



# Futuristic Approach for Viksit Bharat: With Special Context of Reinstatement of Industrial Workers

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## Manuscript details:

Available online on <http://www.ijlsci.in>

ISSN: 2320-964X (Online)

ISSN: 2320-7817 (Print)

## Cite this article as:

Dhaked Laxman (2025) Futuristic Approach for Viksit Bharat: With Special Context of Reinstatement of Industrial Workers, *Int. J. of Life Sciences*, Special Issue, A21, 13-18.

Article published in Special Issue of "International Conference on Futuristic Approach for Viksit Bharat (ICFAVB-2047) Organized by Government College, Dholpur (Raj.) Dated 23 and 24 Dec. 2024.



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## ABSTRACT

The concept of a "**Viksit Bharat**" (Developed India) demands a comprehensive strategy for socio-economic development, with a particular focus on the critical role of industrial workers in the nation's growth. The industrial workforce, which forms the backbone of India's economic engine, has faced numerous challenges, including poor working conditions, wage inequalities, job insecurity, and gender disparities. As India aspires to become a global economic powerhouse, addressing the needs and welfare of industrial workers becomes paramount, particularly in the context of rapidly evolving technologies and economic structures. These technologies can increase productivity and reduce the physical toll on workers, while creating opportunities for new, skill-based jobs. A significant aspect of this futuristic approach is addressing the gender imbalance in the industrial sector. Women industrial workers often face marginalization, unequal pay, and unsafe working environments. Future strategies must focus on creating inclusive policies that promote gender equality, ensure equal pay for equal work, and safeguard women's rights in industrial settings. The implementation of these measures will help create a sustainable workforce that contributes to the overall vision of a "**Viksit Bharat**." In conclusion, the reinstatement and development of industrial workers, particularly with attention to gender equality and socio-economic security, is essential to achieving India's aspirations for a prosperous and just future.

Moreover, the paper underscores the importance of robust social security frameworks to mitigate job displacement risks and ensure economic stability during transitions. Initiatives such as digital literacy campaigns, vocational training, and skill mapping are proposed to empower industrial workers and align them with futuristic job roles.

**Keywords:** Viksit Bharat, Industrial Workers, Futuristic Approach, Industry 4.0, Re skilling, Up skilling, Automation, Workforce Reintegration.

## INTRODUCTION

India's journey towards becoming a "Viksit Bharat" involves transforming its economic and social structures. While significant progress has been made in sectors such as information technology, agriculture, and services, the industrial sector remains a cornerstone of the nation's development. Industrial workers are the backbone of manufacturing, mining, and construction, playing an indispensable role in driving economic growth. However, the workforce continues to face challenges related to job security, low wages, unsafe working conditions, and gender disparity. The vision of a "Viksit Bharat" (Developed India) is inherently tied to a multifaceted and inclusive approach to development. As India progresses toward becoming a developed nation, it is essential to focus on every sector of the economy, especially the industrial sector. The industrial workforce, which includes workers in manufacturing, construction, and mining, has been a critical component of the country's economic engine. However, despite their significant contributions, industrial workers face several challenges, including poor working conditions, low wages, job insecurity, and gender discrimination. These challenges are exacerbated by the rapid advancement of technology, which threatens to displace many traditional jobs.

India's industrial sector is in the midst of significant transformations driven by automation, artificial intelligence (AI), and robotics. These technological advancements promise to improve productivity and efficiency but also pose a risk of unemployment for workers with limited skills in emerging fields. Therefore, the need to reimagine and reform the approach to industrial labor in India has never been more urgent. A "futuristic approach" involves integrating the industrial workforce into India's technological and economic transformation, empowering them through reskilling programs, labor law reforms, gender inclusivity, and the protection of workers' rights.

This paper explores a futuristic approach to reinstate and empower industrial workers within the context of India's vision for a "Viksit Bharat." It examines strategies to address the challenges faced by industrial workers and proposes solutions that ensure they can thrive in a rapidly changing economy.

## Technological Advancements and Automation

One of the key drivers of change in the industrial sector is the rise of automation, robotics, and artificial intelligence. The Fourth Industrial Revolution is characterized by a blend of physical, digital, and biological systems, creating new opportunities for innovation and efficiency. However, the increasing adoption of automation in industries like manufacturing, mining, and construction poses significant challenges for industrial workers.

## The Challenge of Job Displacement

Automation and AI are already being implemented in various sectors, and this trend is expected to accelerate. Machines and robots are now capable of performing tasks that were previously done by humans, particularly repetitive and hazardous jobs. While automation can increase productivity and reduce operational costs, it can also result in the displacement of large numbers of industrial workers, particularly those who lack the skills to operate or maintain these technologies.

Workers in low-skilled, manual labor positions, such as those in assembly lines, warehouses, and factories, are at risk of losing their jobs to automation. According to a study by the World Economic Forum, automation could lead to the displacement of up to 30% of jobs globally by 2030. In India, where millions of workers rely on traditional, manual jobs, this shift could have severe economic and social consequences.

## Reskilling and Up skilling Programs

To mitigate the risks of job displacement, it is essential to invest in reskilling and upskilling initiatives for industrial workers. Reskilling refers to providing workers with new skills to perform different jobs, while upskilling focuses on enhancing the skills of existing workers to improve their efficiency and adaptability to technological changes. India must prioritize comprehensive reskilling programs that prepare industrial workers for the demands of the modern economy. These programs should focus on digital literacy, machine operation, data analysis, robotics, and renewable energy, all of which are expected to see significant growth in the coming years. Additionally, workers must be equipped with soft skills such as problem-solving, creativity, and adaptability, which are essential in the context of an increasingly automated workforce.

### **Public and Private Sector Collaboration for Skill Development**

Collaboration between the government, educational institutions, and private industry is critical for the success of reskilling initiatives. The government must provide funding and incentives for skill development programs, while industry leaders can offer on-the-job training, apprenticeships, and internships that expose workers to new technologies. Educational institutions should also revise curricula to align with the changing needs of the labor market. Training programs that offer certifications in new technologies, like AI, machine learning, and cyber security, should be made accessible to workers of all skill levels. This can create a more competitive and flexible labor market, enabling workers to transition smoothly into new roles as the industrial landscape evolves.

### **Creating Opportunities through Technological Integration**

Rather than viewing automation as a threat to industrial workers, it should be seen as an opportunity to create higher-value, more skilled roles. For instance, robots and AI can handle repetitive tasks like assembly or material handling, freeing up workers to focus on roles that require critical thinking, decision-making, and emotional intelligence. This shift not only improves productivity but also leads to higher job satisfaction and better wages.

India must invest in creating a future-proof workforce by embracing technological changes while ensuring that workers are given the tools to succeed. Automation, when integrated thoughtfully, can complement the human workforce, making industries more efficient and competitive on the global stage.

### **Gender Inclusivity in the Industrial Workforce**

Gender inequality remains a significant issue in India's industrial sector. Women, Particularly in manufacturing and heavy industries, face discrimination in wages, working conditions, and career advancement opportunities. They are often relegated to lower-paying, less skilled jobs and are underrepresented in leadership positions.

### **The Importance of Equal Pay for Equal Work**

One of the fundamental pillars of gender inclusivity in the workplace is ensuring equal pay for equal work. Despite

legal provisions for equal pay in India, women workers in industrial sectors continue to earn less than their male counterparts for performing the same tasks. The government and industry must take stronger actions to ensure that women receive fair wages and are given equal opportunities for career growth.

### **Creating Safe and Supportive Work Environments for Women**

Another critical aspect of gender inclusivity is creating a safe and supportive work environment for women. In many industrial workplaces, women face harassment, unsafe working conditions, and lack of access to essential services such as sanitation and childcare. To address these issues, industries must implement gender-sensitive policies, including harassment prevention programs, adequate safety protocols, and access to healthcare facilities.

Additionally, industries should ensure that female workers have access to childcare facilities and flexible working hours, which can significantly improve their work-life balance. These measures will encourage more women to enter and remain in the industrial workforce, contributing to the overall productivity and economic growth of the sector.

### **Encouraging Women in Leadership and Skilled Roles**

One of the most significant challenges for women in the industrial sector is the lack of representation in leadership roles. Women are underrepresented in managerial and technical positions, and this disparity needs to be addressed by promoting policies that encourage women to pursue careers in technical and leadership fields. Educational institutions and industries should offer scholarships, mentorship programs, and career development initiatives to help women break into male-dominated sectors like engineering, technology, and construction. Additionally, industries must adopt affirmative action policies that promote gender diversity in leadership roles.

### **The Business Case for Gender Inclusivity**

Promoting gender inclusivity in the industrial workforce is not only a moral imperative but also an economic necessity. Studies have shown that companies with diverse teams perform better in terms of innovation,

profitability, and employee satisfaction. By empowering women and creating gender-inclusive workplaces, India can unlock the full potential of its labor force, leading to higher productivity and economic growth.

### **Strengthening Labour Laws and Workers' Rights**

To create a "Viksit Bharat," it is crucial to strengthen labor laws and ensure that workers' rights are fully protected. India's labor laws have long been outdated and difficult to enforce, particularly for workers in the informal sector, who represent a large proportion of the industrial workforce.

### **Modernizing Labor Laws**

The introduction of the new labor codes in 2020 was a step in the right direction, but there is still much work to be done. A futuristic approach to labor laws should prioritize the protection of workers' rights, including fair wages, job security, and protection from exploitation. The government should simplify and modernize labor laws to ensure that they are easily understood and effectively enforced.

Additionally, labor laws must be updated to address the needs of the informal sector, where many industrial workers are employed. These workers often lack job security, social security benefits, and legal protection. The government should extend labor protections to workers in the gig economy and informal sectors, ensuring they have access to the same benefits and protections as those in formal employment.

### **Expanding Social Security and Welfare Programs**

Workers in the industrial sector need access to comprehensive social security programs, including health insurance, pensions, and unemployment benefits. Currently, a significant portion of industrial workers, particularly in informal sectors, lack access to these benefits. Expanding social security programs will provide workers with a safety net and protect them from financial hardship in case of job loss or illness.

In addition, the government should consider implementing universal basic income (UBI) schemes to provide financial support to workers who may lose their jobs due to automation or other economic shifts. This will ensure that workers have access to basic living standards, even during times of economic uncertainty.

### **Strengthening Worker Representation**

Labor unions play a crucial role in advocating for workers' rights, negotiating better wages, and ensuring safe working conditions. However, labor unions in India have often been weak, fragmented, and politically influenced. A futuristic approach to labor relations should focus on strengthening unions and worker representation to ensure that workers have a voice in decision-making processes.

The government should also support the formation of worker cooperatives, where workers are involved in the management of companies and share in the profits. This model can help ensure that workers' interests are better represented and that they receive a fair share of the economic benefits they help create.

### **Building a Sustainable Workforce for the Future**

A sustainable workforce is essential for achieving the vision of "Viksit Bharat." India must invest in the long-term well-being of its industrial workers by providing access to education, healthcare, and social security. Moreover, employers should be encouraged to adopt corporate social responsibility (CSR) practices that focus on worker welfare and environmental sustainability.

### **Education and Health Care Systems**

A strong education system is key to building a sustainable workforce. Workers must have access to affordable education and lifelong learning opportunities to remain competitive in the job market. The government should invest in expanding access to technical and vocational education, which will enable workers to transition into emerging sectors like renewable energy and digital technologies.

In addition, the government should invest in healthcare systems that provide workers with the medical support they need, especially those working in hazardous industries. This includes regular health checkups, mental health support, and preventive care programs.

### **Corporate Social Responsibility (CSR) and Worker Welfare**

Employers should adopt CSR practices that prioritize worker welfare. This includes offering fair wages, providing safe working conditions, and investing in

employee development programs. CSR initiatives should also focus on environmental sustainability, as industries in India continue to face challenges related to pollution and resource depletion. By investing in worker welfare and environmental sustainability, employers can help create a workforce that is healthy, skilled, and capable of driving India's economic growth.

## CONCLUSION

India's industrial workers are critical to the nation's economic development, and their role must be acknowledged in the vision for a "Viksit Bharat." Technological advancements like automation and AI present both opportunities and challenges for workers. However, through comprehensive reskilling programs, gender-inclusive policies, and modern labor laws, India can ensure that industrial workers are reintegrated into the nation's progress.

By strengthening labor laws, expanding social security programs, and promoting inclusive growth, India can build a workforce that is not only skilled but also resilient and sustainable. A "Viksit Bharat" will only be possible if industrial workers are empowered, protected, and given the tools to thrive in the evolving economic landscape. Ultimately, a futuristic approach to industrial growth involves integrating technological innovation, gender equality, and labor law reforms to create a workforce that is both capable of driving economic growth and secure in its future.

**Conflict of Interest:** The author declare no conflict of interest in relation to this research.

**Data Availability Statement:** Not applicable.

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