Research Projects

Institute for Human Development

COMPLETED PROJECTS IN 2013-14

- Jharkhand Economic Survey 2013
- Convergence Child Labour Project: Study on Migration and Trafficking of Children that may result in Child Labour
- 2nd Delhi Human Development Report (Improving Livelihoods and Bridging Disparities)-2013
- Towards Integrating third tier in the Indian Federal System: Two Decades of Panchayati Raj (Under ICSSR National Fellowship)
- Determinants of Food Security and Nutrition in Tribal and Backward Areas (2013-14)
- India Gender and Development Report - A Gender Perspective on Inequality of Opportunity in Infrastructure Use and Education and Labour Market Outcomes in Rural Bihar - 2013-14
- Promoting Employment and Skills Development in the Manufacturing Sector in India Field Study
- The Employment Effects of High Growth in India 1980-2010 Service
- Evaluation Study of Backward Regions Grant Fund (BRGF)
- Evaluation study on Border Area Development Programme (BADP)
- Convergence Child Labour Project a Research Study to understand the Impact of MGNREGS on influence on incidence of Child labour
- Better Labour Practices in Indian Industry
- Convergence Child Labour Project: Building Knowledgte on Child Domestic Workers with focus on Occupational Health and Safety Issues
- Verification of Gram Panchayats for Nirmal Gram Puraskar (Punjab and Haryana)
- India Labour and Employment Report 2014
- Monitoring and Impact Assessment for the Project – SCQuiP – Jharkhand

1. Jharkhand Economic Survey 2013-2014

Sponsor/s: Government of Jharkhand
Project Director/s: Dr. Harishwar Dayal

On behalf of the Department of Finance, Government of Jharkhand, the Institute prepared the Economic Survey for the year 2013-14. The document reviewed the developments in the state's economy over the previous 12 months, summarized the performance on major development programmes, and highlighted the policy initiatives of the government and the prospects of the economy in the short to medium term.

For the purpose of preparing the Economic Survey, extensive information was collected from the various government departments of the state. The information collated pertained to the programmes implemented under the respective departments, their physical and financial progress, percentage of targets achieved and future plans and demands of the departments. The Economic Survey was presented in the budget session by the Finance Minister of the state.

Findings from the Survey indicate that the Jharkhand economy grew at 15.86%, 7.18% and 7.83% for 2010-11, 2011-12 and 2012- 13, respectively. The financial position of Jharkhand has slowly improved in the last seven years. The GSDP of the state is expected to be Rs. 188,225 crores at current prices and Rs. 113,127 crores at constant prices this year (2013-14). The GSDP of the state at constant prices has grown at an impressive rate of about 10 percent and is expected to keep growing at the same pace this year. The per capita income of the state (per capita NSDP at factor cost at industry of origin) at current prices and constant (2004-05) prices are expected to be Rs. 46,524 and Rs. 27,772, respectively, this year (2013-14). The per capita NSDP at current prices has grown by 14.39 percent and at constant prices at 7.58 percent per annum since 2009-10. If the annual growth rate continues at this pace the per capita real income of the state will double in less than a decade.

2. Convergence Child Labour Project: Study on Migration and Trafficking of children that may result in Child Labour

Sponsor/s: International Labour Organisation (ILO)

Project Director/s: Dr. Manoshi Mitra and Dr.Sunil Kumar Mishra

The study was an in depth enquiry into the phenomenon of child migration and trafficking of children, most frequently ending in child labour, often in its most hazardous and exploitative forms,

in India. In India, ILO's Technical Cooperation in addressing this issue is an integral part of its Decent Work Country Program, which is aligned to the Eleventh Development Plan of the Government (2007-12) and the United Nations Development Assistance Framework (UNDAF). The Convergence Child Labour Project (CCLP) of ILO in conjunction with the Ministry of Labour and Employment (MOLE) focused on two districts each from five states, which were identified as sending and receiving areas for child migrants, who end up in exploitative work situations. These districts included the following: a) Bihar: Katihar and Sitamarhi, b) Gujarat: Surat and Vadodra, c) Madhya Pradesh: Ujjain and Jabalpur, d) Odisha: Kalahandi and Cuttack, e) Jharkhand: Sahibganj and Ranchi.

The objective of the study was to gather data on the causes, processes and consequences of migration and trafficking of children in selected Project areas. The study identified the nexus between migration, trafficking and child labour and addressed the potential vulnerability of such children to child labour and forms of trafficking. Through combined quantitative and qualitative research, it was found that child migrant labour closely resembles trafficked labour in terms of their conditions of transfer, destinations, working conditions, treatment at the workplace, extent of abuse, options available, pressures on them, parental roles etc.

Research Findings:

- There were no particular caste dimension to child migration and trafficking as the phenomenon cuts across socio economic groups
- 53% of children, both migrant children, whether accompanied by parents, relatives, or known persons or on their own, were all at risk of being trafficked
- Poor migrant children, whether accompanied by parents, relatives, or known persons, or on their own, were all at risk of being trafficked
- Among the larger numbers of child migrants, the facilitators of their migration were persons close or known to them including parents, relatives, friends, persons from the village, employers' agents and the like.
- The outcomes of the process of migration from the village were highly exploitative for children, with insecurity, abuse, lack of basic amenities as consequences, irrespective of who they moved out with
- Poor parents, themselves caught up in a vortex of poverty and inevitable cycle of migrant labour, cannot protect their children against exploitation
- As regards awareness of their children's conditions, in our sample, most parents whose children were out of the village when they themselves were at home showed their

awareness of where the children were going, and where they were living while away from the village. They were in contact with them and received money in lieu of their work. Almost all migrant and trafficked child labour returned home after completing their work, or when work became unavailable. They shared their experiences with their parents who, however, expressed helplessness about withdrawing them from work, or protesting against and protecting them from abuse.

- The Study amply demonstrated the parental helplessness, parental desire to get their child to learn a trade, or just a way out of poverty and insecurity, or a combination of all these factors
- child migrant labour closely resembles trafficked labour in terms of conditions of transfer, destinations, working conditions, treatment at the workplace, extent of abuse, options available, pressures on them, parental roles etc

Accordingly, the conclusions and recommendations for all involved actors, State, social partners, communities, NGOs and the like were presented in two regional consultations and one national workshop. The findings of the study can be used for identification withdrawal/prevention/rehabilitation of such children and can inform the formulation of policy recommendations for child migrants.

Policy Recommendations:

- Stronger role by Workers' Unions against child labour
- Commitment of employers organizations to eliminate child labour through mutually reinforcing efforts;
- Knowledge creation and dissemination;
- Developing innovative projects that can provide lessons and be replicated;
- Monitoring of law enforcement, children's homes;
- Participatory inclusive approaches towards the poor households' capacity building.

3. 2nd Delhi Human Development Report (Improving Livelihoods and Bridging Disparities)-2013

Sponsor/s: Government of National Capital Territory of Delhi
Project Director/s: Prof. Alakh N. Sharma

The Delhi Human Development Report 2013 aimed to assess Delhi's progress and delineate with its challenges and devise appropriate strategies. The basic thrust of the report was improving

livelihoods and quality of life. The Report discussed various aspects of the prevailing human development scenario in Delhi, including employment and educational opportunities, the healthcare, basic services and amenities, as well as the issue of public safety and security that has been a source of widespread concern in the recent past. While encompassing both the achievements and emerging challenges that constantly confront this vibrant city, the Report not only relied on the latest statistics and available information, but also analysed the findings of a large survey of about 8000 households, which was carried out to understand the perceptions and aspirations of the citizens belonging to various groups. In essence, this Report is both a mirror to the city and an endeavour to promote inclusion and equity at various levels. The Report prepared by IHD was published by the Academic Foundation and was released by the Vice President of India in the presence of the Chief Minister of Delhi on 31 August 2013 at New Delhi.

Findings:

- The lives of the citizens of Delhi have indeed improved since the last assessment made in the Delhi Human Development Report 2006
- Delhi now has near universal electrification. Poverty levels as measured officially, even though widely considered to be inadequate in capturing vulnerabilities, have been reduced substantially in recent years
- High economic growth has been sustained in the face of a nation-wide slump and the employment situation has improved
- Access to most of the basic services and means of transport has also considerably improved.
- Schooling and higher educational opportunities have expanded considerably while people have been found to show an overwhelming preference for the public provisioning of health facilities.
- Employment opportunities have expanded and the earnings of casual as well as regular workers have shown an increase. The female workforce participation has somewhat risen from its low base level
- In the area of early childhood mortality, Delhi is a long way away from achieving the MDG targets. The per capita availability of public health facilities as well as health workforce also remains low in the city

Despite the above achievements, however, equity continues to be a concern with access to some of the services remaining riddled with disparities:

- The disparities are visible when various income groups and types of settlements are taken into account.

- There are gender gaps in work participation and literacy.
- There also appears to be an issue with regard to public safety for the citizens in the state.
- The increasing informalisation of employment in the city does not augur well for the overwhelmingly large proportion of workers who do not fall within the network of social protection
- Even in the face of a declining housing shortage, the presence of homeless on the streets of Delhi and the sizeable population living in slums and other poor settlements reflects not just inequality, but also the loss of human dignity
- Other vulnerable groups include child workers, children living on the street, the differentlyabled and senior citizens, who are yet to fully partake of the human development process in the city
- Although the access to public health facilities has improved, it still falls short of acceptable standards, particularly due to overcrowding, an inadequate health workforce and skewed facility locations, all of which have a bearing on the quality of services and responsiveness of the health system at large
- Education opportunities, too, have widened but all socio-economic groups do not have similar access or class completion rates.
- The state of basic services available to the 0.4 million households living in slums is particularly poor. They lag behind the average levels for Delhi in terms of access to all basic amenities, except for electricity
- Many environmental concerns arise due to the lack of private toilets, open drains in some areas, especially in slums, open garbage disposal as well as the contamination of the surface water in Delhi

Policy Recommendations:

- The Government needs to cover a lot of ground to restore people's faith in the police and the legal proceedings to induce a better sense of public safety
- There is a need to focus on and reduce inequalities in human development indicators across gender, income groups and types of settlements; second, to ensure universal coverage for aspects such as basic healthcare and basic infrastructural services; third, and most importantly, to guarantee a safe environment for vulnerable groups, including children, the elderly and women

- A strong case exists for promoting the inclusion of all segments of society within the human development agenda, a process that can be expected to enrich lives across the board

4. **Determinants of Food Security and Nutrition in Tribal and Backward Areas (2013-14)**
Sponsor/s: The World Bank Group
Project Director/s: Dr. Sumit Mazumdar

The major research questions under the study seek to investigate, analyze and explain the interaction of both supply and demand-side parameters that influences nutritional status in tribal communities. The study framework will accommodate the role of supply-side barriers involved in reaching out to the communities through alternative interventions aiming food and nutritional security as well as community and household-level attributes that determine access to these interventions, and influence desired impacts conditioned by behavioural practices. Accordingly, the research questions are identified as following: What are the linkages between delivery of public services and food and nutritional security outcomes among tribal communities? Can, and if so, in what ways can public services involving nutritional interventions through ICDS, PDS or Mid-Day Meal Schemes reduce demand-side barriers to access, utilization and benefits from program participation?;What is the relevance or significance of the 'standard' components of the national interventions in the situational context of tribal communities? What alternative 'pro-active' delivery mechanisms – home visits, regular monitoring through use of information systems etc. – can be integrated with existing delivery systems, which can potentially ensure food security and improve nutritional outcomes? How can effectiveness of public service delivery systems be assessed in the context of ensuring food and nutritional security in tribal communities?

Research Findings:

- There is clear evidence of disproportionate clustering of risks of undernutrition in tribal families across India, largely explained by the disparities in the average levels of multidimensional endowments – education, economic activity, dependency burden, availability of land and other productive assets, basic civic amenities and public utilities such as electricity, pure drinking water and modern means of sanitation.
- Two factors that stands out in explaining the higher risks of adverse nutrition outcomes for tribal families: poor living standards on an average and a narrower set of household assets and amenities, and high dependency burdens due to higher fertility levels in tribal households compared to their non-tribal counterparts, other factors remaining the same

- The results, while indicating a strong socioeconomic gradient in FSN outcomes, notes with subtlety that food insecurity continues to be widely prevalent among tribals: nearly half of the households either face direct risks of food insecurity or constitute the borderline group. Of greater policy relevance are undernutrition outcomes, with roots running deeper and irrespective of food security alone: in about a fifth of the household both severe food insecurity and undernutrition co-exists.
- The results also highlight that both food security as well as economic status only partly explains risks of undernutrition; behavioural factors related to health, sanitation and nutrition, child health conditions and access to health services are critical inputs to the aggregate FSN outcomes among tribal households
- The results strongly emphasize the positive influence public programmes and interventions can have on FSN outcomes
- The results from the survey clearly indicates that households who rely more on PDS supplies, and more frequently accesses the PDS stores to procure the supply of foodgrains have been able to significantly reduce risks of food insecurity
- Though less striking, equally evident is the positive influence of ICDS in improving the nutritional outcomes among children But what is more important, is the finding that instead of a simple presence or absence of a AWC in the community, it is the quality of the services, and other service delivery attributes that has a significant impact
- The results indicate graduated, progressive stages in coping strategies that tribal households employ to cope with food insecurity: while for acute shortages dietary changes such as reducing number and quantity of meals, and borrowing food from friends/relatives and skipping meals by adults comprise the major strategies, chronic shortages – often during droughts or the monsoon months – induce higher frequency of drastic measures such as starving, gathering wild fruits or temporary migration

Policy Recommendations:

- Firstly, the methodological contribution of the Jharkhand survey is significant. The tools used in the study, particularly the modules used for assessing food insecurity and coping mechanisms are one of the most extensive used so far in India, and combines the most notable measurement approaches. Further, being adaptations of internationally renowned modules such as the HFSSM, or the food frequency questionnaire, the results can be straightforwardly compared between different settings and across regions. In fact, a nationwide study using the same set of tools is clearly felt to study the risks of

food insecurity and undernutrition together and better understand the pathways that affect both.

- Secondly, the results reiterating that vulnerabilities are multidimensional in its influence on FSN outcomes, provides a strong rationale for broad-based, convergent interventions to reduce risks of food insecurity or undernutrition rather than standalone programs. In this light, improving their livelihoods and mainstreaming the key human development processes such as education and health can be considered as critical strategies.
- Lastly, the results reinforce the importance of formal, public social protection programs such as PDS and interventions such as ICDS highlighting their strong, positive impacts on FSN outcomes. Both broad-basing the programs such as PDS by increasing effective coverage can extend the benefits to a larger proportion of population in need; for interventions under ICDS it is the quality aspects of service delivery that needs to be strengthened to optimally benefit from the positive linkages.

5. **India Gender and Development Report - A Gender Perspective on Inequality of Opportunity in Infrastructure Use and Education and Labour Market Outcomes in Rural Bihar - 2013-14**
Sponsor/s: The World Bank Group
Project Director/s: Dr. Sumit Mazumdar, Dr. Preet Rustagi, Ms. Srabashi Ray and Mr. Abhishek Kumar

Aims and objectives of the study were to analyze the changing pattern of employment and educational outcomes over the last decade using the Bihar programme survey data of two rounds – 1998 and 2011. The exercise pertains to estimation of inequality of opportunity, both across gender and at the household-level, with regard to educational and earning outcomes; and to explain changes in the contribution of opportunity inequality to total inequality in these outcomes over the past decade. It also aimed to assess whether and how, infrastructural changes help in reducing barriers posed by unequal opportunity arising from gender and other clusters of vulnerability.

The methodology used for the study was based on mixed methods – quantitative as well as qualitative. It entailed detailed descriptive analysis of two rounds of data collected under the Bihar Research Programme. On the basis of this, the Human Opportunity Index (HOI) was calculated to observe the nature of inequality in educational and labour market outcomes.

Research Findings

- The report submitted to the World Bank contained the following research outputs: one, there have been remarkable improvements in enrolment levels of all children. Out of school children have declined and girls have benefitted much more than the boys overall. Inequality in enrolment has largely been reduced for all sections of the population. Given the much lower base value of enrolment among the lower and middle castes, the improvements in enrolment are higher among these sections of the population.

- In case of attainment, the outcomes are not so positive. The HOI has decreased overtime indicating a fall in the availability of opportunities to complete primary education. Although, there have been increases in the attainment levels of females with many more women in the matriculation and above category compared to 1998 in 2009, the spread across social groups or class categories is not witnessed.

- Employment in Bihar has largely been restricted to agriculture and related activities such as animal husbandry, both for men and women. Opportunities in the non-agricultural sector have been restricted to casual labour in construction, small trade/businesses, and some salaried employment. The probability of women's engagement in non-agricultural work, relative to men, increased from 0.13 to 0.28 between 1998 and 2011. The greatest impact is felt amongst the women of upper caste landed households.

- In both time periods, the likelihood of the youth employment in the non-agricultural sector is the highest. Able bodied young men are seen migrating for work into various occupations ranging from hard manual labour in agriculture or construction to salaried jobs as security personnel, contractors and middlemen.

6. Promoting Employment and Skills Development in the Manufacturing Sector in India Field Study

Sponsors: International Labour Labour Organisation
Project Director/Coordinator: Professor Dev Nathan and Professor Sandip Sarkar

The broad objective of the study was to conduct primary survey based on qualitative and quantitative techniques to get relevant insights on employment and skill dimensions of the manufacturing sector along with binding constraints. The study aimed to identify a set of policy

recommendations for manufacturing firms and public authorities to have real opportunities to influence and increase the positive externalities that are associated with sourcing linkages in the local/national economy.

The study surveyed two hundred industrial units spread over three locations – Chennai, Pune and Delhi NCR covering two modern industries, that of automobiles and electronics.

Research Findings:

- The rates of unemployment in India are high among the educated like the technical diploma holders and graduates who do not get suitable employment opportunities. Under these circumstances, any large scale skill development programme for youth needs to be accompanied by the promotion of medium and large sized units which mostly offer suitable jobs for such skilled workers. This would also strengthen the inter-firm linkages and spur growth in these industries. The study analyzed various constraints facing the manufacturing sector which revealed that these constraints differ in their degree of importance and vary substantially across locations and size of units. Hence, policies to reduce or eradicate such constraints should be more direct in nature.
- In terms of the overall employment situation, a higher proportion of automobile units surveyed reported a rise in employment levels in recent years, while electronics units reported a decline in employment. The prime reason for the greater reduction of jobs in the electronics sector was restructuring or diversion of business i.e., diversion from manufacturing to trade in order to survive in the current competitive global environment. Other reasons highlighted include high import prices of raw material, cheap imported finished goods, increased competition, high cost of technology upgradation and a shortage of skilled manpower.
- Surveyed enterprises stated that they want better infrastructure facilities, including roads, drainage, water supply, electricity supply, ports etc. However, they agreed that infrastructure in industrial estates was slightly better than the usual. The lack of workers' housing in or near industrial estates has resulted in high transportation costs for all units, with greater costs being borne by large units that have to transport workers to and from work.
- From the survey, it was found that plots in industrial estates accommodate 200-300 workers at most. The growth of medium-sized units into large units would require the

availability of large adjacent industrial plots that are either unavailable or prohibitively expensive. Access to land was considered a severe problem in both Chennai and Delhi but less so in Pune. High land prices inhibit production with relatively low revenue per acre, such as garments, and bias economic development towards high margin and high revenue production, such as IT services.

- Accessing institutional finance was considered a major obstacle by a large proportion of small enterprises, while medium-sized units considered cost of finance a major obstacle. Access to finance turned out to be most critical for small units (that employ 10 to 99 workers). DME/informal units did not report this at the same level of intensity because one-eighth of them did not report applying for loans from formal financial institutions. Small units faced several problems, including stringent collateral requirements, complex application procedures, etc. Medium and large units faced progressively fewer problems on these counts.
- Given that India is a labour-surplus economy, segments focused on labour-intensive products are an obvious area for investment, yet India's participation in these segments is below its potential. Factor prices have been distorted by various policies, often with restrictive labour market laws identified as the main culprit. However, the 20 per cent depreciation allowance in India, as against 10-15 per cent in other countries, encourages the purchase of equipment rather than the employment of labour. There are other subsidies provided for investment in machinery and all of these reduce the relative cost of equipment vis-à-vis labour, thus promoting the substitution of labour by equipment and machinery. Sen and Das (2014) find that labour intensity in organized manufacturing in India has fallen since the 1980s.

- Labour regulations were considered a major problem by enterprises surveyed, though they were viewed as a greater obstacle in electronics than in automobile units. Issues of Inspector Raj are 'non-transparent, leading to exploitation on the part of labour inspectors. A high proportion of large units viewed labour regulations as an obstacle: they were most concerned about needing government permission to fire workers, though they admitted that of late the actual implementation of labour regulations was less of an obstacle.
- The process of exporting and importing goods is not smooth on account of archaic and complex customs and trade regulations, though exporting goods is considered less problematic than importing them. A higher proportion of larger units considered customs

and trade regulations as problematic as they affected the timely availability of imported raw materials, an issue especially troubling for the electronics industry.

- While laws have an inhibiting effect on investments in labour-intensive manufacturing segments, their effect would be compounded by the manner in which the bureaucracy and the political establishment utilize their implementation for rent-seeking. Rent-seeking or extraction by the political-bureaucratic system increases transaction costs. Corruption, or rent-seeking, as noted above, was inevitably mentioned as an ever-prevalent constraint in manufacturing activity.
- In addition, one point that was reiterated by firms in all size classes was that they would much prefer to pay a single tax, such as the proposed GST, since that would involve payment to a single official. They also stated that a shift to fully online system of tax payment without the necessity of a paper-signature back-up would speed up the process of tax clearances.
- All medium and large units surveyed provided some form of in-house training to their shop floor workers at the outset, but this was not the case in DMEs. Electronics units were more concerned about training shop floor workers than automobile units. More than half of the units surveyed provided some training to their management and administrative staff when they joined work, while DMEs and small units were relatively less concerned about the same.
- What is striking about the skill composition of the workforce is that as much as 40 per cent of workers are, by the employers' own admission, unskilled or semi-skilled, the latter label often just implies some level of work experience

- We found during the course of investigating employment practices in Chennai, that firms often employed unskilled workers on a casual or temporary basis, while skilled workers were small automobile units in Delhi, firms provide accommodation to skilled workers by illegally construction additional floor on the factory premise.

Policy Recommendations

- Manufacturing firms need a catalyst that will enable them to break out of existing strategies and move towards increasing productivity. It is in this context that international trade is often held up as a catalyst of structural transformation, on account of its imperatives of size and quality. However, there could be other catalysts too. For instance, organized manufacturing could adopt a base of the pyramid market strategy,

both in production and marketing, thus changing the structure of production by increasing the share of organized vs. unorganized, large versus small segments within the organized sector. This has occurred in the toiletries and washing soaps sectors. The advent of sachets and other small portion packaging extended the reach of large-scale manufacturing to rural areas and to low-income sections of the population, and reduced the role of unorganized manufacturing of these products. More recently, in processed foods the share of the factory sector is rising at the expense of local producers in the unorganized sector.

- The growth of organized retail could also enhance the share of organized manufacturing and also allow firms to grow into larger size. This has happened in the case of garments.19 The growth of Indian retail chains and brands, which require standardized, large-volume production, has sparked off an increase in the share of organized manufacturing in these consumer goods. The low-cost mobile phone for the low-income market was created in India by Nokia and the low-cost smartphone is now becoming ubiquitous among educated youth. These are strategies that a number of large firms have adopted on their own. What about the mass of small firms and units in the unorganized sector? To the extent that they serve as input suppliers to large firms, the quality requirements of the large firms can themselves bring about changes in the quality of labour used, but some market-based instruments would need to be used for firms that primarily supply goods to consumers.
- Setting standards that are calibrated for different markets and requiring firms to ratchet up standards to continue receiving any benefits could be an important, WTO-compliant instrument to improve quality and efficiency in Indian manufacturing. This should not be done in a 'big bang' manner, but be based on gradual ratcheting up, so that enterprises can adjust their quality and growth strategies. Incentives for manufacturing should be conditional and based on concurrent evaluation of performance – with quality performance standards being ratcheted up to high-income country standards. This has been done in automobiles with regular improvements in the 'Bharat' emission standards. This makes India-made automobiles both exportable and import-competitive.
- A key measure then for India to become a manufacturing centre is to make all incentives and subsidised-facilities, whether in the new industrial corridors or elsewhere, conditional on meeting product performance standards that are calibrated according to end markets and ratcheted up in order to steadily raise the bar.

- Some forms of self-organization may work where there are a substantial proportion of large firms competing not only in India but also on the world market. Automobile industry that is dominated by a large section of small producers, as is the case with garments or leather products, is less likely to self-organise, given that collective action is less easy when there are many small players. Since large areas of Indian manufacturing are dominated by both SMEs and unorganized sector workshops, a general self-organization process is then unlikely to work. Coordinated action in such sectors will require government intervention to bring all the relevant players together to take action in a coordinated manner. There is an instance of this occurring in the Indian context as when Indian leather products were facing a ban due to the use of prohibited chemicals. A coordinated policy was implemented, involving large export units, chemical companies and the government-owned Indian Leather Research Institute (ILRI) coming together to work on a production solution.
- In order to enable manufacturing in India to get out of the low-level trap, it would be necessary to have a coordinated policy that includes reforms to the political-bureaucratic structure, improvements to infrastructure to reduce costs, an industrial policy that targets increasing the global and domestic market shares of specific sectors, an increase in the supply of skilled workers in the targeted sectors and continuous improvement in labour conditions, and finally, industry and firm benefits that are conditional upon meeting calibrated product quality targets and higher standards.

8. **The Employment Effects of High Growth in India 1980-2010 Service**
Sponsor: International Labour Organization (ILO)
Project Director: Prof. Ajit Ghose

The study provides an assessment of the effects of economic growth on employment conditions in India during the period 1983-2011/12. This was a period of accelerating economic growth. For purposes of analysis, therefore, the period is divided into three sub-periods: 1983-1993/94, 1993/94-1999/00, and 1999/00-2011/12. Special attention is also paid to the sub-period 1999/00-2011/12 during which economic growth reached unprecedentedly high level.

Since India's economy has been and remains a labour-surplus dual economy, the Lewis framework has been used to develop a methodology for judging the nature of change (improvement/deterioration) in employment conditions over time. Appropriate database for the study has accordingly been developed from (i) unit-level information from the various rounds of

National Sample Survey of Employment and Unemployment, and (ii) national accounts statistics. Two main conclusions emerge from the analysis in the study. First, while employment conditions improved throughout the period under study, the pace of improvement was slow during 1983-1999/00 but quite rapid during 1999/00-2011/12, when rapid economic growth combined with relatively slow growth of the labour force (reflecting the advanced stage of demographic transition). Second, the employment challenge nevertheless remains formidable. There still exists a large stock of potentially employable labour. And, of course, there will be net addition to the labour force every year in the foreseeable future. Sustained rapid growth of productive jobs must become a central focus of economic policy.

9. Evaluation Study of Backward Regions Grant Fund (BRGF)

Sponsor/s: Programme Evaluation Organisation, Planning Commission, Government of India
Project Directors/ Coordinators**:** Dr. Alakh N. Sharma and Dr. Ashok Pankaj

This study of Backward Regions Grant Fund aimed at evaluating the overall performance of the programme since its commencement in the year 2006-07 and up to the year 2010-11. The focus of the study was on examining the implementation status, mainly linked to the financial and physical progress of the programme, the difficulties and challenges of implementation, and the impacts of the programme on the local infrastructure, development of the area, and the socio-economic conditions of the people of the district.

Both primary and secondary data were used for the study. The primary data was collected through a sample survey across 31 districts in 16 states. The beneficiary sample consisted of 3,335 households from the rural areas and 1,145 households from the urban areas. The rural sample was selected from 162 Gram Panchayats (GPs) and 222 villages, while the urban sample was selected from 47 urban local bodies (ULBs) from the urban areas.

Research Findings

Findings of the study indicate that the overall utilization of grants remains low, which is further characterized by sharp district and state level variations. Implementation bottlenecks and difficulties continue to keep the utilization at low level. The study also enumerates the successful use of BRGF grants, although the critical infrastructural gaps continue to be there and the BRGF grant is quite inadequate for the above purpose, unless it is enhanced substantially.

- None of the states was able to get more than 80 % of the allocation of funds released

- The overall utilization (of the total release of funds between 2006-07 and 2010-11) was merely 35.68 %.
- Some of the states utilized more than 60% of funds, some between 50%-60% and some states less than 50%
- The completed works constituted 61.61 per cent of the sanctioned works while the ongoing works constituted 23.42 % of the sanctioned works. About one-tenth of the sanctioned works were not started.
- The main reasons for a large proportion of works falling in the category of ongoing or yet-to-be-started works are related to procedural delay, delay in the release of the sanctioned money to the executive agencies, problems in the acquisition of land in a few cases, and other administrative difficulties.
- Varied types of works were undertaken across the states. These included works related to agriculture and allied activities, construction of the health centres and anganwadi centres, dairy and animal husbandry, veterinary hospitals, roads, bridges, culverts, drainage systems, playgrounds, stadiums, checkdams, water conservation and harvesting works, tubewells and drinking water supply works, school buildings, additional classrooms, electrification works, Gram Vikas Kendras and GP Bhavans, etc.
- The level of people's participation in the Gram Sabha (GS) in rural areas and the Ward Sabha (WS) in urban areas was low in most of the states.
- In several states, the level of people's awareness about the programme was low in both the rural and urban areas. Except for Arunachal Pradesh and Assam, wherein more than 50 per cent of the respondents were aware of the BRGF, in all the other states, less than 50 per cent of the respondents were aware of the programme. The low level of people's awareness results in low level of their participation in both the planning process and social monitoring.
- The process of state level monitoring and evaluation seemed to be weak notwithstanding the formal constitution of monitoring committee in a number of states.
- Several districts reported the conduction of social audit of the BRGF works. Most of these districts belong to three states, namely, Rajasthan, MP and Chhattisgarh.
- The release of the first installment of funds from the Centre does not occur earlier than October–November, though the financial year starts in the month of April. This resulted in the loss of six months in the implementation of the programme. When the state finally receives the money, it takes another 2–3 months to transfer it to the BRGF districts, while thereafter the districts take their own time to transfer it to the local bodies.

- In most of the districts, the database for the recording of physical and financial progress of the scheme is weak.
- A clear policy of data management was found to be lacking in a large number of districts. Also, the database is maintained largely in report form and then there is compilation of the report at the district and state levels.
- Large projects with greater and long-term economic benefits were not taken up. Also, a tendency was found to increase the number of the projects to reach as many people as possible, but this has resulted in the creation of fewer productive and other assets that have greater and long-term impacts.
- The BRGF beneficiaries belonged to all sections of the society, in both the rural and urban areas.
- In the rural areas, the largest proportion of people benefited from the construction of pucca roads, followed by women and child development works, and the construction of GP Bhavans/Gram Vikas Kendras. In the urban areas, a majority of the people (53.4 per cent) benefited from the construction of pucca roads, while 19 per cent of the people benefited from the construction of drainage and sewerage systems.
- In the urban areas, people benefited greatly due to increased connectivity and execution of drainage systems. While 45.8 per cent of the respondents stated that their travel time has reduced due to the construction of roads and pavements, 18.5 per cent noted an improvement in hygiene conditions. In urban areas, most of the works undertaken under the BRGF pertained to road construction, and drainage and sewerage systems.
- There has been an overall improvement in the literacy rate in the BRGF districts and the gap between the BRGF and non-BRGF districts has come down in most of the states/regions studied.
- Under the BRGF, a number of health centres (primary and sub-centre) have been created.
- A number of projects related to the provision of drinking water supply have been undertaken under BRGF.
- The construction of drainage systems was undertaken in a large number of BRGF districts.
- Under the BRGF, no significant investment has been undertaken in the production and distribution of electricity.

Policy Recommendations

- Efforts should be made to encourage the execution of big projects with long-term and greater socio-economic impacts instead of diffusing the BRGF resources on all kinds of works. The flagship programmes can take care of most of the works presently being undertaken under the BRGF.
- A reduction in procedural delays and minimization of channels would be helpful in increasing the overall release and utilization ratios.
- It is imperative to increase the planning capacity of the IPs and GPs.
- Instead of thinning out investments on a vast range of activities, it would be to limit the investment to a few sectors and to certain productive community assets.
- The scope of convergence can be restricted to the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) with the caveat that in the BRGF districts, all the labour components of the BRGF works would be brought under the MRNREGS.

10. **Evaluation study on Border Area Development Programme (BADP)**
Sponsor/s: Planning Commission, Government of India
Project Director/ Coordinator: Dr. Ashok Pankaj

This study of Border Area Development Programme of Ministry of Home Affairs, sponsored by the Planning Commission of India, aimed at evaluating the overall performance of the programme between 2007-08 and 2010-11. The focus of the study is on examining the implementation status, mainly linked to the financial and physical progress of the programme, the difficulties and challenges of implementation, and the impacts of the programme on the local infrastructure, development of the border area, and the socio-economic conditions of the people living in border villages of Arunachal Pradesh, Assam and Meghalaya.

This study was conducted in three districts of Arunachal Pradesh, six districts of Assam, and two districts of Meghalaya. The key research methods used were Focused Group Interviews (FGDs), qualitative notes and physical verification of assets created.

The study found interesting impacts of the programme on the local economy, infrastructure of the border villages and livelihood conditions of the people living in the border villages.

11. **Convergence Child Labour Project a Research Study to understand the Impact of MGNREGS on influence on incidence of Child labour**
Sponsor/s: International Labour Organisation (ILO)
Project Leader: Dr. Ashok Pankaj

The main objective of the study was to understand the impact of MGNREGS on the incidence of child labour and to study the socio-economic conditions households sending their children for work and the reasons thereof. It also examines the effects of additional income generated through the MGNREGS on the health of children and education.

The study was primarily based on a survey conducted at MGNREGS worksites in UP & Tamil Nadu - Lalitpur and Mirzapur districts from Uttar Pradesh and Nagapattinam and Pudukkottai districts from Tamil Nadu were the study areas. About 80 worksites were surveyed and about 400 workers were interviewed for the study. A detailed sampling methodology and plan, questionnaires and other tools were prepared for the study. A national workshop was organized on 11 June at IIC, New Delhi to share the preliminary findings of the survey and to get comments and suggestions from the academia, policymakers and practitioners, media, national and international development organizations, social activists and child rights activists and learned participants.

Research Findings and Policy Recommendations:

- Over the last two decades, child labour in India (5-17 years) has declined. The decline has been sharper in between 2004-05 and 2009-10. Notwithstanding the declining child labour, the proportion of working children particularly in the age group of 15-17 years is unacceptably high. This high incidence of working children has been found both in the relatively developed and less developed states of India. Child Labour in India is concentrated in the rural areas. Even in the relatively developed states like Gujarat and Karnataka, there are backward rural regions characterized by low agriculture, high poverty and lack of non-agricultural sources of income. In the urban areas too, child labour is concentrated in particular sectors. The high concentration of child labour in particular regions, sectors and industries make it easier for targeted approach towards elimination of child labour. Therefore, it is necessary that child labour elimination policy should make a region, sector and industry – targeted policy for eliminating it.
- The high concentration of child labour in the age group of 15-17 years is also related to continued high drop-out rate in the same age-group. The existing intervention in education targets more at ensuring universal enrolment ratio of the children in the age group of 6-14

than retaining them above 14 years. This has shown significant improvement in the enrolment ratio and overall improvement in the educational status of children in the age group of 5-14 years.

- The incidence of child labour has been found in strong correlation with the income and economic conditions of the families. Poverty produces child labour. With the increase in the income level of these poor households, child labour has been found declining. A very strong correlation between the MPCE and child labour has been underlined in the survey.
- Shocks like the loss of main earner of the family or main source of the income trigger child labour. The social protection measures with a view to addressing the problem of such families are negligible. The study of Nagapattinam district shows that there is a strong need of social protection measures to save such households from distress condition due to economic or natural disaster shocks. The existing social protection measures are not designed to meet the exigencies of schoks or natural disaster. Relief and rehabilitation measures which follow in case of natural disasters give only temporary relief and not a permanent solution. Strong social protection measures, especially designed for the above purpose would be an appropriate policy intervention in the form of an introduction of strong social protection measures that are especially designed to deal with social and economic shocks.
- The incidence of child labour in MGNREGS is none in case of 5-14 years of age. However, in a number of cases, adolescents (15-17) years were found working driven by sheer necessities. Some of these children were the only male earning members of the family. Prohibiting children of 15-17 years of such families from employment do not help either the families or such children. For, if they are not allowed to work in MGNREGS, they go to some other places, which are sometimes more exploitative and harmful to the health of the child. It is recommended that children in the age-group of 15-17 of such families which does not have any other adult earning member are allowed to work in MGNREGS. The Act can be suitably amended. Alternatively, through a nation-wide survey, such families can be identified and adequately rehabilitated till the child becomes eligible and capable to enter the labour market.
- The task rate system has also been found a trigger of child labour in MGNREGS. Most of the children who had worked in MGNREGS, were helping their parents to earn the minimum wages as per the schedule of rate. Notwithstanding revisions in many states, the task rate continues to be unfriendly to the workers. The linking of MGNREGS wages to the price

index is a welcome approach. However, the schedule of rate needs further and more thorough revision. Also, the linking of MGNREGS wages with price index is negated if the state simultaneously increase the task, as it was done in case of Tamil Nadu.

- The MGNREGS workers come from only particular types of families with extremely vulnerable conditions. There is a constant demand of these families to increase the guaranteed employment days. It is recommended that the minimum guarantee of hundred days can be enhanced upto 150 days and without much adverse effects on agriculture.
- The existing provision of worksite facilities in particular shade and crèche needs to be strictly enforced, as a number of working mother bring their children to the worksites who need suitable care during the work hours.
- The assets creation can be prioritized with a view to increasing fodder, drinking water, etc. in the area. It can be done in a manner to increase their availability and accessibility, which will help children. Children in rural areas are offen employed for such kind of work.

12. Better Labour Practices in Indian Industry
Sponsor/s: GIZ- German Development Corporation
Project Leader: Prof. Dev Nathan

The main objective of this study was to outline some better labour practices in Indian manufacturing through a study of various plants located across the country. Ten manufacturing plants were studied in the East; five in the South; and five in the North; all the units studied were in the manufacturing sector, except one which was in projects and engineering (PE). The study was based on brief but in-depth discussions with heads of either Human Resource (HR) or Industrial Relations (IR) departments of the firms concerned.

The report briefly discusses the impact of the current slowing of the growth rate and looks at the identified better labour practices; it then analyses the factors driving the adoption of these better practices, and then analyses certain legal provisions related to these practices. The report concludes that the changes in labour practices were not a result of the current slowdown in the Indian economy because such changes were brought about by firms before the slowdown. The slowdown, however, accentuated the need for business strategies of competing on quality or with patented products. The changes towards better labour practices are brought about by a combination of market forces, firm strategies and different forms of workers' associational and market power. The findings of this study point to some areas that require further investigation and analysis.

13. Convergence Child Labour Project: Building Knowledgte on Child Domestic Workers with focus on Occupational Health and Safety Issues
Sponsor/s: International Labour Organisation (ILO)
Project Director/ Coordinator: Dr. Preet Rustagi and Ms. Shivani Satija

The research project aimed to understand the extent of child domestic employment in Delhi and Ranchi, and parts of Bihar; conditions that perpetrate child domestic work and occupational health and safety issues. The purpose of the research was to make considered policy recommendations with possible solutions to the National and State Governments relating to Child Domestic Work including its impact on the health and safety of the children. The study focused on two categories of domestic workers: children in the age-group of 5-14 years – who are legally prohibited from work as domestic workers and children in the age group of 14+ -18 years – who are legally allowed to work, but can suffer from occupational health and safety risks and hazards. The study also looked at typology, impact of work, causes of children in domestic work, and the networks and channels promoting migration and employment of children.

Pockets from two areas of Delhi and Ranchi were essentially focused on, namely, poorer areas where those involved in domestic work or families of adolescent and/or child domestic workers might live and secondly, pockets in economically better off areas, (which were adjacent to the slum areas as there is a higher likelihood of part time and full time adolescents and/or children workers living closer to the work place were higher), where households that might hire them may be located. Thus areas of supply and demand were researched and surveyed. A mix of qualitative and quantitative sampling methods was used for the project.

The study unpacked the conventional typology that is used to understand domestic work such as part time, full time and live-in domestic workers and constructed more nuanced ways of categorizing workers involved in domestic work in order to inform better policies. The report explored the perception of the employers of these workers as well as other stakeholders. The study also highlighted innovative methods and entry points to access respondents, given the difficulties and challenges associated with kind of research and help inform future research.

14. **Verification of Gram Panchayats for Nirmal Gram Puraskar (Punjab and Haryana)**
Sponsor/s: Ministry of Drinking Water and Sanitation, Government of India
Project Director/ Coordinator: Dr. Ramashray Singh

The Total Sanitation Campaign (TSC) is a comprehensive programme for ensuring sanitation facilities in rural areas, with the broader goal of eradicating the practice of open defecation. In order to add vigour to the TSC, in October 2003, the Government of India initiated an incentive scheme named the 'Nirmal Gram Puraskar' (NGP), to be given to those 'open defecation-free' Nirmal Gram Panchayats, blocks and districts which have become fully sanitized. The incentive provision is for Panchayati Raj Institutions (PRIs) as well as for individuals and organizations that constitute the driving force for the full sanitation coverage.

A 'Nirmal Gram' is an 'open defecation-free" village wherein all houses, schools and anganwadis have sanitary toilets and there is awareness amongst community members on the importance of maintaining personal and community hygiene, and a clean environment.

The Ministry of Drinking Water and Sanitation (NBA Division) had sponsored this study to verify the claims made by two states i.e. Punjab and Haryana. Nine districts (Amritsar, Bathinda, Fatehgarh Sahib, Ferojpur, Jalandhar, Mansa, Nawansahar, Rupnagar and Sangrur) from Punjab (65 Gram Panchayats) and 4 districts (Ambala, Kurukshetra, Panchkula and Yamunanagar) from Haryana (114 Gram Panchyats) were undertaken by the study team. For Nirmal Gram Puraskar (NGP) verification of GPs that included School, Anganwadis, Individual households, community sanitary complex (CSC) and gram Panchayat itself. The detailed terms of reference, as provided by the Ministry, were filled up, and both soft and hard copies were submitted to the Ministry. The study has since been completed and its report has been uploaded on the Ministry's website.

16. Monitoring and Impact Assessment for the Project- SCQuIP – Jharkhand
Sponsor/s: Navaj Bai Rata Tata Trust
Project Director/s: Prof. Harishwar Dayal

The project aimed to study the status and process of implementation of different components of 'School and Community based Quality Improvement Programme' (SCQuIP). The Impact assessment exercise also studied the actions undertaken and the problems experienced, in order to evaluate, guide and correct the design of the programme and decisions/actions taken for its successful implementation. The research process entailed research investigation, which helped in studying the

effectiveness of the actions, process of change, the factors causing the change, the remedial measures and how effective have they been in resolving them. The Impact assessment report with a comprehensive chapter on findings of the study has been prepared o. The project was executed by IHD's Eastern Regional Centre.The project aimed to study the status and process of implementation of different components of 'School and Community based Quality Improvement Programme' (SCQuIP). The Impact assessment exercise also studied the actions undertaken and the problems experienced, in order to evaluate, guide and correct the design of the programme and decisions/actions taken for its successful implementation. The research process entailed research investigation, which helped in studying the effectiveness of the actions, process of change, the factors causing the change, the remedial measures and how effective have they been in resolving them. The Impact assessment report with a comprehensive chapter on findings of the study has been prepared o. The project was executed by IHD's Eastern Regional Centre.