An appraisal of labour welfare activities in fertilizer industry of Uttar Pradesh

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### ABSTRACT

India is considered to be the labour oriented nation, where unemployment is the major problem, which has made the workers very needy towards seeking an opportunity to work. Similar kind of situation prevails in the fertilizer industry also. In the present study, the research scholar has focused on the workers employed in fertilizer industry of Uttar Pradesh, their working conditions, their life style, their social values and their importance for the nation. The research scholar has tried to find out the facts related to the welfare of workers in the fertilizer industry by analyzing the primary and secondary data.

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Indian fertilizer industry is one of the industry with immense scopes in the future. At present there are more than 57 large and 64 medium and small fertilizer production units under the fertilizer industries of India. To analyze the conditions of the workers in the fertilizer industry the workers of two main fertilizer factories of Uttar Pradesh Tatachem Babrala and IFFCO Fertilizers Anola, Bareilly were selected. For the collection of the primary data, 700 schedule containing relevant questions regarding their welfare along with their social security was processed. In total 400 employees (skilled, semi-skilled and non-skilled) from Tatachem, Babrala and 300 employees (skilled, semi-skilled and non-skilled) from IFFCO Fertilizer, Aonla, Bareilly were selected. For the secondary data, provisions made by the Central Government, State Government, Employers and the role of trade unions and the NGOs for the purpose of social security and welfare of the workers of fertilizers industry was analysed.

### Analysis of primary data:

The primary data was collected through the 700 schedules given the following results:

According to the schedule's question number 1, it was directed to know the age of the respondent, the demographic analysis is given in the Table 1:

The next question was related to the nature of job of the respondents. The response was approximately normal, as the trend of any organization. 32 per cent workers were under the unskilled workers categories, while 52 per cent of them were skilled; else remaining 16 per cent of them

**Table 1: Demographic analysis of the respondents**

Age group	No. of workers	Percentage of total workers
25-34	77	11.00
35-40	415	59.28
40-50	62	8.86
Different age group	146	20.86

were the supporting by staffs. Demographic information *i.e.*, the year of services and their educational and technical qualifications was also studied.

Among the 700 respondents approximately, 79 per cent have marked themselves into regular employee, 12 per cent of them were contractual, while remaining 9 per cent belonged to the casual and part-time categories. It has been analyzed that almost 79 per cent of them were getting salary via bank accounts and remaining 21 per cent workers were facilitated by the cheque and cash. The duration of payment for 92 per cent was approximately