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**IMPACT OF COVID-19 LOCKDOWN ON
EMPLOYMENT OF UNORGANISED
WORKERS OF SASAN ULTRA MEGA POWER
PLANT (SUMPP) SINGRAULI**

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Abstract

Sasan Ultra Mega Power Plant (SUMPP) is located in Sasan village in Singrauli district and has a production capacity of about 3960 MW. Most of the workers in SUMPP belong to the unorganized sector as Reliance Power gives contracts to other private companies. Organized workers in this company can be seen only in Reliance company with all facilities, job securities etc. While other contractual private companies operate under Reliance Power and follow its guidelines, most of the employees are unorganized i.e. helper, rigger, fitter, supervisor, electrician and site in-charge. Out of 220 sample size only 49 workers unemployed and that is about 22 percentages. The correlation coefficient and correlation critical value have been compared to test the null hypothesis and found that there is positive and healthy correlation between overall unemployment rate and the unemployed migrant workers which is statistically significant which states that there is relation between total unemployment and migrant workers unemployment. In case correlation between overall unemployment rate and the unemployed localized workers which is not statistically significant as its critical value is more than the correlation coefficient which states that there is positive relation between total unemployment and localized workers unemployment but not statistically significant. This study states that there is high impact of COVID 19 Lockdown on migrant workers employment level.

Keywords: Lockdown, Localized workers, Migrant workers, unorganized sector.

Introduction

According to economic survey 2018-19, 93% of total workforce in India is from the unorganised sector. COVID-19 lockdown constrained most of the unorganized sector financially due to lack of job security and high unemployment rate. All these unorganized workers work for 8 hours in the salary range of 9000 RS to Rs 13000 per month and faced financial problems through the uncertainty of job security and unemployment during the COVID-19 lockdown. There are two types of workers of these private companies. Locals and outsiders, whose ratio is approximately 60:40. This study helps us to understand the Economic impact of COVID-19 lockdown on unorganised labours involved in this SUMPP Singrauli. The correlation coefficient has been used to analyze correlation between the overall unemployment rate and migrant and local workers one by one at the Sasan Ultra Mega Power Plant (SUMPP) during the COVID19 lockdown. According to this research, it has been found that this group of unorganized sector workers has not been given any special allowance in advance and financial assistance of any kind during the COVID19 lockdown. Reliance Company only offers life insurance plan of Rs 8 Lakh, but these employees do not have job security in any fixed period. The samples used in this research are only workers who fall under the unorganized sector and are currently working after lockdown and in the same company in lockdown. That is Sasan Ultra Mega Power Plant (SUMPP).

According to the analysis of the sample, it has been found that 57% of local workers and 43% of other migrant workers are 220 sample sizes, which shows that in Sasan Ultra Mega Power Plant, local workers have more priority than migrant laborers in the unorganized sector. Many workers responded to job losses during the lockdown periods of April, May, June, July, and August. Out of 220 sample size, the total percentage of unemployment is 22% among unorganized workers, both local and migrants. Out of 22% of unemployed workers 29% of workers are localized and 71% of workers are migrant workers.

Literature Review

Biswas(2020): Additional indirect, allowances, bonuses, fringe benefits have not been given to the unorganized workers whereas these are all facilities given to organized workers. Unorganized workers also face problems with employer-provided congested rooms, no vacation, and a dusty environment, low ties with labor unions and with traditional techniques involved. Since the unorganized workers face a lack of most facilities and have fewer ties to the labor union, they do not receive any kind of support related to anything unconscionable such as Lockdown in COVID 19.

Panner(2019): Unorganized workers mostly contribute to production, but it would not be wrong to say that they are exploited for providing less facilities and not having job security. Job security is of paramount importance for any worker in the main position of his family's socioeconomic status, but all these facilities are provided only to the organized sector which is not appropriate.

Diwaker,Ahamed.(2014): The unorganized sector has been declared the most deprived sector in the manufacturing sector and issues related to these sectors have neither been resolved by the government nor private companies. The unorganized sector always has to face the problem of legal aid to get proper rights.

Sathya(2016): Investigated the issues of unorganized laborers in India, mostly small and marginalized laborers face problems like social security, low wages, fraudulent contractors, disease causing environment, child laboring and seasonal unemployment.

Prabaharan(2018): The unorganized workers were analyzed financially and not having any kind of social security as problem faced by them because in every survey has worse status of unorganized sector regarding health, education, hygiene which represents social status of unorganized sector.

Area of study

The field of study regarding this research is Sasan Ultra Mega Power Plant located in village Shasan of Singrauli District Madhya Pradesh.

The production capacity of this power plant is 3960 MW.

There are many subsidiaries or contract base companies operating which are Star Private Limited, Prince Engineering, Power Max, Gulzar, Kamal Builder, ASG, Shivam, Dayanand, JPL. These companies are mostly evolved in maintenance related works.

Statements of problems

As we know that the unorganized sector has a high contribution in the manufacturing sector of India. This can be seen in the Sasan Ultra Mega Power Plant and the socio-economic status of these workers is directly related to the level of employment in the unorganized sector, which is badly affected. During the period of the lockdown of COVID-19 due to government guidelines and directives, companies began to reduce the workforce and many workers moved to their places of origin and lost their jobs.

The Sasan Ultra Mega Power Plant is a power generation company and requires a large number of workers, even as many migrant workers migrated and many local workers lost their jobs during the lockdown. The high impact of lockdown reflects and its level of influence can be compared through the coefficient of correlation between total workers lost their jobs with jobs lost by migrant and local workers.

Objective of the study

The main objective of this study is to find the most affected group among localized and migrant workers who have high unemployment labor as well as to analyze the pattern of recorded labor, i.e., local and migrant workers unemployed, social security and Workers are working on the post.

Hypothesis of the study

It is important to understand the convenience given to workers for job security and perks, but according to this paper objective, the hypotheses are designed to know if there is an effect of total unemployment on migrant workers or local workers.

According to the research problem and objective two null hypothesis is formed.

H01; $P=0$ there is no association between total unemployed workers and migrant workers unemployed.

H02; $P=0$ there is no association between total unemployed workers and localized workers unemployed.

Methodology and tools

Research Design- Descriptive research and causal research have been used in this research paper and non-probability convenience sampling is also used with 220 sample size.

Tools of analysis- To show the variation and proportion of data Histogram and Pie-Chart is been used as diagrammatical representation. to measure the impact and relationship between total numbers of worker unemployed with localised and migrant workers correlation coefficient statistical tool has been used and hypothesis has been tested at 0.05 significance level.

Data collection method-Data has been collected through primary source through random sampling with structured questionnaire with suitable scaling and personal interview.

Sampling Design

Sasan Ultra Mega Power Plant Singrauli has about 650 unorganized workers working on the mentioned subsidiaries companies, out of which 220 sample employees are selected on the basis of random sampling method. These sample workers are representative of this population study.

Limitation of the study

Some limitations-

1. Time and resources are limited to all unorganized workers of different companies and various positions cannot be studied for this research purpose.
2. Another limitation is that workers may be hesitant to disclose certain information about companies and employers that may affect the reliability of research.

Analysis

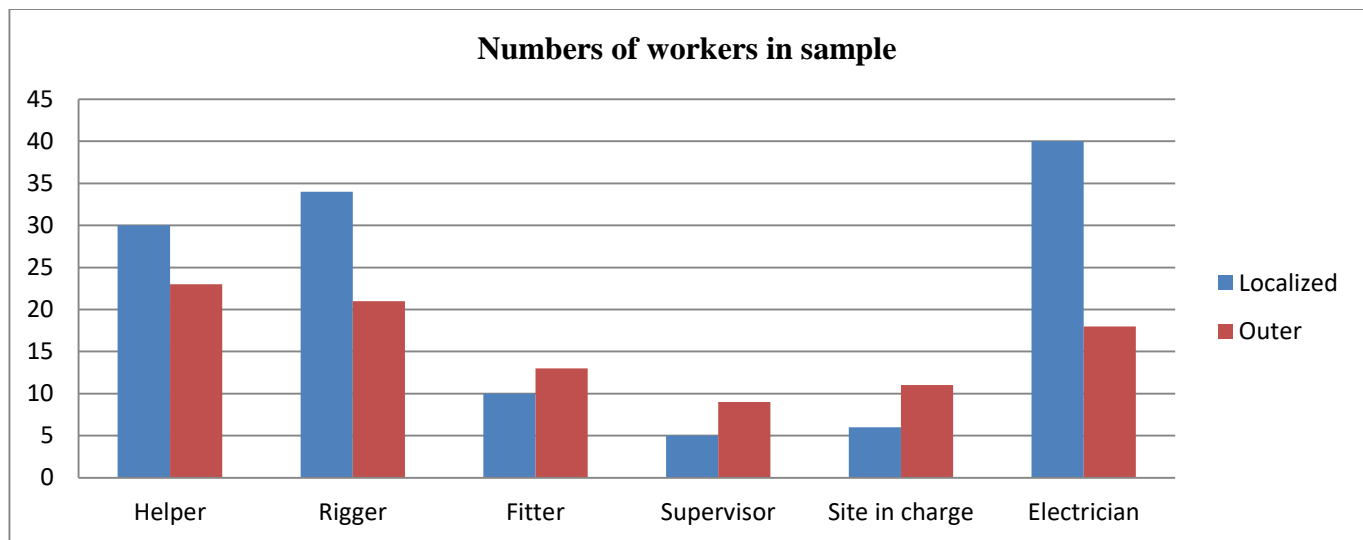
The sample size of a total of 220 workers is classified according to different job positions through the table and the jobs lost by migrant workers and local workers are also shown through the table and histogram.

In Table-I workers are classified in the condition that they are currently working and they are unorganized labourers and fall under the pay slab of 9000 to 13000 rupees per month; these workers are Helper, Rigger, Fitter, Supervisor, Site In charge and Electricians work in various positions.

Table No. 1

POSITION	LOCALIZED	MIGRANT/OUTER	TOTAL
Helper	30	23	53
Rigger	34	21	55
Fitter	10	13	23
Supervisor	05	09	14
Site in charge	06	11	17
Electrician	40	18	58
Total	125	95	220

Figure No.1



This histogram is based on table number 1 which clearly shows the variation in numbers according to the positions of local and migrants and the type of workers. Now according to the classification in Table No.1, both local and migrant workers are unemployed as shown in Table No.2 and Fig No.2 according to which hypothesis is made.

Table No.2

No. of workers unemployed during Lockdown

POSITION	LOCALIZED	MIGRANT/OUTER	TOTAL
Helper	2	10	12
Rigger	3	11	14
Fitter	3	07	10
Supervisor	01	03	04
Site in charge	0	01	01
Electrician	05	03	08
Total	14	35	49

According to Table 2, the total number of unemployed in both local and migrant workers is 49. Which is about 22% of the total sample but when we classify local and migrant type workers it is observed that 29% local workers and 71% migrant workers became unemployed.

Figure No. 2

Variation in unemployed workers



The figure 2 is used to represent the variation in total unemployment among the total number of migrant, local and unemployed workers.

Correlation between Total unemployment and Migrant workers unemployed at $\alpha=0.05$

		Total unemployment	Migrant workers un.
Total unemployment	Pearson Correlation	1	.940
	Sig. (2-tailed)		.005
	N	6	6
Migrant workers un.	Pearson Correlation	.940	1
	Sig. (2-tailed)	.005	
	N	6	6

The correlation between total unemployment and migrant workers is 0.94 at the 5% significance level, Therefore we can write $r(TU.MW) = 0.94$ where TU and MW represents total workers unemployed and Migrant workers while r for correlation coefficient. Here at the 0.05 significance level the critical / tabulated value of the correlation coefficient is 0.811 which is less than the calculated r. $r_{0.05} = 0.811$ and is less than the calculated correlation coefficient, so H_0 is rejected and H_1 is accepted, stating that there is a statistically significant and positive relationship between total unemployment and migrant workers.

Correlation between Total unemployment and Localized workers unemployed at $\alpha=0.05$

		Total unemployment	Local workers un.
Total unemployment	Pearson Correlation	1	.596
	Sig. (2-tailed)		.212
	N	6	6
Local workers un.	Pearson Correlation	.596	1
	Sig. (2-tailed)	.212	
	N	6	6

The correlation between Total unemployment and localized workers is 0.596 at the 5% significance level, Therefore we can write $r(TU.LW) = 0.596$ where TU and LW represents total workers unemployed and Localized workers while r for correlation coefficient. Here at the 0.05 significance level the critical / tabulated value of the correlation coefficient is 0.811 which is more than the calculated r. $r_{0.05} = 0.811$ and is more than the calculated correlation coefficient, so H_0 is accepted and H_1 is rejected, stating that there is no statistically significant and positive relationship between total unemployment and localized workers.

Conclusion

The study shows that out of 220 employees 125 employees are local which is around 53% and 95 employees are migrant workers which is around 43% but when we see that total unemployed workers are 49 of which 14 workers are local and 35 workers are migrant workers then it can be said that Unemployment has a huge impact on migrant workers during lockdown of COVID 19.

When we look at the impact of the lockdown on employment levels at the Sasan Ultra Mega Power Plant, which is about 22% of the total sample 220 workers, where there is a healthy and positive correlation of total unemployment and unemployed migrant workers so this study reveals that the unemployment rate in migrant workers has also increased due to increase in unemployment.

While there is positive correlation but not statistical significant with total unemployment in SUMPP and unemployment in localized workers.

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