

Future of Work in Manufacturing Industries

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The year 2020 was turned in to a manmade catastrophe by the Chinese spread- Wuhan Virus that literally brought the world to a standstill. Economies globally have got the shocks and with essence of globalization itself being doubted now. Current trends may not be the ones that the mankind will ever wish for.

Forcing the entire world to dynamically shift, reframe and totally modify the style of working has already been done by the Wuhan Virus.

And the world is aware of the dangerous fact that this invisible enemy is here to stay longer, even after a vaccine is made available because reaching out this vaccine to the last standing man on the Earth will be taking an extremely longer time than we can ever imagine.

Some practical facts are already available to us to make a guess like the small pox vaccine took 45 years, Ebola Vaccine took 43 years to come to the market and the Hepatitis-B vaccine took the world 13 years. Therefore, the bigger dire need is to accommodate within the present scenario available to us and return to work by starting the “Manufacturing Industries” that are one of the biggest backbone of the Economy.

According to the Indo-German Chamber of Commerce, India has a total workforce of 480-490 million people of which about 100 million are migrant workers. And having known India’s economy (that declined by 23.9%) pained and fractured so badly due to the pandemic and the lockdown caused due to it; yet few strong rays of hope are emerging out of few factors like the migrants returning back to work (2/3rds are back), pandemic related numbers slowing down a bit, India in a festive mood due to the ongoing Navratri and Diwali knocking in soon; that a demand is being predicted as well as seen clearly for few sectors and industries for products.

Therefore, as the companies already gear up with the production and manufacturing capacities, they are also without a choice equipping their resources, rules and processes with a care tag to ensure their employees’ well-being and how can they make them stay away from not catching the virus at all.

Few noteworthy elements are as follows that are not only helping get this done for the companies; but instilling confidence and a sense of belonging of employees towards more loyalty for the organization they work for. These precautions are:

- a) Providing the employees bus facility/car pool right from their door step so that they do not have to depend on walking or trust a third party logistics to reach their place of work
- b) Apart from sanitizing, social distancing etc. protocols being followed by the companies worldwide, utmost care needs to be taken and is being taken to make the production area fully

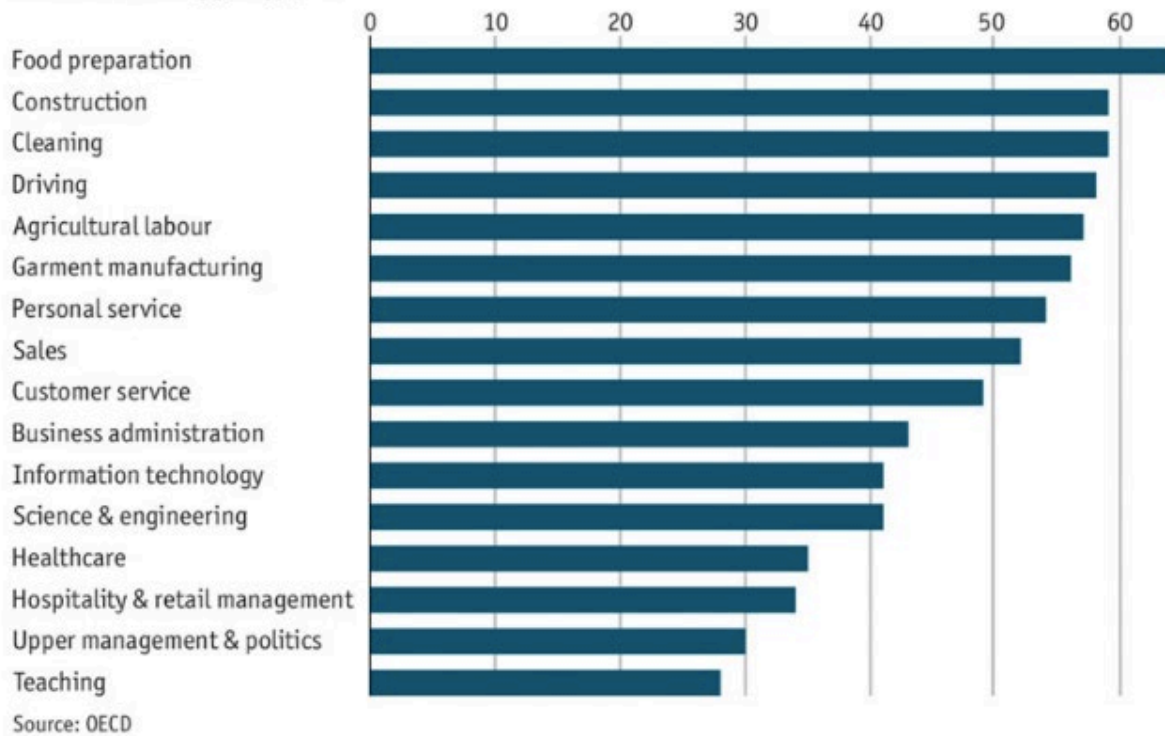
- disinfectant and this process is being repeated 304 times throughout the day (with longest time available when workers go for lunch)
- c) Lunch served to the workers in the mess has been reduced to smaller batch sizes and restricted to not more than 20-50 people with ample distances between them
 - d) Food served is prepared in front and directly served or being brought out in packed parcels and handed over
 - e) Production process shift change gap has been increased by 2 hrs. to ensure quality time for utmost cleaning the entire shop floor
 - f) The toilets are being kept absolutely clean and fitted with sanitizers both inside and outside it
 - g) Not only are the employees' trained well on these norms while the pandemic is on and post pandemic; but the gate guards and the house keeping staff also are been taken care of, with vernacular trainings provided to them
 - h) Lastly, the communication that has gone online is reaching out to the masses at the same time in manufacturing factories, resulting in lesser time consumption, clear cut direct communication is helping both upstream and downstream communication

The shape of manufacturing industries will change post pandemic without doubt but people will have to continue following the 5As in order to maintain and sustain themselves.

These As are namely Agility-being agile was never this important and crucial than now and in the future) (ii) Awareness- only people who make themselves abreast with the latest will remain and sustain (both tech and innovations) (iii) Acceptance- Manufacturing sectors will have to accept the changed scenario without any pre-conceived notions and (iv) Attitude- this is one key attribute that can make or mar an organization; be it manufacturing or any other area. And the fifth one (v) Automation: AI (Artificial Intelligence) will take time for all firms to adopt, adapt and adept to. Technology today is the king with data supremacy as the entire powerful tool. Therefore, those firms and the manufacturing industries in India who are able to implement the latest tech tools to their workplace will have a smooth future not only in tackling the issues of speed and accuracy, but also will make its employees smarter and more competitive.

Automated for the people

Automation risk by job type, %



This chart above is just a glimpse of how will the fourth Industrial Revolution impact the Future of Work

As per a [recent study](#) released by McKinsey Global Institute reports that roughly one-fifth of the global workforce will be impacted by the adoption of AI and automation, with the most significant impact in developed nations like the UK, German and US. By 2022, [50% of companies](#) believe that automation will decrease their numbers of full-time staff and by 2030, robots will replace [800 million workers](#) across the world.

In Conclusion, what's next for remote work, is that they have carried out an analysis of 2000 tasks, 800 jobs in 9 countries that highlighted the fact that the models of remote work is likely to persist in the wake of pandemic, both for highly educated as well as the well-paid minority workforce. This pandemic has forced a structural change in the way the industry works across all sectors. However; the most difficulty faced were by the people in the services sector and the manufacturing ones; as they had to report to their offices and the manufacturing units respectively to deliver.

And this actually made all the difference in case they and their firms adopted the five As' as mentioned above as this shall depend upon the extent to which each of us can exhibit our resilience in such a situation that was beyond any human's imagination

Having the right kind of optimistic and the go-getting attitude is what it takes to keep marching ahead and this would be required to be kept intact; across the entire management

gamut if we want to come back on track, faster and better; and healthier (both physically and mentally) even after the Corona Virus goes in the history!!

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