

THE INDIAN SOCIETY OF LABOUR ECONOMICS

55th ANNUAL CONFERENCE

16-18 December, 2013



Organised by:

Centre for Economic Studies and Planning
and

Centre for Informal Sector and Labour Studies
Jawaharlal Nehru University
New Delhi

THE INDIAN SOCIETY OF LABOUR ECONOMICS

www.isleijle.org

55th Annual Conference

16-18 December, 2013

Venue

**Jawaharlal Nehru University (JNU)
New Delhi, India**

THE 55th Annual Conference of the Indian Society of Labour Economics (ISLE) will be held during 16-18 December, 2013 at Jawaharlal Nehru University (JNU), New Delhi, India. The Conference is being organized by the Centre for Economic Studies and Planning (CESP) and Centre for Informal Sector and Labour Studies (CISLS), School of Social Sciences, with support from other institutions within the University and outside. Dr. Jayati Ghosh, Professor and Chairperson, Centre for Economic Studies and Planning (CESP), School of Social Sciences (SSS), JNU will preside over the Conference. Dr. Praveen Jha, Professor, CESP and Chairperson, CISLS, JNU will be the Local Organising Secretary.

CONFERENCE THEMES

The themes for the 55th Annual Conference of the Indian Society of Labour Economics (ISLE) are:

1. Social Inclusion and the Labour Market
2. Changing Patterns of Rural Labour in India
3. Labour Regulation in Indian Industry

CRITICAL INFORMATION

Dates to Remember

- Dates of the Conference: 16-18 December 2013
- Last Date for Submission of Papers: 31 October 2013
- Communication from ISLE about Acceptance of Papers: 15 November 2013

Those who want an early communication on the acceptance of their papers should request for early information in this regard while sending their papers.

- Last date of registration: 30 November 2013



Timings of the Conference

The Conference will start at 9:30 a.m. on 16 December 2013 and will be over by lunch on 18 December 2013. The delegates are advised to reach a day prior to the Conference and depart in the evening of 18 December 2013. A pre-conference event is also being planned in the afternoon of 15 December 2013 (1.30 pm - 7 pm) and those who want to participate in it should reach New Delhi by noon on 15 December 2013.

Guidelines regarding Submission of Papers

Researchers and other professionals, including those from outside India, are invited to contribute papers on the proposed Conference themes. The scholars from outside India may contribute either conceptual or empirical papers relating to their own regions/countries. Those who wish to contribute papers may send the full papers to: The Hon. Secretary, Indian Society of Labour Economics, NIDM Building, 3rd Floor, IIPA Campus, I.P. Estate, Mahatma Gandhi Marg, New Delhi-110002, India.

The soft copies may be emailed to: conference.isle@gmail.com with a copy to: 55isleconference.jnu@gmail.com

The paper should not exceed 8000 words (including tables and appendices) and should adhere to the style of writing being followed in the current issues of The Indian Journal of Labour Economics (IJLE). (For further details, visit www.isleijle.org.) All papers should also carry a summary of about 1000 words. The summaries of all accepted papers will be brought out separately in the form of a publication to be distributed among the Conference participants, along with a CD of the complete papers. Selected and revised papers based on peer reviews will be published in the subsequent issues of IJLE during 2014. Those who desire to publish their papers in IJLE should send their revised papers to the Editor, IJLE after the Conference.

Panel Proposals

A few panel discussions on special themes will also be organised during the Conference. For this purpose, proposals for panels are invited from scholars and institutions. The final proposals will be selected by a team of experts and reviewers for presentation at the Conference. A panel session would comprise four to five presentations of papers.

Each proposal should contain the following:

1. Title and description of the theme of the panel;
2. Title, authors and abstracts of the papers;
3. Name, affiliations and short biography of the proposed speakers;
4. Name and contact information of the panel organiser.

The proposals should be submitted to the ISLE Secretary latest by 15 October, 2013.

Best Paper Awards

The best paper writers, who are below the age of 40 years, would be honoured with the Ruddar Datt Memorial Award and the Sanjay Thakur Young Labour Economist Award (each of which carries an amount of Rs.10,000). Contributors who wish to be considered for the awards are requested to furnish age proof along with their full papers.

LOGISTICAL AND OTHER INFORMATION FOR THE DELEGATES

Conference Registration

The registration fee for the Conference is Rs 1000. Registration will entitle the participants to avail of modest boarding and lodging as well as the conference kit. The completed registration form along with a demand draft (DD) drawn in favour of “2013 ISLE Annual Conference”, payable at State Bank of India, JNU New Campus Branch, New Delhi, should be sent to the organizers at the address mentioned below by 30 November 2013.

Participants who have not renewed their membership of the ISLE for the year 2013 need to pay their membership fee to be able to attend the Conference. The annual membership fee is Rs. 400/- for those from India (Rs 4000 lifetime), and US \$75 for those from developing countries, and US \$125 for those from other countries. Payment may be made through DD/local cheque in favour of “The Indian Society of Labour Economics”, payable at New Delhi, along with the application form to Secretary, The Indian Society of Labour Economics, NIDM Building, 3rd Floor, IIPA Campus, I. P. Estate, Mahatma Gandhi Marg, New Delhi-110002, India.

Conference Registration and ISLE Membership Fee Structure

Category	Conference Registration*	Annual ISLE Membership
India (Rs.)	1000	400**
Developing Countries(US \$)	75	75
Other Countries (US \$)	125	125

* For spouse/accompanying persons from India, Rs.600; from developing countries US \$ 50 and other countries US \$ 75.

** For life membership of individuals, Rs 4000.

- Those who are not members of ISLE need to send their membership fee separately for the same to the Hon. Secretary of ISLE on the address mentioned above. Membership forms can be downloaded from the Society's website (www.isleijle.org). Only members are entitled to present papers. This membership apart from enabling them to participate in the Conference would entitle them to receive all the four issues of The Indian Journal of Labour Economics (IJLE) for the year 2013.



- The registration fee for the Conference includes payment towards a conference kit (comprising the summary of all the papers presented at the conference, a CD of the full papers, conference bag, and stationery, etc.), and modest boarding and lodging.
- Those who want to arrange their own accommodation need to take care of the relevant logistics themselves.
- Delegates are requested to send complete information along with the registration fee at the earliest so that proper arrangements can be made for their accommodation. Online/prior registration is advised. Kindly note, for those who register on the spot, it may be difficult for us to arrange for accommodation.

CONTACT DETAILS

Conference President

Professor Jayati Ghosh

Chairperson, Centre for
Economic Studies and Planning
School of Social Sciences
Jawaharlal Nehru University
New Delhi-110067

Conference Organising Secretary

Professor Praveen Jha

Centre for Economic
Studies and Planning and
Chairperson, Centre for
Informal Sector and Labour Studies
School of Social Sciences
Jawaharlal Nehru University
New Delhi-110067

Conference Co-organising Secretaries

Dr. Avinash Kumar

Centre for Informal Sector
and Labour Studies
School of Social Sciences
Jawaharlal Nehru University
New Delhi-110067
Ph: 9811785495

Dr. Himanshu

Centre for Informal Sector
and Labour Studies
School of Social Sciences
Jawaharlal Nehru University
New Delhi-110067
Ph: 9891387312

ISLE Secretariat

The Hon. Secretary

The Indian Society of Labour Economics
C/o Institute for Human Development
NIDM Building, 3rd Floor, IIPA Campus
I.P. Estate, Mahatma Gandhi Marg
New Delhi - 110 002, India
Phones:+91-11-23358166/23321610/ Fax:+91-11- 23321610
Email:conference.isle@gmail.com, isle.ijle@gmail.com
Website: www.isleijle.org

For all queries/submissions relating to the conference, please address to Dr. Avinash Kumar and Dr. Himanshu at: 55isleconference.jnu@gmail.com



PRE CONFERENCE EVENT

A pre-conference international event is being planned between 1.30 pm and 7 pm on 15 December 2013. The details about this event will be provided shortly on the website. Those who wish to attend the pre-conference event should reach JNU around noon of 15 December 2013.

For an update on the conference, please visit the ISLE website: <http://www.isleijle.org>, or call at + 91 - 11- 23358166/ 23321610; Fax: +91 – 11- 23765410, or email at conference.isle@gmail.com

Delegates are requested to send complete information along with the registration fee, at the earliest and in any case, before 30 November, 2013 so that proper arrangements can be made for their accommodation. Those interested in staying beyond the conference dates, will have to make their own arrangements.

ABOUT JNU

Jawaharlal Nehru University, basically a postgraduate and research university, was established by an act of Parliament in 1966, and came into being on 22nd April, 1969. Most of its students are engaged in the postgraduate (M.A./M.Sc.) programmes or in research leading to the degrees of M.Phil. and Ph.D. It has ten Schools, including the School of Social Sciences which is hosting this Conference. Located on the terrain of the Aravali hill range, the 1000 acre campus consists of buildings surrounded by lush greenery. Parts of the campus include dense forests, sustaining a birdwatcher's paradise and some forms of wild life.

The university draws students from all parts of the country and from every group and stratum of Indian society. The university believes in the philosophy of equal opportunity. Overseas students constitute almost 10 percent of the annual intake. Its library is networked with vast online and print resources.

JNU has a great academic reputation in higher education in India and across the world and is recognised for its world-renowned faculty, scholars, and its contribution to research and teaching.

The Centre for Economic Studies and Planning is known as one of the premier departments in the country for postgraduate studies in Economics. Its eminent faculty has attempted over the decades to make an effective and substantive intervention in the research and teaching of both theoretical and applied economics, keeping in mind the needs of the intellectual and social milieu in India. The Centre for Informal Sector and Labour Studies is a newly established Centre that seeks to engage in interdisciplinary study of the changing conditions of working people. Both of these Centres are located within the School of Social Sciences.

For a more detailed introduction to JNU, please visit: www.jnu.ac.in
(Location map available on back cover)



BRIEF SUGGESTIONS FOR PAPER CONTRIBUTORS ON THE CONFERENCE THEMES

Theme I: Social Inclusion and the Labour Market

Social inclusion and the associated exclusion are multi-dimensional concepts. Typically, exclusion revolves around societal relationships and institutions that exclude, discriminate, isolate, and deprive some groups on the basis of caste, gender, race, ethnicity, etc. Indian society is characterised by a myriad different, but often overlapping or intersecting forms of stratification, discrimination and exclusion. In terms of economic activities and labour markets, social exclusion can generate segregated labour markets that involve unequal treatment of workers according to their social characteristics, whether in terms of access to employment or wages paid or other aspects. The way labour markets function can in turn accentuate or intensify particular forms of social inequalities, discrimination and exclusion.

These social constructs interact with economic growth and labour market processes in complex ways. For example, it can be argued that the recent accumulation pattern in India has relied on the use of labour markets that are segmented by gender, caste, community, linguistic group and other social indicators, which have enabled employers to pay different wages according to social category. In this view, capitalist expansion and social discrimination are linked, with one process reinforcing the other. However, others have suggested that the process of expansion of markets has a liberating influence that breaks up and dissolves traditional forms of social differentiation. From this perspective, the Indian accumulation process, particularly in the period of high GDP growth, is one that is leading to the progressive loosening of these traditional social divisions.

Obviously, there can be no single answer to this question, especially as there is so much regional variation in these patterns. The matter is further complicated by the fact that it is difficult to separate “pure” discrimination from that which emanates from standard methods of categorising workers (such as according to level of education or skill), since the latter are themselves often affected by the same social forces that create discrimination in labour markets.

Since Independence, public policy in India has sought to address these concerns, for instance through instituting affirmative action in political representation, in higher education and in government and public sector employment. These have had partial or limited effects at best. The articulation and implementation of effective policies for social inclusion in the labour market, as well as more generally, must be based on a more holistic understanding of the nature and implications of different types of exclusion and discrimination and why they persist.

In this context, papers could address the following questions along with others:

- What is the evidence on how patterns of social discrimination and exclusion affect the labour market, for example in terms of occupational distribution and/or wage inequalities?

- Are there patterns of intersecting or overlapping inequalities? Does one form of hierarchy/stratification/discrimination tend to reinforce others, or are they counteracting forces?
- What are the historical roots and current sources of various forms of discrimination and social exclusion in labour markets?
- How have these structures and practices been affected by globalisation and associated processes?
- How have processes of growth and accumulation affected social practices, and what impact have these had on labour markets?
- How does this vary across regions, urban and rural areas, smaller and larger towns, and so on?
- How has labour migration affected or been affected by these social structures?
- How can economic growth processes generate more “inclusive” and equitable labour market outcomes? What roles do public policies play in this?

Theme II: Changing Patterns of Rural Labour in India

The continuing domination of primary activities in the structure of the labour force in India is one of the paradoxes of the Indian economy in the past two decades, since this was a period of rapid expansion of economic activity. The structural changes in the composition of output (with the declining role of primary activities and increasing importance of service activities) have not been matched by similar changes in the composition of the workforce, most of which continues to languish in low productivity employment. This has also been largely true of the rural economy, notwithstanding some significant regional variations.

Thus, while the share of gross domestic product (GDP) originating from agriculture has gone down from over 50 per cent at the time of Independence to nearly 14 per cent currently, the share of workforce engaged in agriculture, which was about 70 per cent in 1951, still remains around 50 per cent. This underlines the pivotal role played by the primary sector (particularly agriculture) in providing sustenance for a major chunk of the rural population. However, in recent years, India’s rural economy has seen some growth in employment in non-agricultural activities through channels such as wage employment in public works, private construction, marketing and transport, self-employment in trading and repair services etc. Additionally, with the implementation of schemes like the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), the rural sector in India is undergoing a considerable transformation and the contribution of rural non-farm activities to rural income and employment has increased. It is also true that increasing mechanisation, growing use of weedicides etc., have reduced considerably the tendencies for overall absorption of labour in agriculture. However, other than in construction, there is little apparent dynamism in other sectors of the rural economy.

The evidence suggests that the proportion of male workers engaged in the primary sector has been steadily declining and their share in the secondary, tertiary and total non-farm sectors has gone up. On the other hand, the proportion of rural female workers engaged in agriculture has increased, indicating their relative inability to gain access to jobs in the secondary and tertiary sectors; in other words, there has been a growing feminization of the work force in agriculture. However, the most recent data from the NSSO and the Census indicate that agriculture is declining in significance as a main employer, even for women workers. In terms of major categories of rural labour, such as regular, permanent, attached, casual, self-employed etc., it is quite clear that major changes have been underway. It is important to understand and analyse the temporal shifts in India's rural labour market for these categories with respect to employment and income, and their quantitative as well as qualitative shifts.

Some of the broad issues on which the prospective paper writers may contribute are as follows:

- How have rural labour patterns changed for male and female workers, in terms of type of contract (self-employed, regular and casual work), conditions of work, and so on?
- Which types of rural economic activity have expanded and which have contracted? What are the newer forms of rural employment? How do these vary across different regions?
- What is the relationship between agricultural and non-agricultural employment in rural areas? Is there evidence of positive synergies or are these competing labour markets?
- How have rural employment patterns been affected by public investment and public social expenditure? What is the impact of the MNREGS in changing demand and supply of rural labour and in gender gaps and other socially generated gaps in labour markets?
- What are the observed changes in wage rates, days of employment and wage incomes? Can these be linked to other local and national economic processes?
- Does legislation for minimum wages have any impact? What about other policies such as social protection for rural labour?
- How have patterns of unpaid labour changed in rural India? In particular, how are they affected by infrastructure provision, basic amenities and social services?
- What are the forms of unfree and bonded labour that still persist and what factors explain their persistence?

Theme III: Labour Regulation in Indian Industry

The emergence of labour regulations in India can be traced back to the middle of the nineteenth century during the period of British colonial rule; in fact, most

of the major laws were enacted during the colonial era. However, after the attainment of political Independence in 1947, a few other important laws were enacted, largely in the spirit of the ideas of social justice and welfare state, as enshrined in the Constitution of India.

With the change in overall macro-economic regimes in early 1990s, there has been a widespread debate with respect to labour regulations in general, and the compatibility of such regulations with the requirements of new economic order ushered in by the neo-liberal regime. Dominant mainstream economic discourses have been characterised by very strong advocacy for labour market flexibility, which is viewed as the magic bullet to rid the economy of its 'inefficiency' and 'rigidities'. It is argued that the forces of globalization have unleashed processes that push enterprises to acquire competitive advantages in cost, quality and delivery of products and services in order to withstand international competition. Accordingly, there has been a clamour for greater flexibility in the operations of enterprises, especially in the sphere of labour. Some of the regulations, such as minimum wages and those relating to the lack of freedom to hire and fire workers, are viewed by employers and advocates of reforms as having adverse repercussions on their investment and operating viability. Further, too many labour laws are cited as the cause for workplace disputes, excessive interventions and corruption. Because of these labour laws imposing rigidities in the labour market, it is argued, potential investors shy away from investing, leading to adverse economic outcomes, in terms of low investment, employment and growth.

However, the alternative perspective, while taking issue both theoretically and empirically with these mainstream discourses, offers very different insights and conclusions. It is argued that investment, growth and employment are driven by much larger macro-dynamics and determined by a complex nexus of macroeconomic variables. Therefore, holding labour regulations culpable for 'inefficient' macroeconomic outcomes may well be barking up the wrong tree. In any case, it is pointed out that most labour regulation in India is essentially honoured in the breach, and the overwhelming majority of paid workers in India operate in unregulated labour markets with little or no protection, so this can scarcely be seen as a disincentive to further employment expansion in industry.

In a country where unorganized sector workers account for well over 90 percent of the workforce and the labour markets are generally characterised by excess supply of labour, voluntary compliance of labour standards even by the organized sector seems an unlikely proposition. In fact, there are several studies on India's labour market which show that workforce adjustments are routinely made by employers despite 'stringent regulations'. Firms wanting to reduce their workforce by retrenchment and closures have been able to do so at will in spite of restrictions, as is evident from a large decline in employment in the organized sector of industry. Furthermore, provisions relating to the

Contract Labour Act are routinely violated, as is evident from phenomenal growth in the share of 'informal workers' in the organised sector during the recent years. Labour regulations in India are hard to enforce not only because of the lax attitude of the state at various levels, but also because the continuing inability of the growth process in India to generate sufficient employment renders the bargaining power of workers very weak and enables employers to ignore regulations that are designed to protect workers.

As with so much else in India, there is wide variation across regions and states, since many states have their own independent laws for the protection of labour and they have varying degrees of appetite for - and efficiency of - such regulation. Therefore both the laws themselves and the institutional conditions in which they are implemented deserve consideration. In addition, case law relating to workers and the actual judgements that provide legal precedents have played an important role in determining the actual degree of protection that workers can hope to get from existing legislations and regulations.

In the context of the ongoing debate on the impact of labour regulation, it is important to systematically study the impact of such regulations on investment, employment and growth in the industrial sector. The coherence of macroeconomic concerns with the issues of labour standards, decent wage and work conditions etc. need to be examined over the course of industrial development. Further, issues relating to the provision of minimum conditions of work and social security to the workers not covered by the existing labour regulations need to be addressed.

Some of the issues on which the paper writers can contribute include:

- How has labour regulation for industry changed in recent years, in terms of their objectives, coverage, content and practices? What is the position in different states?
- What is the impact of labour regulations on growth, employment and investment, in the country as a whole, across regions and across different sectors of industry?
- What is the evidence on implementation of labour regulation? How effective is labour legislation in ensuring labour standards in the Indian factory sector? How has this changed over time, and how does this relate to other economic policies and processes?
- What are the reasons for lack of enforcement, and how can these be altered?
- Is there evidence that industries with more protective labour regulation and stricter enforcement face different competitive conditions?
- How do the challenges for enforcement of labour regulation vary across industries and across different categories of labour?
- What are current conditions of work in the Indian industrial sector? How can wage, profit and productivity trends be analysed in the context of increasing labour flexibility practices?



ISLE 55th Annual Conference

16-18 December 2013

Registration Form

Name _____

Designation _____

University/ Organisation _____

Address _____

City _____ State _____

Country _____

Telephone (Off) _____ (Res) _____

Mobile _____ Fax _____

Email _____

Accompanying person(s) details

Name(s) _____

D.D. No. _____ Dated _____

Amount Details (in ₹/US \$) _____

Accommodation required _____ Yes/ No (please tick whichever applicable)

Send your registration forms duly filled to:

Dr. Avinash Kumar

Joint Organising Secretary
55th Annual Conference of the ISLE
Centre for Informal
Sector and Labour Studies
Jawaharlal Nehru University
New Delhi- 110067

Dr. Himanshu

Joint Organising Secretary
55th Annual Conference of the ISLE
Centre for Informal
Sector and Labour Studies
Jawaharlal Nehru University
New Delhi- 110067

E-mail: 55isleconference.jnu@gmail.com



INDIAN SOCIETY OF LABOUR ECONOMICS

Application for Membership

To
The Hon. Secretary
Indian Society of Labour Economics
NIDM Building, 3rd Floor, IIPA Campus, I.P. Estate,
Mahatma Gandhi Marg, New Delhi - 110 002, India

Sir,
I/We subscribe to the Aims and Objects of the Indian Society of Labour Economics. I/We agree to abide by the Constitution and Rules & Regulations of the Society as may be in force from time to time. I/We hereby apply for membership as per following particulars.

Individual Annual Membership for the calendar year.....
Individual Life Membership.....
Institutional Annual Membership for the calendar year.....
A Bank Draft for Rs/US\$..... is being sent herewith for the Membership Fee.

Date:..... Yours faithfully,

Encl:..... (Signature of Applicant)

Name in full (in block letters) _____

Designation _____

Full Address of Organisation presently working (in case retired, previous institutional)

Mailing Address (if different) _____

Phone _____ Email: _____

Name of Nominee (in case of institutional member) _____

Areas of Research Interest _____

Membership Fees

Type of Membership	India (₹)	Developing Countries (US \$)	Other Countries (US \$)
Individual Annual	400	75	125
Individual Life Membership	4,000	–	–
Institutional Annual Membership	1,000	120	200

- Notes:
1. Payments are to be made only through bank drafts or local cheques drawn in favour of the INDIAN SOCIETY OF LABOUR ECONOMICS, payable at Delhi/New Delhi.
 2. Members are entitled to receive the issues of the Indian Journal of Labour Economics for the period of their membership.
 3. A C.V. of the applicant should be sent in case of individual membership.



THE INDIAN JOURNAL OF LABOUR ECONOMICS

The journal, an organ of the Indian Society of Labour Economics, currently in its 56th year of publication, is published quarterly. Aimed at promoting scientific studies in labour economics, employment relations and related topics, it features peer reviewed articles, research notes, book reviews, documentation and statistical information, particularly in the context of India and other developing countries.

The Journal is indexed and abstracted in COREJ, LABORDOC, Econlit, e-JEL and JEL of the American Economic Association (produced by Journal of Economic Literature), GEOBASE: Human Geography and International Development Abstracts.

Subscription Rates

		Annual	Three Years	Five Years
India	Rs.	1000	2500	4000
Developing Countries	US\$	120	300	475
Other	US\$	200	550	800

Note: Subscription rates also include postal charge

*Teachers and researchers in India can avail 50% concession.

All Cheques/demand draft should be drawn in favour of The Indian Journal of Labour Economics, payable at New Delhi/Delhi. In case of outstation cheques please add Rs. 60/ US\$ 5 towards collection charge.

All editorial and business correspondence should be made with

The Editor/ Managing Editor

The Indian Journal of Labour Economics

NIDM Building, 3rd Floor, IIPA Campus, IP Estate

Mahatma Gandhi Marg, New Delhi- 110 002, India

Phones: +91-11-23358166, 23321610; Fax: +91-11-23765410

Email: isle.ijle@gmail.com

Website: www.isleijle.org

Location of the Venue



JNU is located approximately 20 Kms from New Delhi Railway Station and about 10 Kms from IGI airport.



THE INDIAN SOCIETY OF LABOUR ECONOMICS

C/o Institute for Human Development

NIDM Building, 3rd Floor, IIPA Campus, IP Estate

Mahatma Gandhi Marg, New Delhi-110002, India

Phones: +91-11-23358166, 23321610, Fax: +91-11-23765410

Email: conference.isle@gmail.com; isle.ijle@gmail.com

Facebook page: Indian Society of Labour Economics-isle

Website: www.isleijle.org