

**Call for papers**  
**International Conference on the State of Employment in India: Problems and Prospects**  
**on**

**May 10-11, 2022, at**

The Goa Institute of Management, Goa, INDIA

*The Centre for Public Policy and Governance*

, of the [Goa Institute of Management](http://www.gim.ac.in), invites scholars to submit and present research papers at the conference. **An extended 1000-word abstract and brief CV may kindly be e-mailed to the Centre, by March 10<sup>th</sup> 2022.** Please write "CPPG / Employment Conference / Your Name / Title of Paper" in the subject line. Upon selection, you would be required to send the complete paper by **April 30, 2022.**

**Kindly email your abstracts and papers to [cppg\\_ra@gim.ac.in](mailto:cppg_ra@gim.ac.in) or to [chandrashekar@gim.ac.in](mailto:chandrashekar@gim.ac.in)**

The Conference is planned to be held at the Sanquelim Campus of the Goa Institute of Management, Goa, INDIA. Travel expense (within India), of those presenting their papers, would be covered. [In case the COVID restrictions continue, the conference would be held online].

*The Context*

Economic transition in countries like India cannot go forward without inclusion. And the key aspect of inclusion would be employment generation. For a variety of reasons employment growth had slowed down considerably in the last eight years or so, in the wake of slowdown of growth itself. Since the COVID Crisis, recovery has been weak and the losses in employment, especially in the manufacturing sector, have yet to be made good. Female participation in the workforce has been falling in India. The country shows one of the lowest labour participation rates. The contrast with the East Asian Tigers when they made their economic transition is stark. The much talked about demographic dividend would prove elusive unless employment can grow rapidly. Rapid technological change needs to be accompanied with high growth that absorbs labour. The structure of employment even in formal organisations is changing in many ways, especially towards more flexible contracts. Many sectors have witnessed increased informalization. The space for larger and more organized units has expanded as well. The existence of surplus labour does not reduce the need for skilling and education of the workforce. Work place safety varies across industries and regions, and the need to move up on the safety ladder is acute. Local and workplace pollution in many industrial estates is an issue. Despite the initiatives in insurance and safety nets, many employees continue to be vulnerable. Organized labour movements have declined in their potency with the many structural changes in employment. The role of migrant labour is very large. They are doubly vulnerable, in having few rights and little local connect. This was starkly revealed in the movements of millions of workers back to their homes during the COVID lockdowns.

This conference would cover the trends and issues on various aspects of the labour market, the employment generation processes, the conditions of labour, besides explanations and comparative studies. It would also cover the policies, programmes and governance initiatives and reforms required for healthy growth of employment, and improvements in life and workplace conditions of labour. Members of only the lowest castes perform certain activities that are labelled as "degrading". Caste "is a division of labourers" adding to their vulnerability.

### *Themes / Topics for the Conference*

- 1. Economic growth and employment generation:** Unemployment. Disguised employment. Labour force. COVID and employment. Government initiatives in the manufacturing sector and in the labour market. Growth of sectors and regions and of employment. Trends and patterns of cross-country experiences in employment.
- 2. Structure of employment and labour market:** Worker migrations. Demographics of labour and the issues relating to "Demographic Dividend". Skilling. Informalization of the labour force. Newer forms of labour engagement, home-workers, gig workers. Technological change and implications for labour. Labour laws. Unionisation. Bargaining and negotiations. Contractual forms. Entrepreneurship and labour. Domestic labour.
- 3. Social Issues in Labour:** Female labour force participation. Child labour. Caste in labour segmentation. Residual unfree labour. Forms of control. Shop floor practices. Discrimination in employment. Occupational health and safety measures. Working conditions. Work place pollution. Living conditions.

*For further details, you may write to*

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### *The Centre for Public Policy and Governance*

The Centre for Public Policy and Governance (CPPG) is one of the new initiatives of the Goa Institute of Management (GIM). GIM is a member of the United Nations Global Compact (UNGC) Global Compact Network India (GCNI) and a signatory to the United Nations Principles for Responsible Management Education (PRME). Following the ethos of UNGC and PRME, GIM seeks to create knowledge, and develop leaders for sustainable businesses and an inclusive society. The CPPG attempts to explore and understand the links between fields of management, administration, and public policy. The Centre has the objective of generating and leading intellectual capital and experience to inform public policy making and governance in India; and in emerging economies. Its philosophy is predicated on the belief that effective public policy is always deeply contextualized. Having functional organizations, and managerial and design capability within government and parastatals, as much as the content of public policy, are important for success. The Centre also contributes to development and governance by collaborating with the government of Goa, and Non-Government Organizations. The Centre aims to serve as a platform to enable discussion and analysis of public policies and their implementation. Academics from all over the country and beyond, policy makers and others interested in public policy and governance interact and participate in its activities.