

# MANPOWER JOURNAL

VOL. L1, No. 4  
OCTOBER–DECEMBER 2017

ARTICLES

NOTES & COMMENTS

BOOK REVIEW

MANPOWER NEWS



NATIONAL INSTITUTE OF  
LABOUR ECONOMICS RESEARCH AND DEVELOPMENT  
Narela Institutional Area, Delhi

N  
I  
L  
E  
R  
D

**NATIONAL INSTITUTE OF  
LABOUR ECONOMICS RESEARCH AND DEVELOPMENT**

**Editorial Board Members**

Editor-in-Chief : Arup Mitra  
Editor : P.C. Parida  
Asstt. Editor : Dipika Sen

**Amitabh Kundu**

Regional Adviser on Poverty  
at UNESCWA, Beirut

**R. Govinda**

J.P. Naik National Fellow for Studies in Education  
and Culture, Indian Council for Social Relations  
New Delhi

**Vinay Swarup Mehrotra**

Professor & Head  
National Council of Education Research and  
Training  
Bhopal, Madhya Pradesh

**T. Haque**

Faculty  
Council for Social Development  
New Delhi

**Partha Pratim Mitra**

Director General  
V. V. Giri National Labour Institute, Noida  
Uttar Pradesh

**Sher Verick**

Senior Specialist on Employment  
ILO, New Delhi

**Muralidhar Vemuri**

UGC Emeritus Fellow  
Center for the Study of Regional Development  
School of Social Sciences  
Jawaharlal Nehru University, New Delhi

**Editorial Team Members**

Ruby Dhar  
A.P. William Wordsworth  
Neha Kumra

# Manpower Journal

Vol. L1, No. 4  
October–December 2017



**National Institute of  
Labour Economics Research and Development**

A-7, Narela Institutional Area

Delhi-110 040

Tel.: 91-11-27787215-17; Fax: 91-11-27783467

Editorial e-mail: [editorialmjnilerd@gmail.com](mailto:editorialmjnilerd@gmail.com)

Website: <http://iamrindia.gov.in>

Subscription

---

	Annual	Single Copy
India	Rs. 1200.00	Rs. 300.00
Other Countries	U.S. \$ 180.00	U.S \$ 45.00

---

Please mail your order/enquiries to:

**National Institute of Labour Economics  
Research and Development**

A-7, Narela Institutional Area

Delhi-110 040

Tel.: 27787215-17; Fax: 91-11-27783467

Editorial E-mail: [editorialmjnilerd@gmail.com](mailto:editorialmjnilerd@gmail.com)

Website: <http://iamrindia.gov.in>

Copyright © 2017, NILERD, Delhi

**II ISSN: 0542-5808**

This Journal or any part thereof may not be reproduced in any form without the written permission of the publishers/Editor.

All data, views, opinions etc., being published in this journal, are the sole responsibility of the authors. Neither the Publishers nor the Editor are in any way responsible for them.

**MANPOWER JOURNAL**  
**National Institute of**  
**Labour Economics Research and Development**

---

**Vol. LI, No. 4, October-December 2017**

---

**CONTENTS**

*Note from the Editor-in-Chief* v

**ARTICLES**

The Determinants of Technical Efficiency of  
Labour Intensive Manufacturing Firms in India  
**Purna Chandra Parida & Kailash Chandra Pradhan** 1

Migrating to Rag Picking: Unfolding some facts about  
Child Rag Pickers in the City of Allahabad, Uttar Pradesh  
**Bhaskar Majumder & G. Rajvanshi** 21

Returns to Education in Odisha: A Comparative Study between Agricultural  
and Industrial Workers  
**Ananya Mitra & Himanshu Sekhar Rout** 43

**NOTE & COMMENTS**

Migration, Remittances and Economic Development:  
from Household Level Perspective  
**Rakesh Ranjan** 63

For an Employable Workforce  
What India needs is a flexible TVET System  
**Abhishek** 79

**BOOK REVIEW**

India's Skill Challenge: Reforming Vocational Education and Training to harness the Demographic Dividend, by S. Mehrotra (ed.)

**Tasha Agarwal**

101

**MANPOWER NEWS**

107

## **NOTE FROM THE EDITOR-IN-CHIEF**

We are glad to present the current issue of Manpower Journal, Vol. LI, No. 4, October-December, 2017. The Manpower Journal provides a unique forum for debates and deliberations on various issues by the stakeholders of research and education. The articles and research papers published in the current issue of the journal indicate immense knowledge, creative ideas and innovative thoughts of the authors. The authors and the members of the Editorial Board have made a major contribution in the preparation of the current issue.

This issue of the journal covers three articles, two notes & comments, one book review and manpower and related news items compiled from various sources. The articles included in this volume focus on the determinants of technical efficiency of labour intensive manufacturing firms in India, returns to education for agricultural and industrial workers, and migration to rag picking. It also brings out notes & comments on migration, remittances and economic development from household level perspective and on India's need for a flexible TVET system for an employable workforce. A book review on "India's Skill Challenge: Reforming Vocational Education and Training to harness the Demographic Dividend", by S. Mehrotra et al. (eds.), 2014 provides an elaborate picture of the existing structure of vocational and skill training in India.

I sincerely thank the authors, reviewers, editorial board members, editor and copy editing team members for their contribution in bringing out this issue. I request the readers for their feedback which is very valuable in improving the quality of the journal. Please send your comments to [editorialmjnilerd@gmail.com](mailto:editorialmjnilerd@gmail.com) .

**Prof. Arup Mitra**  
Director-General  
NILERD

## **ARTICLES**

### **THE DETERMINANTS OF TECHNICAL EFFICIENCY OF LABOUR INTENSIVE MANUFACTURING FIRMS IN INDIA**

**Purna Chandra Parida & Kailash Chandra Pradhan**

#### **ABSTRACT**

*The paper examines factors that explain the technical efficiency of manufacturing firms in India using a stochastic frontier approach. The empirical analysis is based on data collected through field survey on different types of labour intensive manufacturing firms from six states in India. The study found that while technical efficiency is positively associated with experience of entrepreneur, size of the firm and export intensity of firms, it is negatively associated with constraints of doing business such as shortage of capital, lack of incentives from the government, non-availability of skilled manpower, harsh clearance and licence rules, poor infrastructure and heavy tax burden. The paper recommends the policy implication of improving the ease of doing business parameters that would enable the labour intensive manufacturing firms to enhance their technical efficiency.*

**Keywords:** Technical efficiency, stochastic frontier, manufacturing firms, India

**JEL Classification:** D24, L60, O30

---

The authors are Director and Joint Director at National Institute of Labour Economics Research and Development (NILERD), Delhi, India respectively.

This paper uses the primary data collected for a project at NILERD during 2014-15. The authors thank the NITI Aayog (formerly the Planning Commission of India) for funding this project. All errors and omissions are the authors' responsibility. The views are those of the authors and not of the institution to which they belong.

Authors' E-mail: paridapc@gmail.com; kailasheco@gmail.com

# **MIGRATING TO RAG PICKING: UNFOLDING SOME FACTS ABOUT CHILD RAG PICKERS IN THE CITY OF ALLAHABAD, UTTAR PRADESH**

**Bhaskar Majumder & G. Rajvanshi**

## **ABSTRACT**

*This paper studies the livelihood issues of rag picking children in the city of Allahabad in Uttar Pradesh during 2016. Based on the primary survey of a core sample of rag picking children and sub-samples of their adult parents/guardians, junk dealers and facilitators in the rag picking processes in the city, the paper concludes that the out of school children engaged in rag picking reflect their adverse inclusion at the bottom of the labour market. Because of the invisibility of the employers, the children working as rag pickers in the city of Allahabad are considered in this paper as self-employed. Most of the rag-picking children were living in dilapidated houses in slums of the city and they were engaged to earn income for their households. None of these children had shoes, gloves and masks for their protection at the workspace, making themselves prone to serious health problems. The paper suggests an urgent intervention from the State Government in providing basic healthcare facilities and safety-kits to the rag picking children who are under severe health risk.*

**Key Words:** Migration, rag picking, livelihood, Uttar Pradesh

# RETURNS TO EDUCATION IN ODISHA: A COMPARATIVE STUDY BETWEEN AGRICULTURAL AND INDUSTRIAL WORKERS

Ananya Mitra & Himanshu Sekhar Rout

## ABSTRACT

*This paper examines returns to education in agriculture and industry sectors of Odisha using the primary survey data collected during 2017. While agricultural data were collected from five blocks of Odisha namely Bargarh Sadar, Baripada Sadar, Bhawanipatna, Balasore, and Ghatgaon; industrial data were collected from large scale, medium scale, and small scale industries, micro enterprises and start ups. Fitting a Mincerian type of returns to education model, the study finds that there is a positive and linear relationship between income and education and a negative or negligible relationship between income and experience in both the sectors. The findings of the study point to the fact that agriculture and industrial sectors in Odisha require more attention from the government in education and skill development in order to maximise the returns to education.*

**Key words:** Returns to Education, Agriculture, industry, Odisha

## **NOTES & COMMENTS**

### **MIGRATION, REMITTANCES AND ECONOMIC DEVELOPMENT: FROM HOUSEHOLD LEVEL PERSPECTIVE**

**Rakesh Ranjan**

#### **ABSTRACT**

*Migration has been one of the principal means for households seeking to diversify and improve their livelihood especially in developing countries. The flow of money has a significant potential to enhance the well-being of the family, stimulate growth rate at the macro level and reduce poverty with the multiplier effect of remittances sent from the host-land to the homeland. In developing country like India, remittances have enormous potential to improve the livelihood of a sizeable number of populations since the remittances directly reach the recipients. Many studies have discussed the usage and role of remittances in the development of left behind families and on society through the multiplier effect. However, almost none of these studies discussed the role of remittances in giving an alternate financial support to the left behind families and communities. While several studies have examined the impact of remittances, very few have examined the alternate impact of remittances, which include entrepreneurship. The study examines the use of remittances with the help of NSSO and RBI survey of household remittances explicitly.*

**Key words:** Migration, Remittances, Economic Development of Households, India

## **FOR AN EMPLOYABLE WORKFORCE**

### **What India needs is a flexible TVET System**

**Abhishek**

#### **ABSTRACT**

*This paper examines the global as well as domestic technological changes that necessitate a flexible Technical and Vocational Education and Training (TVET) which will enable the workforce to respond to the current challenges. Indian TVET was designed keeping import substitution and the Lewisian model of development in mind. While it gives more emphasis on manufacturing and has been quite a rigid system, it managed to serve the purpose well till 1980s. But once India entered into the phase of demographic dividend and opened its market, the GDP (gross domestic product) growth as well as skill-intensity increased significantly, thus increasing the demand for better-skilled workers both in quantitative and qualitative terms. As demographic dividend is not going to last forever, the paper suggests measures to make Indian TVET system more flexible to address the problem of employability.*

**Key words:** TVET, technological changes, demographic dividend, workforce, India

---

Owner's Name : National Institute of Labour Economics Research and Development  
Published by : National Institute of Labour Economics Research and Development  
A-7, Narela Institutional Area, Delhi-110 040  
Tel.: 91-11-27787215-17; Fax: 91-11-27783467  
Editorial E-mail: [editorialmjnilerd@gmail.com](mailto:editorialmjnilerd@gmail.com)  
Website: <http://iamrindia.gov.in>  
Printed at : Multiplexus (India)  
C-440, DSIIDC, Narela Industrial Park, Narela  
Delhi-110040, India  
Tel: 91 9971598974/75

## GUIDELINES FOR SUBMISSION OF PAPERS/ARTICLES

Manpower Journal provides a forum for dissemination of information and research findings on different aspects of manpower, employment and related issues. Original research articles and research notes are invited from scholars and practitioners alike.

Articles should be mailed to the Editor, Manpower Journal, National Institute of Labour Economics Research and Development at [editorialmjnilerd@gmail.com](mailto:editorialmjnilerd@gmail.com).

The mail must contain a Declaration stating that the paper is the original unpublished work of the author, and has not been sent elsewhere for consideration of publication.

An abstract (of about 150 words) should be submitted along with the paper at the time of submission. Illustrations, figures, maps and graphs should be prepared in **black and white** and be kept to the minimum.

All papers are referred to experts in the subjects concerned. The editorial decisions will normally be communicated to the authors within three months from the date of submission.

The authors may be asked to revise the article after receiving referee's comments. **The improved version should highlight revisions (in soft copy only) so as to have a quick review of the revisions.**

The papers should be structured through numbered main headings (in all caps bold), subheadings (in upper/lower bold), and sub-sub-headings (in normal italics). Spellings of frequently used words should be consistent all through the paper.

Notes should be numbered in Arabic numerals as superscripts inside the text, and their details should appear as end notes. Tables should appear along with their data sources (if not generated from author's own research) in the appropriate places inside the text. Notes for tables should be marked with (\*), @, #, etc., and should appear at the bottom of the table.

Reference cited in the text should follow the author-date system (e.g., Mitra, 1990) and should be properly referred to at the end of the text in the following style.

### Style for References

**Hazell, P. and S. Haggblade** (1991), "Rural-Urban Growth Linkages in India", *Indian Journal of Agricultural Economics*, Vol.46, No.4 pp. 515-529.

**Meier, G.** (1970), "Development without Employment: Note" in Meier, G. (ed.), *Leading Issues in Economic Development: Studies in International Poverty*, Oxford University Press, New York.

**Krishna, Raj** (1979), "Rural Unemployment: A Survey of Concepts and Estimates for India", Staff Working Paper No.234, World Bank, Washington DC.

**Saith, Ashwani** (1992), *The Rural Non-farm Economy: Process and Policies*, ILO, Geneva.

Five off-prints of the paper and a copy of the issue in which it appears will be supplied to the author (or to the first-named author where the authorship is shared) by the Institute.

Registered through RNI under R.N. 14384/65



**A view of a part of the NILERD Campus**

**National Institute of  
Labour Economics Research and Development**

**Campus: A-7, Narela Institutional Area  
Delhi - 110 040 (INDIA)**

**Tel. : 27787215-17; Fax : 91-11-27783467**

**Editorial e-mail: [editorialmjnilerd@gmail.com](mailto:editorialmjnilerd@gmail.com)**

**Website: <http://iamrindia.gov.in>**