

T. S. Papola



PROFESSIONAL CAREER, ACHIEVEMENTS
AND CONTRIBUTIONS

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AND CONTRIBUTIONS**

Prepared by

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in consultation with

Professor T.S. Papola

on the Occasion of

**International Seminar on Development from the Perspective of Labour:
Experiences, Challenges and Options**

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Important Landmarks in Professional Career

- First class first (Gold Medalist) in M.A. (Economics), University of Lucknow, 1963
- Ph. D. completed in two years, awarded in 1966
- Got research paper published in *The Economic Journal* (Journal of the Royal Economic Society, UK), the oldest and among the best known journals in Economics, while a young (29 years) lecturer at Lucknow University
- Appointed Professor in the prestigious Indian Institute of Management Ahmedabad at the age of 34 years
- Became Director of a nationally recognized, ICSSR supported, research institute, Giri Institute of Development Studies, Lucknow, at the age of 36 years
- Was awarded VKRV Rao Young Scholar prize for significant contribution to Economics, in 1983
- Was appointed Chairman, UP Taxation Enquiry and Resource Mobilisation Committee, 1984-85, by Government of Uttar Pradesh
- Member, Indian Council of Social Science Research, 1983-1988
- Elected Conference President, Indian Society of Labour Economics, 1993
- Elected and continuously re-elected President of Indian Society of Labour Economics 1994-2008
- Was appointed Member (Part-Time) National Commission for Enterprise in the Unorganized Sector (2005-2009), by Government of India

- Elected President, Indian Economic Association, 2005-06
- Member of Internationally appointed 4- member Editorial Board of the *International Labour Review*, the flagship journal of ILO, Geneva
- Appointed Member of the Prime Minister's Advisory Council on Micro, Small and Medium Enterprises (MSMEs), by Government of India (2010-)
- A paper "A Primitive Equilibrium System: A Neglected Aspect of Smith's Economics" published in *The Indian Economic Journal* (July-September 1967) has been included in an anthology *Adam Smith: Some Critical Assessment*, (Volume III, Taylor and Francis, 1993) edited by eminent historian of economic thought John Cunningham Wood

Notable Academic Contributions

- **Wage Theory:** Refuted the conventional neoclassical marginal productivity theory and proposed that wages in practice are determined at a level between the limits set by subsistence cost of worker, at the lower, and paying capacity (surplus over the normal profit) of the employer, at the upper end, non-market forces and institutions play as important a role as demand and supply in determining 'price' of labour (Ph D thesis published as *Principles of Wages Determination*, 1970, papers in *International Labour Review*, *Indian Journal of Industrial Relation* and other journals)
- **Wage Structure and Wage Differentials:** Inter-industry wage differentials have a striking similarity across space (regions and countries) and over time, irrespective of differences in labour market conditions; and are primarily determined by technology. (papers in the *Economic Journal* (1970), *IJIR*, *IJLE*)
- **Labour Market:** Refuted the conclusion reached by western scholars that labour markets do not function in developing countries like India; and, advanced the view that labour markets effectively function at regional, local industrial and occupational level, though to a lesser extent at national and aggregative levels (papers in *Economic Weekly* (1968), *Anveshak*, *IJLE* and book *Wage Structure and Labour Mobility in Ahmedabad* (1975). Also refuted the commonly held view that India's industrialization has been constrained by institutional obstacles in labour supply (*Economic Weekly* and edited book with Gerry Rodgers: *Labour Institutions and Economic Development in India*, IILS, Geneva (1992)
- **Informal Sector:** Undertook the first study on the subject in India, soon after the concept was brought into currency by Keith Hart and ILO, on the basis of a field study in Ahmedabad (1975); contested the view that informal sector is

transient phenomenon and will disappear with development; and advanced the proposition that informal sector grows when the formal sector stagnates or grows slowly, and it also grows when the formal sector grows fast! Also brought distinction between *informal sector* and *informal workers* and estimated local domestic product contribution of informal sector in the city economy. The book *Informal Sector in a Developing Economy* is among the most cited on the subject and has provided inspiration and guidance to dozens of other studies that followed its publication in 1980.

- **Rural Non-Farm Sector/Rural Industrialization:** Was among the first to work on the subject; questioned the ‘conservationist’ and advocated ‘developmental’ approach to rural industrialization (book on *Rural Industrialization: Approach and Potential*, 1982, papers in *Economic and Political Weekly* and *Man and Development*; found larger extent of rural non-farm activity in poor than the richer states/regions, pointing towards the phenomenon of distress-driven, low productivity diversification. Also noted that with modernization and growth, ownership and entrepreneurship shifts from Dalits to high caste households. Cast doubts on the positive relationship between agricultural development and growth of non-farm activities in rural areas, and argued that compulsions of technological change and economies of scale drive non-farm activities into urban areas: agricultural development does lead to growth of non-farm activities, but not necessarily in rural areas, they tend to shift and grow in towns (Paper for ILO, in Rizwanul Islam ILO-ARTEP (Ed) book, and IJLE).
- **Gender, Employment and Sex Discrimination in Labour Markets:** Emphasized the distinction between societal and labour market discrimination and within labour market between discrimination in hiring and upward mobility and

in wages; concluded on the basis of a field study in Lucknow city that the discrimination seen at the workplace is first and foremost a result of discrimination at the level of the family and society, but the small number of women that enter the labour market after overcoming discrimination at these levels are also discriminated against at the workplace mostly in hiring and upward mobility and to a lesser extent in wages (Paper in books edited by Richard Anker and others, and by Richard Anker, both ILO and Papola and Sharma (Ed) *Gender and Employment in India*, 1999).

- **Employment:** Pioneered studies on relationship between growth and employment, popularised the use of techniques like employment elasticity; propounded the view that more than technology which is conventionally seen as the major determinant of employment, it is the composition of output that determines the employment content of growth; was responsible; as a senior advisor in the Planning Commission (1987-95), to raise the discussion and concerns on employment to a level that it was thought to be important enough to deserve, for the first time, a separate substantive chapter in the Plan document (VIII Five Year Plan 1992-97), it has since become a very common subject of research among economists, and, of course, a subject of great concern and debate among planners, policy makers and politicians.
- **Development of Remote Mountain Areas:** While on assignment with International Centre for Interpreted Mountain Development (ICIMOD) Kathmandu, his studies on development of mountain areas in China, Bhutan, India, Nepal and Pakistan led to the development of a comparative advantage based strategy of 'specialised diversification, which was highly appreciated and also adopted by several development agencies in mountain areas of these countries. (Book edited by Banskota, Papola and Richter, *Growth, Poverty*

Alleviation and Sustainable Resource Management in Mountain Areas of South Asia, 2000, *Livelihood Strategies for Sikkim*, UNDP, 2005)

- **Structural Changes in Indian Economy:** Amidst euphoria about explosive growth of services leading to an exceptionally high GDP growth, challenged the sustainability of the pattern of growth of the Indian economy in recent years, in the Presidential Address to the Indian Economic Association in December 2005 pointing out the macro-economic imbalance likely to be faced with the continuation of this pattern of growth and its implications for employment generation and income distribution; emphasized the need for greater stress on the growth of manufacturing industry, a view which has found favour with policy makers and planners during the last few years (e.g. *Economic Survey, Twelfth Five Year Plan*); has carried the theme further in the latest ICSSR programme (2009-12) on the subject coordinated at ISID.
- **Labour Flexibility Debate:** While rejecting the view and research finding claiming negative impact of labour laws on investment, output and employment in Indian industry, has advocated for a rational and equitable reform agenda (starting with Presidential address to ISLE conference in 1994, then in ISID ten-volume study on labour regulation and contribution to NCEUS Report, 2009), consisting of removing some unnecessary and outdated provisions of law, at the same time adding legal provisions for upgrading conditions of work and providing social protection of the mass of unorganized workers.

Other areas of significant contribution: Industrial location, regional development, enterprise and entrepreneurship development and environment-development interface.

Curriculum Vitae of Dr. T.S. Papola

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Date of Birth: 30 August 1941

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Education:

* M.A. Economics, Lucknow University, 1963

* Ph.D. Economics, Lucknow University, 1967

Areas of Specialisation:

* Economics of Development and Planning

* Economics of Labour, Manpower and Employment

* Industrial Economics & Enterprise Development

* Development of Backward Areas, Specially Hill and Mountain Areas

Employment Record

Teaching and Research

- Lecturer, Lucknow University, Lucknow, 1965-69
- Economist, Sardar Patel Institute of Economic & Social Research, Ahmedabad, 1970-1971
- Reader in Industrial Economics, University of Bombay, Bombay, 1971-1975
- Professor, Indian Institute of Management, Ahmedabad, 1975-1977
- Professor-Director, Giri Institute of Development Studies, Lucknow, 1977-1987
- Senior Consultant, Planning Commission, Government of India, New Delhi, Aug 1987- July 1989; Activities undertaken: Coordination and conduct of studies for the Formulation of Eighth Five Year Plan of India.
- Adviser, Planning Commission, Government of India, New Delhi, June 1989-1995, Activities undertaken: Heading the Labour Employment and Manpower Division; conduct of technical studies and formulation of strategies and policies for employment planning and overseeing of employment programmes. Appraisal for approval of annual plans of Labour Ministry, GOI and Labour Departments of State Govts.
- *Head, Mountain Enterprises and Infrastructure Division (MEI)*, International Centre for Integrated Mountain Development (ICIMOD), Kathmandu, 28 Dec 1995 to 30 June 2002, Activities undertaken: Overall coordination of MEI Programmes (Enterprise Development, Infrastructure, Energy, Tourism and Development Policies); Act as focal point for enterprise development in ICIMOD and Hindu Kush-Himalayan Region (*Bangladesh, Bhutan, China, India, Myanmar, Nepal and Pakistan*), and Interact with relevant national, regional and international institutions for developing collaborative programmes in the field of enterprise and infrastructure development and integrated area planning
- Honorary Professor, Institute for Studies in Industrial Development (ISID), August 2002 – January 2004 and August 2006 - till date.
- Director, Institute for Studies in Industrial Development (ISID), January 2004 – August 2006

International Assignments

Teaching and Research

- Visiting Lecturer, University of Cambridge, U.K., Faculty of Economics and Politics, 1973
- Senior Economic Affairs Officer, UNCTAD, Geneva, Dec. 1981- Feb. 1982; Activities undertaken: Consulting assignment of Cooperative Exchange of Skills among Developing Countries
- Lead Consultant, International Labour Organisation, Several short-term missions during 1989 and 1990; Activities undertaken: Designing and Implementation of the Project 'Strategic Approaches to Employment Promotion in the Philippines'
- Lead Consultant, ILO, Jakarta, July-Sept. 1995; Activities undertaken: Designing policies and programmes under the project 'Sectoral Employment Promotion Policies in Indonesia'.
- Missions and study visits to several other countries (e.g. Bangladesh, Brazil, The Gambia, China, Vietnam and Thailand on behalf of ILO and UNIDO)
- ICIMOD, Kathmandu (as above).

Publications

Books/Monographs

1. *Principles of Wage Determination: An Empirical Study*, Somaiya Publications, Bombay, 1971.
2. *Wage Structure and Labour Mobility in Local Labour Market: A Study in Ahmedabad*, Sardar Patel Institute of Economic and Social Research, Ahmedabad and Popular Prakashan, Bombay 1975 (jointly with K.K. Subrahmanian).
3. *Urban Informal Sector in a Developing Economy*, Vikas Publishing House (Pvt) Ltd., New Delhi, 1981.
4. *Studies on Development of Uttar Pradesh*, (Co-author), Giri Institute of Development Studies, Lucknow, 1979.

5. *Spatial Diversification of Manufacturing Activity*, Allied, New Delhi, 1981.
6. *Rural Industrialisation: Approaches and Potential*, Himalaya Publishing House, Bombay, 1982.
7. *Development of Hill Areas*, (edited with others), Himalaya Publishing House, Bombay, 1982.
8. *Economic Policy and Planning in India* (edited with others), Sterling Publishers, Delhi, 1984.
9. *Industrial Development of Backward Areas: A Study of Impact of Concessional Finance* (co-author), Satvahan Publications, Delhi, 1984.
10. *The Indian Labour Market: Some Facets of its Character and Functioning*, Gokhale Institute of Politics and Economics, Pune (India) and Oxford University Press, Delhi, 1987.
11. *Labour, Employment and Industrial Relations in India*, (edited jointly with P.P. Ghosh and A.N. Sharma), New Delhi, 1992.
12. *Labour Institutions and Economic Development in India* (edited jointly with Gerry Rodgers), International Institute for Labour Studies, Geneva, 1992.
13. *Integrated Planning for Environment and Economic Development in Mountain Areas*, ICIMOD, Kathmandu, 1996.
14. *Gender and Employment in India* (edited jointly with A.N. Sharma), ISLE, IEG & FES, Vikas Publishing House, New Delhi, 1999.
15. *Growth, Poverty Alleviation and Sustainable Resource Management in Mountain Areas of South Asia* (Co-editor), ICIMOD, Kathmandu, DSE, Feldafing, Germany, 2000.
16. *Enterprise Development in Mountain Areas* (Jointly with D N Awasthi), Himalaya Publishing House, Mumbai, 2005
17. *Labour Regulation in Indian Industry: towards a rational and equitable framework* (jointly with Jesim Pais and Partha Pratim Sahu, ISID, New Delhi and Bookwell, 2008

18. *Labour Regulation and its Impact: a review of studies and documents* (jointly with G S Mehta and Vinoj Abraham), ISID New Delhi and Bookwell, 2008.
19. *Labour Regulation in Indian Industry Series (General Editor)*, ISID, and Bookwell, New Delhi, 2008 (10 Volumes of which 17 and 18 above constitute Volume 3 and 10).
20. *Inter-regional Disparities in Industrial Growth and Structure*, ISID Occasional Paper Series 2011/04, New Delhi, Institute for Studies in Industrial Development, 2011 (with Nitu Maurya and Narendra Jena).
21. *Growth and Structure of Employment: Long-Term and Post Reform Performance and the Emerging Challenge*, ISID Occasional Paper Series 2012/01, New Delhi, Institute for Studies in Industrial Development, 2012 (with Partha Pratim Sahu).
22. *Employment in India's Economic Development: Approaches, Policies and Programmes*, Monograph Prepared as a part of the ICSSR National Fellowship, ISID/ICSSR, 2013.

Papers in Edited Books

'Investment Effectiveness and Educational Planning in India', (Jointly with V.B. Singh), H.N. Pandit (Ed), *Measurement of Cost, Productivity and Efficiency in Education*, NCERT, New Delhi. 1969

'Productivity and Wage Structure in Indian Industries' in J.C. Sandesara and L.K. Deshpande (Eds), *Wage Policy and Wage Determination in India*, University of Bombay, 1970

'Introducing technological Change: A Study of Ahmedabad Cotton Textile Industry', in C.P. Thakur and G.S. Aurora (Eds), *Technological Change and Industry*, Shri Ram Centre for Industrial Relations, New Delhi 1971

'Wage Theories and Wage Incentives' in G.K. Suri (Ed), *Wage Incentives: Theory and Practice*, Shri Ram Centre for Industrial Relations and Human Resources, New Delhi 1973

'Labour Market, Wage Structure and Labour Mobility: A Study in Ahmedabad, India', in Subbiah Kanappan (Ed), *Labour Markets in Developing Countries*, International Institute for Labour Studies, Geneva, 1975

'Industrialization, Technological Choices and Urban Labour Markets', in Amiya Kumar Bagchi and Nirmala Banerjee (Eds), *Change and Choice in Indian Industry*, Centre for Study of Social Sciences, Calcutta, 1981

'Sex Discrimination in the Urban Labour Markets: Some Propositions Based on Indian Experience' in Richard Anker, Mayra Buvinic and Nadia Youssef (Eds), *Women's Roles and Population Trends in the Third World*, Croom Helm, London (for International Labour Organisation), 1982

'Inter Sectoral Linkages in Metal Engineering Industry in Kanpur' in Susumu Watanabe (Ed), *Technology, Marketing and Industrialization: Linkage between Large and Small Enterprises*, Macmillan India Ltd, New Delhi, (for International Labour Organisation) 1983

'Metal Household Utensils and Basic Needs in India' (Jointly with R.C. Sinha in Wouter van Ginneken and Christopher Baron (Eds), *Appropriate Products, Employment and Technology: Case Studies on Consumer Choice and Basic Needs in Developing Countries*, Macmillan Press, London (for International Labour Organisation), 1984

'Demography, Economy and Environment in the Development of Hill Areas of Uttar Pradesh' (Jointly with B.K. Joshi) in J.S. Singh (Ed), *Environmental Generation in Himalayas; Concepts and Strategies*, Central Himalayan Environment Association (CHEA) and Gyanodaya Prakashan, Nainital, 1985

'Women Workers in the Formal Sector of Lucknow, India', in Richard Anker and Catherine Hein (Eds), *Sex Inequalities in Urban Employment in the Third World*, Macmillan Press, London (for International Labour Organisation), 1986

'Rural Industrialization and Agricultural Growth: A Case Study on India' in Rizwanul Islam (Ed), *Rural Industrialization and Employment in Asia*, ILO-ARTEP, New Delhi, 1987

'Restructuring in Indian Industry: Implications for Employment and Industrial Relations', in Gus Edgren (Ed), *Restructuring, Employment and Industrial Relations: Adjustment Issues in Asian Countries*, ILO ARTEP, 1989.

'Industrialization for Rural Development', in A.K. Singh, T.S. Papola and R.S. Mathur (Eds), *Economic Policy and Planning in India*, (Professor Baljit Singh Commemoration Volume), Sterling Publishers Pvt Ltd, New Delhi, 1989

‘Labour Institutions and Economic Development: The Case of Indian Industrialization’ in T.S. Papola and Gerry Rodgers (Eds), *Labour Institutions and Economic Development in India*, International Institute for Labour Studies, Geneva, 1992

‘The Question of Unemployment’ in Bimal Jalan (Ed), *The Indian Economy Problems and Prospects*, Penguin-Viking India, 1992

‘Labour Market Monitoring for Employment Planning’ in M. Muqtada and A. Hildeman (Eds), *Labour Markets and Human Resource Planning in Asia: Perspectives and Evidence*, UNDP and ILO-ARTEP, 1993

‘Employment Growth and Social Protection of Labour in India’, in C.S. Venkata Ratnam, Gerd Botterweck and Pravin Sinha (Eds), *Labour and Unions in a Period of Transition*, Friedrich Ebert Stiftung, (India Office) New Delhi, 1994

‘International Labour Standards and Developing Countries’ in Werner Sengeberger and Duncan Campbell (Eds), *International Labour Standards and Economic Interdependence*, International Institute for Labour Studies, Geneva, 1994

‘Employment Growth and Social Protection of Labour in India’, in Deepak Nayyar (Ed), *India-Brazil Round Table*, DSA Working Paper No. 4, New Delhi and Sao/Paulo, 1995

‘Extent and Implications of Rural-Urban Migration in India’, in Gavin W. Jones and Pravin Visaria (Eds), *Urbanization in Large Developing Countries: China, Indonesia and India*, Clarendon Press, Oxford 1997

‘Contradictions in the Development of Uttarakhand: Need for a Region-Specific and Autonomous Planning Framework’ in M.C. Sati and S.P. Sati (Eds), *Uttarakhand Statehood: Dimensions of Development*, Indus Publishing Company, New Delhi, 2000

‘Development of Mountain Areas of South Asia: Issues and Options’ (Jointly with M. Banskota and J. Richter in M. Banskota, T.S. Papola and J. Richter (Eds), *Growth, Poverty Alleviation and Sustainable Resource Management in the Mountain Areas of South Asia*, International Centre for Integrated Mountain Development (ICIMOD), Kathmandu and Food and Agricultural Development Centre of the German Foundation for International Development (DSE), Feldafing, 2000

'Enterprise Development for Poverty Alleviation with Sustainable Resource Management: Trends, Experiences and Policies in HKH Region', in Banskota, Papola and Richter (Eds), 2000

'Poverty in Mountain Areas: Nature, Causes and Alleviation Strategy', in N.S. Jodha, Binayak Bhadra, Narendra S. Khanal and Jurgen Richter (Eds), *Poverty Alleviation in Mountain Areas of China*, in Vent, ICIMOD and IFAD, Kathmandu, 2003

'Small and Micro-Enterprises in a Globalizing Economy: Some Perspective on Policy for Their Integration', in *Globalization with Human Face: The Road Ahead*, PHD Chamber of Commerce, Employers' Federation of India and International Labour Organisation, New Delhi, 2005

'Employment Trends', in Kaushik Basu (Ed), *The Oxford Companion to Economics in India*. Oxford University Press, New Delhi, 2007.

'Social Exclusion and Discrimination in Hiring Practices: The Case of Indian Private Industry' in Sukhdeo Thorat, Aryama and Prashant Negi (Eds), *Reservation and Private Sector: Quest for Equal Opportunity and Growth*, Rawat Publications, Jaipur, 2007

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'Employment in India's Development Strategy', in Sankar Kumar Bhaumik (Ed), *Reforming Indian Agriculture: Towards Employment Generation and Poverty Alteration*, Essays in Honour of G.K. Chadha, Sage, New Delhi, 2008

'Industry and Employment: Dissecting Recent Indian Experience', in S.R. Hashim, K.S. Chalapati Rao, K.V.K. Ranganathan and M.R. Murthy (Eds), *Industrial Development and Globalization: Essays in Honour of Professor S.K. Goyal*, Academic Foundation, New Delhi, 2009

'Livelihoods in Agriculture-Status, Policies and Prospects', in Sankar Dutta and Vipin Sharma (Eds), *State of India's Livelihoods Report 2010: The 4P Report*, an Access Publication, New Delhi 2010

'Labour in a Globalised World: Issues of Employment, Labour Standards and Social Protection', in Ranjit Singh Ghuman, Surjit Singh and Jaswinder Singh Brar (Eds), *Globalization and Change: Perspectives from Punjab*, Rawat Publications, Jaipur, 2010

'Contract Labour: An Academic Perspective', in K.R. Shyam Sundar (Ed), *Contract Labour in India: Issues and Perspectives*, for Indian Society of Labour Economics and Institute for Human Development, Daanish Books, New Delhi, 2012

'Labour and Employment in a Fast Growing Economy': Issues of Employment and Inclusiveness' (Jointly with Alakh N. Sharma) in Alexandre de Freitas Barbosa and Maria Cristina Cacciamali (Eds), *The "Dynamic" South: Economic Development and Inclusive Growth-Challenges Ahead*, CEBRAP, Sao Paulo, 2013

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"Growth and Practices of White Collar Unionism", (co author: Mathur R S), *Indian Journal of Labour Economics*, Vol. 10, No.4, 1968.

- “The Indian Labour Market”, *Economic & Political Weekly*, Vol. 3, No. 30, 1968.
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- “Wage Criteria in Indian Cotton Textile Industry”, *International Labour Review (ILO, Geneva)*, September-December 1968.
- “The Place of Collective Bargaining in Industrial Relations System in India”, *Journal of Industrial Relations (Sydney, Australia)*, March 1968.
- “A Primitive Equilibrium System: A Neglected Aspect of Smith’s Economics”, *Indian Economic Journal*, Vol. 17, No.1, 1969.
- “Fumblings in Wage Policy: Labour Commissions Further Contribution”, *Economic & Political Weekly*, Vol. 4, No. 51, 1969.
- “Content of Labour Economics in India (co-author: Mathur R S)”, *Indian Journal of Labour Economics*, Vol. 12, No. 4, 1970.
- “Dynamics of Industrial Wage Structure: An Inter Country Analysis”, (co-author: Bharadwaj V.P.), *The Economic Journal (The Journal of the Royal Society, UK)*, March, 1970.
- “Profitability and Growth of Firms: The Case of Indian Chemical Industry” (co-author: Subrahmanian K.K.), *Anvesak*, Vol. 1, No.1, 1971.
- “Regional Differentials in Industrial Wages in India, 1950 – 1964”, *Anvesak*, Vol. 1, No.1, 1971.
- “Employment by Spending”, *Economic & Political Weekly*, Vol. 7, No.19, 1972.
- “Employment Policy” *Indian Journal of Labour Economics*, Vol. 15, No.2, 1972.
- “ILO and Indian Labour - Report of a Seminar”, *Indian Journal of Labour Economics*, Vol. 15, No. 2, 1972.
- “Inter - Regional Variations in Manufacturing Wages in India: Industrial Structure and Region Effects”, *Indian Journal of Industrial Relations*, Vol. 7, No.3, 1972.

“Inter - Industry Wage Structure: Technology Hypothesis”, *Anvesak*, Vol. 2, No. 1, 1972.

“Regional Differences in Profitability and Growth”, (co author: Subrahmanian K K), *Economic & Political Weekly*, Vol. 7, No. 16, 1972.

“Incomes Policy for India”, *Economic & Political Weekly*, Vol. 8, No.52, 1973.

“Structure of a Local Labour Market: Ahmedabad (co-author: Subrahmanian K K)”, *Economic & Political Weekly*, Vol. 8, No. 6, 1973.

“Financial Incentives to Industries in Maharashtra: With Special Reference to their Impact on Employment”, *Indian Journal of Labour Economics*, Vol. 17, No. 4, 1974.

“Teaching of Labour Economics: Report of a Discussion”, *Indian Journal of Labour Economic*, Vol. 16, No. 4, 1974.

“The British Incomes Policy: An Account and Some Lessons”, *Indian Journal of Industrial Relations*, Vol. 9, No. 4, 1974.

“Wage Differentials and Competition in the Labour Market”, *Indian Journal of Labour Economics*, Vol. 17, No.2, 1974.

L.J. Handy and T.S. Papola “Wage Policy and Industrial Relations in India”, *The Economic Journal (The Journal of the Royal Society, UK)*, March 1974.

“Framework for a National Wage Policy”, *Productivity*, Vol. 17, No.3, 1976.

“Informal Sector in an Urban Economy”, *Nagarlok*, Vol. 10, No. 4, 1978.

“Aspects of Rural Industrialisation”, (co author: Misra V.N.), *Economic & Political Weekly*, Vol. 15, No.41-43, 1980.

“Informal Sector: Concept and Policy”, *Economic & Political Weekly*, Vol. 15, No.18, 1980

“Labour Supply and Wage Determination in Rural Uttar Pradesh”, (co author: Misra V. N.), *Indian Journal of Agricultural Economics*, Vol. 35, No. 1, 1980.

“Segmentation of Labour Markets”, *Indian Journal of Labour Economics*, Vol. 23, No.2, 1980.

“Modernization Versus Preservation - A Critique”, *Man and Development*, Vol. 3, No.3, 1981.

“National Perspectives on Social Science Development in India”, *LASSI Quarterly*, Vol. 3, No.3, 1984.

“Industrial Spurt in Uttar Pradesh Myth or Reality?”, (co author: Fahimuddin), *Economic & Political Weekly*, Vol. 20, No.7, 1985.

“Use of Social Science Research in Policy Planning”, *LASSI Quarterly*, Vol. 4, No.3, 1985.

“Rural - Urban Migration: Problem of Socio - Demographic Regulations”, *Indian Journal of Industrial Relations*, Vol. 24, No.2, 1988.

“Rural Non - Farm Employment: An Assessment of Recent Trends”, *Indian Journal of Labour Economics*, Vol. 35, No. 3, 1992.

“Employment of Women in South Asian Countries”, *Indian Journal of Labour Economics*, Vol. 36, No.1, 1993.

“Structural Adjustment, Labour Market Flexibility and Employment”, *Indian Journal of Labour Economics*, Vol. 37, No.1, 1994.

“Structural Adjustment, Poverty, Employment and Safety Nets: The Indian Experience” (co author: Sharma, Alakh N.), *Indian Journal of Labour Economics*, Vol. 39, No.3, 1996.

“Employment of Women in India: Some Research and Policy Issues”, (co author: Sharma, Alakh N.), *Indian Journal of Labour Economics*, Vol. 40, No.2, 1997.

“Labour Studies in India: Some Reflections on Developments in the Post Independence Period”, *Indian Journal of Labour Economics*, Vol. 42, No.2, 1999.

“Globalisation, Employment and Social Protection: Emerging Perspectives for the Indian Workers”, *Indian Journal of Labour Economics*, Vol. 47, No.3, 2004.

Small and Micro Enterprises in a Globalising Economy: Some Perspectives on Policy Framework for their Integration”, *Indian Journal of Labour Economics*, Vol. 47, No.4, 2004.

- “Labour: Down and Out?”, *Seminar*, No.537, 2004.
- “A Universal Programme Is Feasible”, *Economic & Political Weekly*, Vol. 40, No.7, 2005.
- “Structural Changes in the Indian Economy: Some Implications of the Emerging Pattern”, *Artha Beekshan*, Vol. 13, 4, 2005.
- “Emerging Structure of Indian Economy -- Implications of Growing Inter-Sectoral Imbalances”, *Young Indian*, Vol. 16, No.25, 2006.
- “Emerging Structure of Indian Economy - II --- Implications of Growing Inter-Sectoral Imbalances”, *Young Indian*, Vol. 16, No.26, 2006.
- “Emerging Structure of Indian Economy - III: Implications of Growing Inter-Sectoral Imbalances: *Young Indian*, Vol. 16, No.27, 2006.
- “Emerging Structure of Indian Economy: Implications of Growing Inter sectoral Imbalances”, *Indian Economic Journal*, Vol. 54, No.1, 2006.
- “Employment and Development Policy in India”, *Journal of Economic and Social Development*, Vol. 2, No.2, 2006.
- “Debate on Labour Market Reforms in India: A Case of Misplaced Focus”, (co author: Pais, Jesim), *Indian Journal of Labour Economics*, Vol. 50, No.2, 2007.
- “Social Dimensions of Globalisation”, *IASSI Quarterly*, Vol. 25, No.3, 2007.
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- “Market Access to Small Primary Producers: A Study of Vegetable Growers in the Supply Chain”, (co author: Mangain, Rajendra P), *Indian Journal of Labour Economics*, 51, No.3, 2008.
- “Disparities in Development: Trends in Regional Variations in a High Growth Period”, *UPUEA Economic Journal*, Vol. 2, No.3, 2009.

“India: Growing Fast, But also Needs to Industrialise!”, *Indian Journal of Labour Economics*, Vol. 52, No.1, 2009.

“The Employment Challenge: An International Perspective”, *Indian Journal of Labour Economics*, Vol. 52, No.2, 2009.

“Rural Non-Farm Sector in India: Role and Prospects in a Globalising Economy”, *LASSI Quarterly*, Vol. 29, No.2, 2010.

“Social Dimensions of Globalization”, *Social Science Gazetteer*, Vol. 5, No.2, 2010.

“Social Science Research in Globalizing India: Historical Development and Recent Trends”, *LASSI Quarterly*, Vol. 29, No.1, 2010.

“Development Disparities in Globalizing India”, *Journal of Social & Economic Studies*, Vol. 21, No.1, 2011.

“Employment in Development: Connection between Indian Strategy and ILO Policy Agenda”, *Economic & Political Weekly*, 46, No.10, 2011.

“Economic Growth and Employment Linkages: The Indian Experience”, *Indian Economic Journal*, 2012.

“Globalisation and the Indian Himalayan States: Mitigating or Accentuating Marginalisation?”, *Man and Society*, Vol. 9, No.1, 2012.

“Employment Growth during the Post-Reform Period”, *Indian Journal of Labour Economics*, 56, No.1, 2013.

Memorial/Special Lectures

1. Kunda Datar Memorial Lecture, 1984, “The Indian Labour Market: Some Facets of its Character and Functioning”, Gokhale Institute of Politics and Economics, 8-9 March 1985 (Published as a Monograph by Orient Longmans Limited, 1987)
2. ISID Foundation Day Lecture 1991, “Industry and Employment: Recent Indian Experience”, May 1, 1991.
3. Third V.V. Giri Memorial Lecture “Labour Studies in India: Some Reflections on Developments in the Post- Independence Period”, Giri Institute of Development Studies, Lucknow, 26 March 1999 (Published in *Indian Journal of Labour Economics*, Vol.42, No.2, April-June 1999).
4. A.N. Sinha Memorial Lecture “Development Disparities in Globalizing India”, A.N. Sinha Institute of Social and Economic Studies, Patna, 18 June, 2011 (Published in *Journal of Social and Economic Studies*, Vol.21, No. 1, 2011)
5. Nabakrushna Chaudhury Memorial Lecture 2011 “Economic Growth, Inclusiveness and Regional Disparities: India’s Experience of the Last Two Decades”, Nabakrushna Choudhury Centre for Development Studies (NCDS), Bhubaneshwar, 13, July 2012.
6. S.D. Punekar Memorial Lecture “Labour Regulation and Labour Reforms in India”, Tata Institute of Social Sciences, Mumbai, 4 March 2013.
7. Eighth Tarlok Singh Memorial Lecture “Employment in Indian Planning: Approaches and Outcomes”, The Fourteenth Annual Conference of the Indian Association of Social Science Institutions (IASSI), A.N. Sinha Institute of Social Studies, Patna, 7 March 2014.

Other Professional Attainments/Positions

- (i) Successfully guided 20 Ph.D. candidates in Economics
- (ii) Was awarded VKRV Rao Prize for Young Economists for contribution to Economics in 1985.
- (iii) Conference President, Indian Society of Labour Economics, 1993, and President of the Society, 1993-2008.
- (iv) President, Indian Economic Association, 2005-06.
- (v) Member State Planning Board, UP and Chairman of Various Committees of UP Government and Planning Commission, Government of India, including Member Hill Areas Development Advisory Committee 1979-1989
- (vi) Chairman, UP Taxation Enquiry and Resource Mobilisation Committee, Government of UP, 1984-85.
- (vii) Member, Indian Council of Social Science Research, 1983-88
- (viii) Regional Editor for Asia-Mountain Research and Development, *International Journal on Mountain Development*, University of Berne, Switzerland (1997-2002)
- (ix) Chairman, Technical Advisory Committee on Evaluation of SGRY, Ministry of Rural Development, Government of India, (2003-2006)
- (x) Chairman, Review Committee on Organisation and Functioning of Regional Centres, Indian Council of Social Science Research (ICSSR), New Delhi, (2002-03).
- (xi) Member (Part-time), *National Commission for Enterprises in Unorganised Sector (NCEUS)*, Government of India (2004-9)
- (xii) Currently, Member, Prime Minister's Council on Micro, Small and Medium Enterprises (MSMEs) (with the PM as Chairperson and five cabinet ministers and three other experts as members) to lay down policy guidelines and review the developments in the MSME sector, since April, 2010.

(xiii) Member, Steering Committee on Labour, Employment and Skill Development for the Twelfth Five Year Plan.

(xiv) Was conferred VKRV Rao Life Time Achievement Award in Social Science by Indian Social Science Association, 2007.

(xv) Was conferred Kautilya Award for contribution to Economics by UP and Uttarakhand Economic Association, 2007.

(xvi) Member, Editorial Board, *International Labour Review*, ILO, Geneva, 2006-2008.

(xvii) Visiting Professor, Institute for Human Development, New Delhi

(xviii) Professor Emeritus, Giri Institute of Development Studies, Lucknow

(xix) Awarded ICSSR National Fellowship “in recognition of outstanding contributions to social sciences” in 2011.

(xx) Chairman, Board of Governors, Giri Institute of Development Studies, Lucknow

Some Important Assignments/Studies (Post - 2000)

(i) *Development and Livelihood in Sikkim, Towards a Comparative Advantage Based Strategy*, UNDP, New Delhi, 2004..

(ii) *Globalisation and Social Exclusion in India: Evolving an Inclusionary policy Framework*, study prepared for the World Commission on Social Dimension of Globalisation, ILO, Geneva, 2003.

(iii) *Employment and Poverty Reduction in India: Policy Perspectives Based on Recent ILO Studies*, study prepared for ILO, Geneva, 2003.

(iv) *Employment Challenges and Strategies in India: An Assessment in the Framework of ILO's and Strategies in India: An Assessment in the Framework of ILO's Global Employment Agenda*, ILO-SRO, New Delhi, January 2008

- (v) Consultant – National Coordinator, ILO Project on *Review of Policy and Regulatory Environment for Micro and Small Enterprises in UP India* (April 2003 – October, 2004)
- (vi) Consultant, similar project as in (v) in India (other States), Bangladesh, Nepal and Sri Lanka, 2007--*Integrating Employment in Vietnam's Development Plan 2006-2010*, a study report prepared on behalf of ILO Geneva, July 2005
- (vii) Technical Adviser, Review of the Impact of Labour Laws and Business Environment on MSEs in Tami Nadu and Orissa, Study Project of ILO Sub-Regional Office, Delhi (2007)
- (viii) Project Director, *Labour Regulation in Indian Industry*, Sponsored by European Union at ISID, during 2005-06 (output published (2008) in series of ten documents).
- (ix) Consultant, ILO project on Mainstreaming Employment in Macro and Sectoral Development Policies, 2008 (output brought out as a Working Paper, jointly with P P Sahu, by ILO, New Delhi, 2008).
- (x) Consultant-ILO, GOI-ILO Project on Preparation of National Employment Policy, 2008-2009.
- (xi) Principal Coordinator, Research Programme on *Structural Changes, Industry and Employment in the Indian Economy: Macro-Economic Implications of the Emerging Pattern*, sponsored by the Indian Council of Social Science Research at ISID, New Delhi (2009-2012)
- (xii) *Meeting the Employment Challenge in Vietnam: Towards an Employment-Oriented Growth Strategy*, a study report prepared on behalf of the ILO Office, Hanoi, March 2011
- (xiii) *Labour Regulation and Labour Reforms in India*, a study undertaken for Centre for Development and Enterprises (CDE), South Africa, 2012; presented in a workshop in Johannesburg in November 2012.
- (xiv) *Labour Market Segmentation in India: Role of Regulation and Reforms*, a study prepared for ILO, Geneva, presented at a workshop at ILO Geneva, December, 2012 and at a follow-up meeting in April, 2013.
- (xv) *Informality in Small Enterprises in the Automobile Sector in India: A Study in Three States*, Study prepared for ILO-SRO, New Delhi, January 2014.
- (xvi) *Assessment of the Labour Statistics System in India*, Study prepared for International Labour Office, Geneva, April 2014.

Giri Institute of Development Studies (GIDS) is a premier centre for advanced research and training focusing on the development concerns of India and its regions. Established in 1973 by a group of eminent academicians and leading public personalities and named after the former President and eminent labour leader Late Shri V.V.Giri, the Institute has emerged a vibrant centre of policy oriented and analytical multidisciplinary research in the country. GIDS is supported by Indian Council of Social Science Research (ICSSR) and Government of Uttar Pradesh as an autonomous institute of national importance.

The Indian Society of Labour Economies (ISLE) is a broad based professional association of researchers, scholars and other stakeholders interested in the area of labour and development issues. The Society promotes scientific studies of labour markets, industrial relations and related issues and provides a forum for exchange of ideas and disseminates knowledge. The Indian Journal of Labour Economies, a quarterly journal of the Society, now in its 51st year of publication is peer reviewed and widely circulated, promoting and framing scientific studies on labour.