

Research Article

Universal Labor Issue on Working Efficiency of Blue-Collar Workers its Effects Demand and Supply: With Special Reference to Indian Perspectives

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Abstract: The efficacy of blue-collar laborers constitutes the foundation of industrial production and national economic performance. In India, ongoing labor issues—such as inadequate working conditions, insufficient legal protection, informal employment, and weak regulatory enforcement—persistently impede worker productivity. This research investigates the universal labor challenges affecting the productivity of blue-collar workers and analyzes their wider consequences on labor market dynamics, namely the disparity between labor demand and supply. This study critically analyzes the Indian labor ecosystem through the lens of globalization and supply chain decentralization, revealing that insufficient salaries, lack of social security, subcontracting, and gendered labor exploitation are systemic obstacles to sustainable growth. Utilizing reports from the International Labour Organization (ILO), Indian labor legislation, and pertinent empirical investigations, the research delineates deficiencies in labor governance and the pressing necessity for structural transformation. The document proposes a thorough reform of labor policy emphasizing inclusion, job formalization, skill development, and corporate accountability to improve worker productivity and stabilize the labor demand-supply balance in India.

Keywords: Blue-Collar Workers, Labor Efficiency, Informal Sector, Demand and Supply, Labor Legislation, Global Supply Chain, Indian Labor Market, Contract Labor.

INTRODUCTION

The industrial and supply chain sectors of India rely heavily on blue-collar workers, which is essential for the country's economic and manufacturing capacities. Workers in the construction, manufacturing, logistics, and service industries, who perform mostly manual, skilled, or semi-skilled tasks, are vital to the smooth running of domestic and international value chains and the timely delivery of goods and services. There is a growing recognition of the importance of blue-collar workers' contributions to industrial output and export potential as India's economy becomes more integrated into the global economy. The bulk of India's blue-collar workers still endure less-than-ideal working circumstances, despite the fact that they are crucial. Many of these workers are part of the informal economy, which is notorious for its low earnings, lack of benefits, unsafe working conditions, and absence of legal contracts. A disjointed and frequently exploitative workplace has resulted from the informalization of labor, which is in turn driven by forms of labor outsourcing and subcontracting. The workers' dignity and rights have been violated, and their working efficiency has been drastically diminished, as a result. Lack of official grievance redressal processes, inadequate training, and uncertain career prospects have all taken a toll on the morale and productivity of blue-collar workers. There are several

worker protection rules in the regulatory framework, but they aren't always put into practice or enforced. The legal landscape is complicated and uneven due to the presence of both federal and state laws, as well as multiple entities with overlapping jurisdictions. Employers frequently sidestep regulations by using contract workers and taking advantage of legal loopholes, leaving workers defenseless and naive about their rights. There has to be immediate action from academics and policymakers to address the widening disparity between the promise of legal protections and their actual implementation.

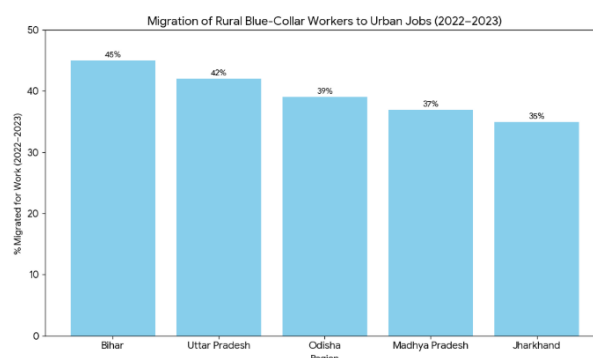


Fig. 1 Urban vs. Rural Blue-Collar Labor Trends

This study intends to use this context to investigate the widespread problems with labor that have an effect on the productivity of blue-collar employees in India and, by extension, on the demand for and supply of labor as a whole. Worker performance and labor market equilibrium have been affected by factors such as working conditions, informal employment practices, lack of social security, and labor market upheavals caused by globalization. These aspects are investigated in the study. Additionally, it aims to assess the efficacy of current labor laws and investigate practical strategies to change them. This study sheds light on the systemic problems with labor management in the Indian setting and provides solutions to enhance worker productivity, social security, and market stability.

The Concept and Classification of Blue-Collar Workers in India

Workers' roles in economic development and the factors affecting their efficiency can be better understood by familiarizing oneself with the many worker classifications in India's ever-changing labor landscape. In particular, the industrial and manufacturing industries rely heavily on blue-collar workers.

Defining Blue-Collar, White-Collar, and Gig Workers

People who work in industries including manufacturing, construction, warehousing, maintenance, and transportation generally participate in physical labor, which is known as blue collar labor. As opposed to more

academic pursuits, these positions often call for practical experience and training. Hourly or daily salaries are typical for blue-collar workers, who can be either skilled (machinists, electricians, welders) or unskilled (assistants, loaders, cleaners).

Office Workers Conversely, individuals engaged in management, administrative, or professional tasks are referred to as workers. Occupations including accountants, software engineers, marketing executives, and teachers typically necessitate formal schooling and are frequently located in an office setting. Typical forms of compensation include a set monthly salary.

People who work on short-term contracts or as freelancers are known as "gig workers," and they are a new kind of worker. In recent years, gig employment has grown in India, particularly in the transportation (e.g., Ola, Uber) and food delivery (e.g., Swiggy, Zomato) industries, as well as in the logistics of online retailers (e.g., Flipkart, Amazon). The employment relationship between gig workers and their employers is murky, and gig workers typically do not have benefits, job security, or guaranteed salary.

Every type of worker encounters its own set of obstacles, thus it's critical to grasp these differences. When it comes to labor rights, welfare, and measures that enhance efficiency, blue-collar workers are frequently overlooked, even though they are the backbone of physical industries.

Table 1: Sector-wise Distribution of Blue-Collar Workers in India

Sector	Approximate % of Blue-Collar Employment	Nature of Work	Employment Type
Manufacturing	25–30%	Machine operators, fitters, welders	Contractual/Semi-skilled
Construction	25%	Masons, laborers, painters, carpenters	Seasonal/Unskilled/Skilled
Transportation & Logistics	10–15%	Drivers, warehouse workers, delivery staff	Informal/Gig/Contractual
Mining & Quarrying	2–3%	Miners, equipment handlers	Hazardous/Unregulated
Agriculture & Allied	20–25%	Farm labor, agro-processing	Informal/Rural
Services (Sanitation, Security, etc.)	5–10%	Cleaners, guards, technicians	Unskilled/Contractual

Source: NSSO, *PLFS Report (2023)*; CMIE data; ILO India Briefs

Sector-Wise Distribution of Blue-Collar Workers in India

There are a wide variety of blue-collar jobs in India, and each one has its own unique dynamics and labor demands:

- **Manufacturing Sector:** The textile, automotive, electrical, chemical, and steel sectors are all part of this. The manufacturing sector in India is heavily reliant on contract workers and informal employment, despite efforts to increase manufacturing under the "Make in India" campaign.
- **Construction Sector:** A major employer of manual laborers. Workers consist of unskilled assistants, painters, plumbers, and masons. Lacking adequate safety standards and employment stability, the industry is largely uncontrolled.
- **Logistics and Transportation:** Contains drivers, loaders, warehouse workers, and delivery people. The logistics industry has grown in importance as a result of the expansion of online shopping, but it is still a very vulnerable sector of the economy.
- **Mining and Quarrying:** Inadequate safety procedures expose workers in this field to considerable dangers, including health problems. There is still a large segment of the workforce that is not organized and gets low wages.
- **Agriculture and Allied Activities:** A large portion of the blue-collar workforce is engaged in agriculture, but there are also many people working in agro-processing, rural construction, and related rural occupations.

Despite their importance to India's GDP, these industries frequently put worker welfare last in their pursuit of low-cost, labor-

intensive processes.

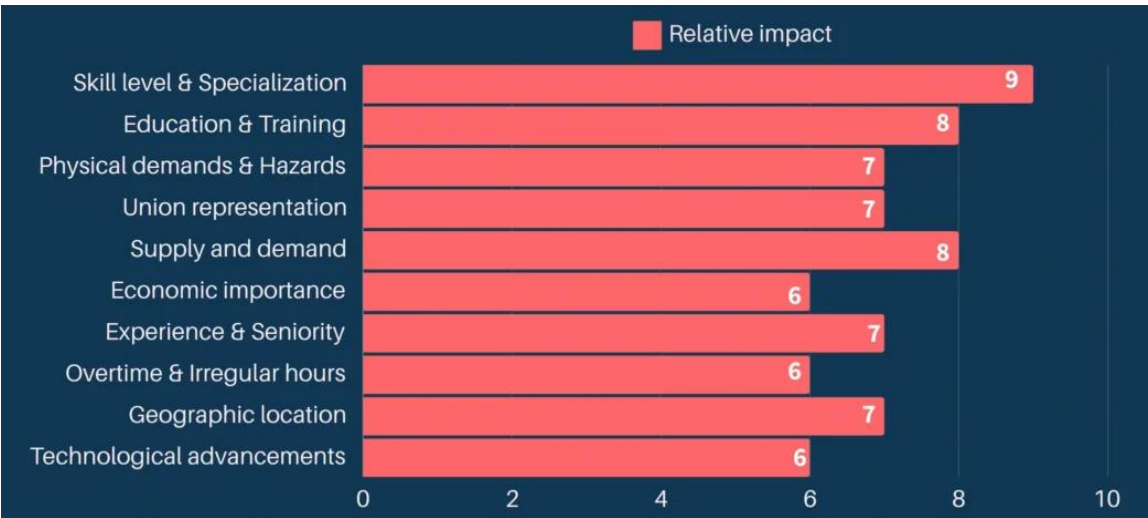


Fig. 2 Factors Influencing High Salaries in Blue-Collar Jobs [18]

Urban vs. Rural Disparity

There is a clear chasm between rural and urban areas in India's blue collar labor market when it comes to working conditions and prospects.

- **Urban Areas:** City dwellers generally find themselves employed in blue-collar occupations such as manufacturing, building, cleaning, security, and delivery. Despite the greater salaries, high living expenses, job instability, and substandard housing (such slums or labor camps) accompany these jobs. Many rural migrant laborers experience social isolation, difficulty communicating, and limited access to metropolitan welfare programs.
- **Rural Areas:** On the other hand, blue collar jobs in rural areas tend to be seasonal, involve farming, or are associated with rural infrastructure projects funded by programs like MGNREGA. People move to cities in droves because of the better job prospects and generally lower wages.

Overcrowding in cities, unemployment in rural areas, and difficulties in connecting jobs with qualified workers are all outcomes of the urban-rural divide, which further complicates the labor demand-supply balance.

Globalization and Labor Fragmentation

Developing countries' labor markets, especially India's, have been radically altered by globalization. The emergence of global supply chains (GSCs)—production networks spanning numerous nations, wherein goods and services are built or distributed worldwide after distinct components are manufactured in different locations—is one of the most significant results of globalization. This has caused labor fragmentation, especially among blue-collar workers, but it has also increased exports, employment, and foreign investment in India. The disintegration of the workforce into subsets characterized by subcontracting, outsourcing, and escalating job insecurity is known as fragmentation.

How Global Supply Chains Affect Local Labor

The change from regionally coordinated manufacturing systems to international supply chains has resulted in:

- **Increased Informalization:** Companies outsource to undocumented workers in the informal sector so they can keep costs down. The use of temporary workers, contract labor, and working from home has grown commonplace.
- **Decline in Job Security:** Temporary contracts are displacing permanent employment. By using independent contractors, businesses sidestep their social security obligations.
- **Wage Suppression:** Real wages for blue-collar workers sometimes remain flat or even decline as a result of companies' efforts to cut costs in response to intense global competition.
- **Dilution of Labor Standards:** In their haste to achieve the production goals and cost expectations of multinational buyers, many suppliers in the chain disregard worker safety, fair salaries, and legal entitlements.
- **Gendered Exploitation:** Informal hiring, lower wages, and exploitative working conditions are common for women, especially in the electronics and textile industries.

CASE STUDIES FROM INDIAN INDUSTRIAL SECTORS

Case Study 1: Nokia Chennai Plant (Sriperumbudur, Tamil Nadu)

Once upon a time, the Nokia facility in India employed more than eight thousand people, representing the country's prominence in the worldwide electronics manufacturing network. A large number of workers, primarily temporary blue-collar workers, were abruptly laid off when Nokia left the Indian market in 2014 as a result of tax issues and shifts in global manufacturing methods.

Impact:

- No severance benefits were provided to the workers.
- Collapsed was the local economy surrounding the factory.
- Rehabilitation is not to be aided by the government.
- Emphasized the precarious nature of outsourcing jobs in international supply networks.

Case Study 2: Garment Sector in Tiruppur and Tamil Nadu

Global apparel brands such as Zara, H&M, and Gap get their goods from Tiruppur, an important center for India's clothing exports. The industry is dependent on subcontracting, which involves dividing up the production process into smaller pieces.

Issues Identified:

- Women make up more than 60% of the workforce, and they frequently earn less than the lawful minimum wage.
- Use of migrant and home-based laborers is widespread, allowing them to evade detection by labor inspectors.
- Common problems include long hours, dirty working conditions, and no maternity benefits.
- Global customers frequently overlook providers outside Tier 1 even though CSR guidelines are in place.

Case Study 3: Automobile Industry in Gurgaon-Manesar Belt, Haryana

Major companies in India's automotive industry, such as Honda, Maruti Suzuki, and Hero MotoCorp, rely on a vast network of local suppliers for their component needs.

Observations:

- The fabrication of components and assembly lines often make use of contract workers.
- Disparities between contract and permanent employees in terms of pay and job stability.
- These disparities gave rise to labor discontent, which included strikes at Maruti Suzuki (2012).
- Workers complained about lengthy hours, no channels for resolving complaints, and no protections under the law.

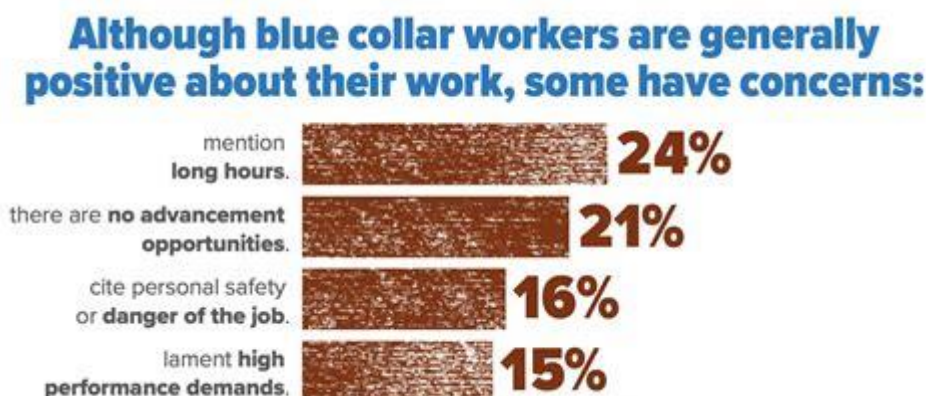


Fig. 3 How Financial Advisors Can Connect with Blue-Collar Clients [19]

LITERATURE REVIEW

Autor (2015) looks at how long job opportunities will last as technology improves quickly and more and more jobs are done by machines. His writing deals with the old fear that machines would one day take over manual labor, especially in blue-collar jobs that require a lot of repetition. Autor makes a subtle argument that while automation does take away some jobs, it also creates new ones that often require skills that people already have. The conclusion is that the jobs of blue-collar workers are changing, not going away. There are still a lot of jobs that require manual or semi-skilled work, but people who do these jobs need to be more adaptable and open to new technologies. This knowledge is very important in India, where a large part of the population still works in low-paying jobs. Indian blue-collar workers may not be very useful or may not have enough work if they don't get the right training and skills to keep up with the changing job market.

Brown and Lauder (2006) look at how globalization has changed the quality and distribution of jobs in different countries. This makes the idealized idea of the "magnet economy," which says that all parts of the population would benefit from high-skill, knowledge-based jobs, seem less likely. They say that globalization has caused the labor markets to become polarized, with highly trained workers getting better jobs and low-skilled, repetitive jobs going to developing countries. As a result, there are a lot of insecure jobs in India in fields like construction, electronics assembly, and garment manufacturing. People who work in these jobs, which are called "blue collar" jobs, often don't have social security, work in terrible conditions, and are especially vulnerable to changes in demand around the world. Their study shows that global supply chains use labor cost arbitrage as a basis. This makes employment systems disorganized and gives workers less control over their own lives. This trend has made India's labor more informal, which hurts productivity both on a personal and national level.

Chudzikowski et al. (2009) compare a number of countries to look for trends and reasons for career changes, especially after globalization and economic liberalization. The report says that workers, especially those in operational and manual jobs, are changing jobs more often and in less stable ways. This is contributing to the rise in career instability. This trend is very clear in India's contract labor system; blue-collar workers in fields like logistics and auto manufacturing rarely have permanent jobs. Workers are stuck in a never-ending cycle of low-skill, low-wage jobs because these transitions usually don't include opportunities to learn new skills, get career advice, or get unemployment benefits. The authors point out this gap in safety net provision for these transitions, which shows that there aren't any good labor market rules in India for vulnerable and informal workers. Constant turnover, job insecurity, and a lack of skill development all make workers less efficient.

Davies et al. (2024) show that illegal labor practices can thrive even in industrialized countries, as they do in Finland's construction industry, where workers are trafficked and exploited. They show that middlemen in the job market pay migrant workers less and treat them badly because the public and private sectors don't always work together. Even though the study was mostly about North America, its findings are very relevant to India, where the informal sector is much bigger and the same problems exist. In India's construction and industrial sectors, subcontractors often hire blue-collar workers in ways that break the country's labor laws. Because of this, people are denied basic rights like health insurance, a minimum wage, and safe working conditions. Strong laws, active participation from civil society, and corporate responsibility are all needed to protect workers from systematic abuse in broken supply chains (Davies et al., 2018).

Gimpelson, Kapeliushnikov, and Lukiyanova (2010) look into the seeming contradiction of the high unemployment rate and lack of workers in Russian industry. They say this is because there is a big difference between the skills people have and the skills that businesses today need. The study shows that companies still have a hard time finding workers with the right technical skills, even though there is a lot of extra labor. This slows down production and makes things less efficient. This study is very relevant to the situation of millions of blue-collar workers in India who do not have the right credentials. There is still not enough vocational training for informal workers, even though the government has tried to help with programs like Skill India. The skill gap makes sectors that rely on cheap labor less efficient and hurts the job market as a whole. To close this skills gap and get workers ready for the economic needs of the future, governments, businesses, and schools must work together in a planned way.

Toktay, Kalkanci, Rahmani, and Rahmani (2019) look into how supply chains can promote social sustainability through innovation that includes everyone. Their research shows that traditional models of innovation, which focus on cutting costs and making things more efficient, don't take into account the human and social aspects of production. This is especially bad for low-wage workers in industries that rely on outsourcing and manual labor. Inclusive innovation, which the authors define as innovation that actively involves marginalized stakeholders like blue-collar workers, can improve working conditions, organizational resilience, and long-term performance, as shown through quantitative modeling and empirical case analyses. Their research shows that India needs supply chain strategies and labor laws that put workers' health and happiness first. This is important because a large part of the workforce is still not involved in official decision-making and innovation processes. Firms are encouraged to adopt more integrative and participative methods that might improve labor standards and worker productivity in a sustainable way. This method is more than just a list of corporate social responsibility (CSR) tasks.

Klasen (2019) goes into great detail about girls' and women's labor force participation (FLFP) in developing countries like India. This study says that economic development alone isn't enough to get more women into the workforce because social norms, education levels, family dynamics, and policy gaps all make it harder for women to work. The fact that many working-class women are stuck in low-wage, irregular occupations without benefits or a steady income—often in the textile, domestic, and food processing industries—is especially pertinent to your study. Structural discrimination and unpaid care work make it even harder for blue-collar women to do their jobs and be productive. Klasen's research shows that women in industrializing countries face structural barriers that keep them from getting jobs in the formal labor market. These results show that India needs to take specific steps to get more women into blue-collar jobs and make them more productive. These steps could include childcare facilities, equal pay policies, and maternity leave policies.

Klasen and Pieters (2015) look at why the number of women working in cities in India hasn't changed in a long time. They do this by looking at data from several rounds of nationally representative surveys. They have found a number of contradictions in their research: Even though urban women's education levels have been going up, their participation in the workforce has not. Many educated women are leaving the workforce because urban labor markets are becoming less formal, safety concerns are rising, and there aren't enough good job opportunities. The authors' most important finding is that the divisions in India's labor market between the formal and informal sectors, as well as between contract and permanent employment, have a bigger effect on women, especially those who work in blue-collar jobs. Women who work on subcontracted jobs usually don't have much job security, work in bad conditions, and don't have any chances to move up in their careers. This fragmentation makes it harder for both individual workers to do their jobs well and for the economy as a whole to make good use of its human capital. The results support the idea that women working in India's blue-collar sector would benefit greatly from efforts to get rid of institutionalized discrimination and demand-side restrictions in the workplace.

Table 2: Key Challenges Faced by Blue-Collar Workers in India and Their Impact on Efficiency

Challenge	Description	Impact on Efficiency
Informal Employment	Lack of contracts, job security, and benefits	Reduced motivation, high attrition, and low commitment
Wage Inequality	Disparities based on gender, caste, region, and industry	Poor morale, reduced productivity, and social dissatisfaction
Poor Working Conditions	Unsafe environments, long hours, lack of sanitation	Health issues, absenteeism, and mental fatigue
Skill Mismatch	Inadequate training relative to industry requirements	Ineffective job performance and labor underutilization
Contract/Subcontracting Systems	No direct employer accountability for workers	Exploitation, wage theft, and denial of rights
Gender-Based Discrimination	Exclusion from formal roles, harassment, and lower pay for women	Underutilization of female labor and increased labor gaps
Weak Enforcement of Labor Laws	Poor inspection mechanisms and legal delays	Continued rights violations and low labor compliance

Source: Compiled by the author based on ILO reports, NSSO data, and industry case studies

METHODOLOGY

Research Design

This study uses a qualitative, exploratory research method to look deeply into the many different and complicated problems that affect the productivity of blue-collar workers in India's workplaces. This method was chosen because the topic includes parts of human behavior, law, and socioeconomics that are hard to measure. We don't want to prove or disprove anything; we just want to learn more about how India's changing industrial economy, worker performance, and working conditions affect each other. The study used a wide range of secondary sources, including scholarly journal articles, official policy papers, texts of labor laws, reports from international organizations like the International Labor Organization (ILO), and data from organizations like the National Sample Survey Office (NSSO), CMIE, and the Ministry of Labour and Employment. Sectoral case studies, like those from the electronics industry in Chennai, the car industry in Haryana, and the garment industry in Tamil Nadu, also show real-life examples of labor fragmentation and exploitation. We use a content and topic analysis method to look at the data and put it into groups. In this review of relevant literature and data sets, we look at issues like the rise of informal work, gender-specific vulnerabilities, income inequality, subcontracting, occupational safety, and the effects of globalization. We look at how these themes affect the efficiency of workers as well as their broader effects on the stability of the labor market and imbalances between supply and demand. The study uses a triangulation method, which means that it checks the results from different sources to make sure the conclusions are correct and reliable. This method makes it possible to come up with policy suggestions that are based on real-world evidence and fit within India's specific social, economic, and labor framework.

Theoretical Analysis

This study looks at the problems blue-collar workers face and how they affect the demand for and supply of labor through the lens of several important theoretical frameworks. The main goal of the Dual Labor Market Theory is to explain why the gap between the official and informal job markets stays the same. This idea suggests that the job market should be split up, with some jobs being

safer, paying more, and offering benefits. Other jobs are less stable, pay less, and often take advantage of people. The second group is mostly made up of blue-collar workers in India who work on a contract or as needed. This fragmentation has a big effect on their motivation, productivity, and ability to move up the economic ladder over time. The Human Capital Theory is also used to look at how training, education, and skill development affect how well people work. India doesn't offer enough formal vocational education or ongoing programs to help workers improve their skills, so many blue-collar workers there aren't ready for the needs of today's industries. So, even when there are too many workers in the economy, employers often have trouble finding talented people. This idea helps to explain why high unemployment and unmet labor demand can happen at the same time: workers don't have the skills they need for new types of jobs. World Systems Theory is also used to better understand India's place in the global supply chain. This theory says that industrialized countries keep their economic power over developing countries by moving jobs that require a lot of labor to those countries, often without giving workers enough benefits or protections. Because multinational companies value cost-effectiveness over social sustainability, India's subcontracted labor ecosystems are broken up. The downward pressure on salaries and working conditions directly affects the efficiency, safety, and dignity of blue-collar workers. Using these theories, the study gives a full picture of the big and small factors that affect labor efficiency in India.

Ethical Considerations

Even though the study only uses secondary data sources and doesn't include any field surveys or direct human participants, it has followed ethical research standards. The writers and sources of all the resources cited have been properly credited. This includes articles from academic journals, government papers, corporate white papers, and news stories. All interpretations are shown clearly, and no content has been copied, to avoid misrepresenting or taking away the context and findings of the original sources. The study method tries to stay neutral and fair, especially when talking about sensitive topics like gender inequality, discrimination based on socioeconomic status, and exploitation of workers. The study also takes India's labor

market's sociopolitical situation very seriously. Some of the vulnerable groups that have been carefully and accurately represented are migrant workers, women who work in the informal economy, and contract workers. The focus has been on avoiding language and assumptions that could be seen as stigmatizing. When looking at secondary data, it is also important to think about ethics, especially in cases where there are disagreements over labor rights or industrial disputes. The study's goal is to add to the conversation about labor reform in academia and government, not to criticize any one business or institution. The study should focus on fair treatment and giving blue-collar workers power in India's labor ecosystem. This is in line with ideas of social justice, fairness, and long-term growth.

FINDING & DISCUSSION

Findings

The study looks into a complicated set of problems that have been hurting the productivity of India's blue-collar workers for a long time. One of the most interesting things to come out of the study is that more than 90% of India's workers are informally employed. These workers often don't have legal protections, steady work, health care, or social security benefits like insurance or a provident fund. This kind of uncertainty leads to low morale and a lack of long-term commitment, which in turn lowers productivity. Because of the rise of contract work and subcontracting, people no longer think that employers and employees are equally responsible for making sure the workplace is safe, paying wages, and protecting workers' rights. Another important finding is the gap in skills between the needs of growing industries and the workers. There may be a lot of workers available, but many industries are having trouble finding people with the right skills because there aren't many vocational schools and not many chances to learn new skills. This is especially true for the construction, manufacturing, and logistics sectors. There are also big differences between men and women. For example, women who work in the garment and construction industries make less money, don't get maternity leave, and work in unsafe and dirty conditions. The study also shows that Indian companies have started using cost-cutting methods, which often hurt labor standards, because of globalization and global supply chains. Low productivity, high staff turnover, and widespread worker unhappiness all hurt the economy's stability and efficiency, both for individual businesses and for the labor market as a whole.

DISCUSSION

The study shows that blue-collar workers in India aren't as productive or respected as they should be. The country's labor sector needs major changes right away. Informal work and labor fragmentation are two major problems that make it hard for fair and long-term industrial growth to happen. It's not clear how the new rules will affect informal workers, and the way they are being distributed across India's four new labor codes, which aim to simplify and combine existing rules, varies from state to state. It's not enough to just pass new laws, especially in the informal and subcontracted parts of the workforce where there aren't any good ways to enforce them. Also, the mismatch between

the supply of workers and the actual need for skills in important areas has led to economic inefficiencies. This mismatch makes it hard for companies to grow and keeps workers in jobs that don't pay well. Things have gotten even more complicated because of global supply chains. Companies often put profit ahead of workers' rights to meet worldwide delivery and cost needs. Because of this, wages and working conditions have "raced to the bottom." India needs to see worker welfare as an investment in strategy rather than a cost that must be met through regulatory mandates if "Make in India" and other programs are going to help the country become a global manufacturing and economic powerhouse. It is very important to do things that will make sure that workers get fair pay, that men and women are treated equally, that employers and contractors are held accountable, and that education is better linked to the needs of businesses. To fix the problem of too many people looking for work in India and not enough jobs, and to make the most of the productivity of the country's large blue-collar workforce, the country needs to move toward formalization, inclusive growth, and fair labor practices.

CONCLUSION

The study has looked into the many problems with workers in India that make it hard for blue-collar workers to be productive and how these problems affect the way demand and supply work in the labor market. The results show that blue-collar workers in India are still very vulnerable to systemic and structural disadvantages, even though they are a big part of the country's industrial and economic growth. Informal work, lack of job security, lack of social protection, exploitative subcontracting schemes, unsafe working conditions, and skill mismatches are some of the biggest problems that keep them from being productive and contributing to the economy in the long term. These problems get worse because of globalization and global supply chains. People often ignore unethical work practices and the health of workers in order to save money. India has one of the largest working-age populations in the world, but it is losing money because there aren't enough workers in many industries. Because there isn't enough money going into vocational training and workforce development, sectors are having a hard time meeting the growing need for trained, adaptable, and technically skilled workers, even though there are a lot of unskilled or semi-skilled workers available. Also, formal job frameworks still leave out vulnerable groups and gender inequality, which makes inequality worse and lowers the potential of the workforce. If India wants its economy to grow and be competitive on a global scale, it needs to rethink how it manages workers and trains new ones. As part of this effort, we need to make sure that labor laws are followed, expand social protections, fight for fair wages, pay for extensive skill development programs, and protect workers' rights at every stage of the supply chain. India's future industrial and economic growth will depend on its ability to create a strong, motivated, and self-sufficient blue-collar workforce, in addition to investing in infrastructure, technology, and capital. To make the labor market fair, productive, and ready for the future, you need to see workers as more than just a resource. They are also stakeholders in the development process.

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