PREFACE

To suggest measures for improvement after analysing and evaluating the welfare services, available to the employees of the III and IV categories in the Gorakhpur Unit of the Fertilizer Corporation of India, is the main objective of this study.

The concept of labour welfare is necessarily dynamic and has been interpreted in different ways, from country to country and from time to time and even in the same country, according to social institutions, degree of industrialisation and general level of social and economic development. Thus, the Concept of Welfare can be approached from various angles. It is a relative concept, since it is related to time and place, and changes with the economic and scientific advancement of the country. The Committee on Labour Welfare 1969, however, mentioned 'Welfare is a broad concept. It connotes a condition of well-being, happiness, satisfaction, conservation and development of human resources'.

Ever since the end of the First World War and particularly since the establishment of International
Labour Organisation, there has been a growing demand for the labour welfare in all the progressive countries of the world. The developed, as well as the developing countries are paying more and more attention to this problem. The old philosophy of the government merely as a passive onlooker to the economic activities of the nation is now gone for ever. The government in every country is sympathetic to the cause of labour. The private employers are also being inspired by the government attempts and therefore are providing various kinds of welfare services for their employees. The credit for this, should go to I.L.O. and its continuous efforts in those directions.

In the last quarter of the eighteenth century, i.e., during the period of the Industrial Revolution, mechanical inventions started creating great changes for the industrial system. The factory system of production, employing large number of workers became common. While the early stage of the Industrial Revolution was characterised by the replacement of the machines for the hand-tools, the present stage takes the form of the replacement of the simpler machines by the more efficient, complex, costly and improved machines.
By the middle of the 19th century the evils of large scale industrialisation, have been quite manifest. There was ruthless exploitation of the working class by the small but united capitalist class in all industrialising countries. Workers were overworked. Women and children, being the weakest section, were the most exploited. Conditions of factories were very detrimental to human health. The rich grew richer at the cost of a large working class. Yet no body paid any attention to the social or human costs of industrialisation. In such atmosphere labour welfare had no place. In fact, the capitalist employers did not consider it as any of their responsibility. The governments everywhere, were under the influence of 'Laissez-faire' philosophy and were therefore totally indifferent to the conditions of labour. Welfare work was regarded as a barren investment and therefore any expenditure on it was regarded a waste.

However, towards the end of last century, and particularly after the First World War, fresh thinking began about the objects and functions of state. This new trend of thought was the commencement of not only welfare state but also a new era for social welfare.
Labour Welfare came much later but today it has grown very much in importance. As industrialisation is making progress, its importance also is growing further. So the future of labour welfare looks quite bright.

The growing attention paid to the labour welfare work at present, is an indication of increasing importance of working class in the economic and social structures of modern communities. In recent times, the importance of labour welfare work has grown very much. The growth of democratic form of Governments on the political front and welfare states on economic front, has increased the importance of employees' welfare. The working class in any country not only constitutes a substantial part of the population but it is also the main instrument of the production and economic growth. Moreover, with growing industrialisation and spread of Marxist ideas, the labour class has become very conscious of its position in the national economic life.

Employees' welfare has become therefore one of the main planks of the economic policies of every progressive government. It is also an important step towards improving the conditions of workers and creating an environment conducive to health, efficiency and work.
The main aim of welfare work is not merely humanitarian but also economic in as much as it leads to the improvement in efficiency and thereby increase in output.

Labour welfare includes all those activities and measures undertaken either by the employers or by the government or by the trade unions, or by the voluntary agencies, for the promotion of physical, social, moral and economic well-being of the workers. Formally, such activities were regarded useless by the employers. Nor did they think it any of their responsibility to provide for such welfare. Today, however, things have much changed. The state exists for the promotion of maximum welfare of the maximum number of people. Under this guiding philosophy the industrial employers also have changed their views. Employees' welfare, therefore, have become a necessary part of industrial programme everywhere.

In the evolution of such welfare policies, the public sector undertakings are expected to play a leading part and to set an example for undertakings in the private sector. The pattern of welfare work that exists in the public sector industries, will largely determine
the shake and pattern of welfare work in the private undertakings. Therefore, it is necessary that welfare work in the government industries should satisfy some norms and set a standard for industries in the private sector.

After independence, India has also made rapid progress not only in the field of large scale industrialisation but also in the field of labour welfare. The Factories Act of 1948, the adoption of the new constitution on Jan. 26, 1950, the guiding principles of the new constitution as declared in the Directive Principles of State Policy, the Nasik resolution of A.I.C.C., the adoption of the goal of socialist society - all these have further strengthened the cause of labour welfare.

The public sector undertakings, due to this changed philosophy of the government, as well as under the Twenty Point Programmes influence, are taking all possible steps to promote employees' welfare. The private sector undertakings also with the example of public sector units before them, are rising to the occasion.

The Fertilizer Corporation of India (FCI)
consist of four units, one each at Gorakhpur (Uttar Pradesh), Sindri (Bihar), Talcher (Orissa) and Ramagundum (Andhra Pradesh).

The Gorakhpur Unit is supposed to be the main centre of not only for the supply of chemical fertilizer to the poor agriculturists of this region but also the nerve centre for future industrial development. The fertilizer factory at Gorakhpur is situated at a distance of 12 Kms, north from the main town. The factory and the township is built upon an area of approximately 1000 acres. Today it employs about two and half thousand workers.

Reason for the Study

As has been already said, the objective of the study is to undertake a survey and examine the nature of welfare services provided in the Gorakhpur Unit of the Fertilizer Corporation of India Ltd.,

As Fertilizer Corporation of India Ltd., is one of the biggest public sector undertaking, hence welfare work done here will serve as a model for the industrial units in, not only other public sector units but in private sector industries as well. A study of
employees' welfare programmes, therefore has its own importance in as much as it occupies a significant place in the Twenty Point Plan or the New Economic Measure and also inspire the workers to be partners in development.

Naturally a study of this organisation and set up of the welfare work in this important branch of the national economy is a worthwhile attempt.

**Method Followed**

In the course of this study and survey first hand investigation has been carried on by personal interviews. Talks with different authorities of the personnel departments and union office bearers have also given us valuable information. The authenticity of information provided by the officials was tested by, on the spot investigation. Such talk were held on the basis of previously prepared questions. For secondary information, books, reports, Journals and other documents and literatures published by the government and the Fertilizer Corporation of India Ltd. were consulted.

However most of the information could be gathered as a result of personal interviews and talks.
Outline of Chapters

This thesis has been divided into 8 chapters. The first part consists of five chapters.

In the first chapter an attempt has been made to define and explain the meaning and philosophy of labour welfare. This is not an easy job for there are various views on labour welfare. A broad approach to labour welfare has been accepted in this work. The second chapter, analyses the national behind Labour Welfare. The various objectives have been examined and it has been pointed out that Labour Welfare is an important idea in itself.

In the third and fourth chapters, some important intra-mural and extra-mural aspects of labour welfare have been discussed. As the field of labour welfare is very broad, it is not possible to take up all the aspects for consideration.

In the fifth chapter, the gradual evolution of labour welfare ideas and practices in India, has been discussed. Although the development of labour welfare practices in our country is not very old, yet due to the sympathy of the government towards labour
welfare after independence, more attention has been paid to it.

The second part consists of three chapters. A critical examination of the welfare services available to the workers of the Gorakhpur unit of the Fertilizer Corporation of India Ltd. and how far they are satisfactory, is undertaken.

In the sixth chapter, therefore, the history of the establishment of Gorakhpur Unit of Fertilizer Industry with the establishment of the first unit at Sindri is discussed.

In the seventh chapter a case study has been made of the welfare activities provided to class III and IV employees of Gorakhpur Unit of Fertilizer Corporation of India Ltd.

The eight and last chapter sums up the main findings and concludes with some suggestions.

It is hoped that the study made here can be useful for the workers in other industrial units as well as it can help the authorities in making a constructive welfare programme for their employees.