

# Wastage of Man Hours in Industry is Grave Concern in 21<sup>st</sup> Century

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## ABSTRACT

Today loss of men hours is a subject of pervading nature. It affects the industrial society as well as rest of the world. The loss of working hours is the obstacle of industrial growth and any nation. Sometimes the man hours are lost due to strike and lock out in the establishment. As regards productivity is concerned in political interference into trade union affairs and self-style ego in the employers are responsible for loss of working hour.

The national economy calls for more and more production. The indiscipline in the industries is creating violence and vandalism in the society. Wastage of man hours demands industrial pacification. Any country like India cannot tolerate frequent stoppages of work for frivolous reasons or to organise violence that too often grow with them. Therefore, one of the comprehensive legislations is essential, which will be a suitable mechanism to redress, regulate and restrict absence of labour in industry. So, that neither the employees nor the employers may hold the nation's economy to ransom.

Wastage of man hours in industrial establishments is a significant concern affecting productivity, profitability, and competitiveness. This study explores the various factors contributing to the loss of man hours, increasing absenteeism, poor planning, equipment interruption, and labour conflict. It also assesses the economic implications of this inefficiency and proposes solutions such as improved human

resource management, preventive maintenance, and employee engagement strategies. Through case studies and statistical data, the paper underscores the urgent need for industry-wide reforms to optimize labour efficiency. Now the right time to take bold steps for the growth of employment opportunity and strong financial ability. Industrial establishments rely heavily on efficient labour management for optimal productivity.

**Key Word:** Wastage, Productivity, Economic, Growth, Strategies, Conflict.

## INTRODUCTION

**“A Man Who dares to waste one hour of his life has not discovered the value of life”  
-- Charls Darwin**

“The term wastage of man hours” may be used interchangeably with the terms of labour absence in the industrial undertaking. Wastage of man-hours connotes conflict between the act of the dominant industrial hierarchy and the rights of employees are restrained in the industrial undertaking. However, the two terms are in fact quite different. Absence of labour on the other hand should be viewed as only a means of refusal by an employer to continue to employ any number of persons employed by him.

Today wastage of man hours is becoming a headache for the nation. The National wealth depends upon the proper utilization of human resources. In a rational way the skill of the worker should be used for the growth of undertaking. Wastage of man hours are

usually interpreted as strikes or lockouts in the modern law of industrial jurisprudence. These works are frequently used in the industrial undertaking. Mere absence from work will not amount to cessation or refusal to work like strike or lockout. Strike or lockout does not by itself terminate the relationship of employer and employee but are tools in the hands of the worker and employer in the process of collective bargaining. Both of them are using these as weapon in their hands as per their choices. Sometimes this kind of situation is grave concern to the state that how the wastage of manpower can be restricted?

Skilful use of these weapons like strike and lock out, either if threatened or in actual usage may help one party to force the other party to accept its demands or at least to concede something to them. But reckless use of these causes the risk of unnecessary stoppages. Stoppages of work became hurt both parties badly; create worse tensions, friction and violations of law and order. It became chaos from the public's point of view as well as reducing the nation's economic development.

### **Definition**

A man-hour is the amount of "WORK" performed by the average worker in one hour. It is used for estimation of the total amount of uninterrupted labour required to perform a task. For example, researching and writing a college paper might require eighty man-hours, while preparing a family banquet from scratch might require ten man-hours. Calculating man-hours starts off as an observational exercise, especially if it for a new business owner. It's that the concepts of "average worker" and "uninterrupted effort" mask the reality that different individuals work at different speeds and it's difficult to determine when a worker has worked for an uninterrupted hour in order to measure output. Despite the reality, the basic man-hour calculation is to multiply the number of workers assigned to a task by the total time it takes for them to complete it.

### **Objective of Study**

Socio economic development of a nation depends upon the industrial growth. The socio-economic growth could not be possible on the principle of industrial land. Even the socio-economic development is not being enforced in the principle of contract of service, it is something outside their principles and is invoked to do justice even without a contract can be ignored and a new one can be enforced through suitable industrial policy adjudication and legitimate expectation of employees as well as employer.

- To enhance economic status of worker.
- To avoid industrial conflicts and their consequences.
- To extend and maintain industrial democracy.
- To regulate production by minimizing conflicts.
- To provide forum to the workers to solve their problems through mutual negotiations and consultations with management.
- Priority to contribute more effort for national economic growth.
- To create job opportunities for the increasing number of skilled persons through Skill India.

### **Importance**

The importance of this study is manifold. Apart from strike and lock-out in the undertaking it is more significant and valuable for the growth of nations. The importance of the study can be stressed from different dimensions. There are as follows:

- i. It helps industrial peace and amenity which is a part of social peace and harmony. Further the basic needs of the worker as a human being and the fundamental rights of the worker, which is essential for securing the welfare of the nation
- ii. The study of the subject is involving an attempt at defining the basic rights and duties of employers and duties of employers and employees in industry. The study is beneficial if both employers

and the employees are alike in its aim at increasing the real service conditions of the workers and the profiles of the producer through increased efficiency.

- iii. The research study is essential to maintain balance between the legitimate expectation of employers and workers.

### **Historical Back ground (Back drop)**

Gone are the days when labour was considered to be a commodity working only of exploitation by the Capitalists. Now the labourer rights have been raised from international sphere to national level. I.L.O. is also concerned regarding the labourer condition. Even the labour movement had already established its root in India. After the independence of India greater attention was paid to the problem of labourer from the days of laissez-faire. We have come to the stage of industrial democracy. Labor is no longer an isolated factor of production. It has now an eloquent voice. At present labour laws are on the anvil to be hammered in to newer and better forms by the legislature. It could be believed that the main spring for the changes are contemplated and the new horizon is sought to be introduced for the worth full conditions of under taking. There is requirement of good number of working classes which form the rest majority of the productive factor in terms of the manpower in the country, but to merely think of the working classes as a productive factor in industry would be out of keeping with the basic tenets of a welfare state.

### **Scope and Significance of Study**

Somehow, the earlier oldest traditional industry providing employment opportunities to huge number of populations particularly unskilled and semiskilled. As labour intensive industry huge employees particularly unskilled in the backward areas leads to poor industrial relations. As per studies revealed that there were lot of strikes and lock-outs taken place in industrial establishment. The numbers of the industrial relations are employees, employer, trade unions and government. Industrial harmony

is required to significant role of these four essential partners. These four are independent as well as interlinked and interdependent also.

The success or failure of any industrial establishment is depending on the effective utilization of the human resources. Therefore, the healthy industrial relations are the key to the progress and prosperity of any economy and particularly industry. Healthy industrial relations improve the morale of the employees. Workers are given sweat, blood and everything with great zeal with the feeling in mind that the interest of workers and employer is one and the same. Somehow, poor industrial relations increase the number of strikes, lock-out, gheraos and also increase the labour turnover and absenteeism. Finally the industrial peace lies ultimately in a transformed outlook on the part of both. It is examined that good industrial relations reduced the industrial conflict and it helps in promoting co-operation and increasing the production as well as national economy.

### **Magnitude of Study**

The India Employment Report 2024 provides interesting insights into the evolution of the labour market in recent decades and the emerging challenges. The report, brought out by the International Labour Organization and the Institute for Human Development, indicates that while some labour market outcomes have been positive, many challenges like the declining share of regular and casual work opportunities and falling real wages of self-employed and regular workers remain major causes for concern.

Numbers show that between 2000 and 2022, the size of the labour force has gone up by 171.1 million to 567.4 million, while the workforce has increased by 157.4 million to 544.5 million. That is, while the labour force has increased by approximately 8 million annually, the workforce has gone up by 7 million each year. Surprisingly, the number of unemployed, which has gradually climbed up to 29 million by 2019, has shrunk to 22.9 million by 2022 pushing down the

unemployment rate from 5.8% to 4.1% during the period.

### **Hypothesis**

I Wastage of labour leads to economic crisis and failure to establish social harmony.

II National wealth depends upon the proper utilization of human resources.

### **METHODOLOGY**

The methods for research result have dependent on doctrinaire approaches. Socio-legal research method has been adopted throughout the study by means of interview, field study and etc, Historical method has been adopted to discover the past.

### **REVIEW OF LITERATURE**

Regarding review of literature the study of the texts, journals, magazines, newspapers, web site etc is to be used. In case of the analysis of data, interpretation of data the 'Statistical method of Quantitative analyses has been adopted.

### **Impact of Study**

In the beginning of the 21<sup>st</sup> century, it is very necessary for the overall development of the nation to provide socio and economic justice to the industrial workers as their lawful right being the citizens of India. So, the successful completion of the study must have the following impacts:

- The rights of workers remained as cherished desire of the Constitution makers which needs proper implementation to translate their dreams into action.
- The study must have rendered a conclusion what is their basic rights remained as a myth for them.
- The study must have a direct and positive effect on the socio-legal empowerment of workers in our country.

### **Constitutional Perspective**

The Constitution of India is the source of labour jurisprudence in the country. Labour welfare guarantees such as right to work and unemployment assistance, right to

association, freedom of expression, right against forced labour, right to livelihood, equal pay for equal work, right to appropriate conditions of work, and maternity relief are enumerated in the Constitution. These labour welfare guarantees are categorized as civil-political and socio-economic rights under the Constitution. Civil-political rights such as right to equality, right to speech and expression, right to assembly, right to form association and union are categorized under the Fundamental Rights. Socio-economic rights such as right to work, right to unemployment assistance, right to livelihood, equal pay for equal work, right to appropriate conditions of work, maternity relief are listed under the category of Directive Principles of State Policy. While fundamental rights are enforceable by the judiciary, directive principles of state policy are goals set for the government(s) and are not enforceable by the judiciary.

The Constitution of India envisages that constitutionally guaranteed labour rights are to be enforced through legislative enactment. However, as the NCEUS report indicates, legislative enactment realizing Constitutional guarantees are inadequate so far as informal workers are concerned. In absence of legislative protection of their constitutional rights, informal workers have themselves undertaken to ameliorate their working conditions and living standards. Informal workers have organized themselves as trade unions, cooperatives, registered societies, and companies in order to promote their constitutionally guaranteed rights. By providing comprehensive socio-economic resources and promoting civil-political rights of informal workers, organizations of informal workers in India are becoming instrumental in facilitating a dignified life for informal workers, a stated goal of the Constitution.

Constitutional guarantees for labour have been able to promote workers' interests in the country. Labour rights are categorized under two different Parts of the Constitution of India. One of these parts of the Constitution enlists civil and political rights; the other part

enumerates social and economic rights. While civil and political rights could be enforced through the judiciary, there is no provision for judicial enforcement against social and economic rights. However, most of the constitutional guarantees for labour are made of social and economic rights. Hon'ble The Supreme Court of India, by innovatively reading socio-economic guarantees as part of the civil-political rights, has tried to promote interests of the weaker sections of the society. Constitutional guarantees for labour have been able to promote informal workers' interests in the country. Labour rights are categorized under two different Parts of the Constitution of India. One of these parts of the Constitution enlists civil and political rights; the other part enumerates social and economic rights. While civil and political rights could be enforced through the judiciary, there is no provision for judicial enforcement against social and economic rights. However, most of the constitutional guarantees for labour are made of social and economic rights. Hon'ble The Supreme Court of India, by innovatively reading socio-economic guarantees as part of the civil-political rights, has tried to promote interests of the weaker sections of the society.

Whether the Supreme Court has been able to promote informal workers' constitutional rights in India. Even, the right to equality, which is a fundamental civil-political right that can be enforced by the judiciary, can be used by informal workers to compare themselves to formal workers so far as legislative and executive benefits are concerned. According to the socialist orientation of the Constitution of India and such orientation finds expression in parts III and IV of the Constitution. Let's discuss, the relationship between the civil-political and socioeconomic rights in the Constitution. The relationship between the civil-political and socio-economic rights has evolved since the adoption of the constitution. This evolution in order to show that the Supreme Court has sought to protect weaker sections of the population, including informal

workers, through an innovative interplay of civil-political and socio-economic rights.

### **Impact of Judicial Decisions**

In India, the importance and need for economic impact analysis in judicial decisions have been increasingly recognised over the past few years. Justices A.K. Sikri and A.M. Sapre in *Shivshakti Sugars Ltd. v. Shree Renuka Sugar Ltd.*, (2017) 7 SCC 729 (Shivshakti Case), on 9<sup>th</sup> May 2017, observed that economic evidence is crucial in environmental matters. Although the Shivshakti Case made strong observation to initiate the discourse on economic analysis of law while adjudicating a sensitive economic matter, however, the consideration of such commentary by the judiciary in its decision making still requires attention and adoption. In the Shivshakti case, the bench highlighted that the court must avoid that particular outcome which has a potential to create an adverse effect on employment, growth of infrastructure, economy or the revenue of the state and keep the economic impact and effect of a decision in conscious understanding.

### **CONCLUSION**

It is the age that seeks solace in ideas of individual freedom and potency in human affairs, commitment towards the beginning of 21<sup>st</sup> century which is more and more into the discussions from trade unions, employers and state. We characterize the past, the turbulent beginnings of the industrial era as a period in which the individual was used merely for his master. Human potency was not valuable consideration for master and we dislike his approach and comfort ourselves by thinking that the present is and the future will be different. One can recognize that commitment towards subtle form of coping between the employers and employees.

In modern parlance it therefore involves a considerable shift toward industrial democracy based on collective bargaining and concessional bargaining. This reformation of the ideal structure of industrial relations in the undertaking will be

considerable to be the components of good industrial relations; it will readily be appreciated that to move from chronic disorder to a highly structured system will involve substantial shifts both attitudes of industrial relations.

Harmonious relation therefore is an important pre requisite for the national and economic of a country. In a developing country like India, the object is to increase the per capita income of the people through rapid industrialization. Industrial growth will create more employment opportunities and thereby achieve the better standard of living for the rapid industrialization and foreign investment to the industry is required to create environment which should encourage investment and attract more entrepreneurs. One of the important factors which attract investment more will be present industrial unrest. Strikes and lock-outs cause, industrial unrest which will lead to loss of man days in industries and consequent loss to the nation.

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