



Lucknow Management Association Annual Convention Journal 2016

CALL FOR PAPERS

Theme: Employment Generation – Strategies and Action Agenda

Employment has been as an important subject in the development agenda national governments and international organizations. Changing global economic situation has renewed the concern for job creation across different national economies. Productive employment is seen as a means for poverty alleviation, and a control tool for other social evils.

Applying conventional economic analysis, policies and public programs, the leading economies of the world have spent a few trillion dollars over the past year to offset the economic impact of financial collapse and stimulate employment generation through economic growth. In spite of this unprecedented expenditure, according to official ILO figures, 197 million people were without jobs globally in 2015. Slower growth of the global economy driven by slowdown of the major emerging economies further likely to aggravate this concern. According to ILO estimates, global unemployment is expected to rise by 2.3 million in 2016. Most of this increase is expected in emerging economies. Youth unemployment rates are hovering around 13% (nearly 75 million) since last seven years—is also a concern. In additional to quantity the quality of jobs created remains a pressing issue worldwide. Vulnerable employment accounts for 46 per cent of the total employment globally--1.5 billion people globally--which is much higher in emerging and developing economies.

Multidisciplinary e-conference on Global Employment Challenge (GEC) of The World Academy of Arts and Sciences (Napa California), a high profile global think tank, came to three conclusions:



a) high levels of unemployment, especially youth unemployment, are incompatible with national and global peace and social stability; b) social costs of high levels of unemployment in terms of rising levels of welfare expenditure, crime, violence and terrorism are greater than investments needed to remove this scourge; c) permanent solution requires recognition of employment as a fundamental human right and the restructuring of economic policies to maximize human welfare. Millennium Development Goals (MDGs), recognised that employment was fundamental in the fight against poverty and social exclusion. The main aim of the Government agenda should therefore be to place employment at the heart of economic and social policies. The agenda should be to provide decent work to people, promote employment opportunities and improve the qualitative dimensions of employment. According to the India Labour & Employment Report 2014, States such as Bihar, Odisha, Uttar Pradesh and Madhya Pradesh are low on all indicators of good quality employment as the historically deprived groups – SCs and STs – reside in these States. Concerned with the situation, Government of Uttar Pradesh has taken some initiatives; however, more needs to be done to eliminate this scourge using multiple strategies.

In this background *Lucknow Management Association* (LMA) is organizing a convention on November 19, 2016. A Convention Journal on this theme with peer reviewed papers will also be published and released during the Convention. LMA is calling for original research articles on the following themes for publication in the Annual LMA convention Journal.

Theme 1: Enhance employment generation through promotion of manufacturing sector and small businesses

Make in India promises to transform India into a global hub of manufacturing aiming to create 100 million new jobs by 2022, raise its share in GDP to 25 per cent by 2022 against around 17% in 2014-15. The manufacturing sector, which currently accounts for just 12.6% of India's labour force. In India, small businesses—MSME sector—contributes nearly 8 percent of the country's GDP, 45 percent of the manufacturing output and 40 percent of the exports. They provide the largest share of employment after agriculture. Although SMEs employ 40% of India's overall workforce, they contribute only a small proportion the nation's GDP.

We invite research articles and cases on this theme focused on how quantity and quality employment can be generated with increased investment in manufacturing sector and MSMEs; and what policy initiatives will facilitate this?

Theme 2: Meeting the Challenge of Skilling India for Employment Creation

Numerous studies worldwide confirm that large scale unemployment co-exists along with high levels of unfilled jobs in both industrialized and developing countries. Wall Street Journal (2007) revealed that there were 600,000 unfilled jobs in Germany, of which 40,000 were jobs for engineers and other skilled people. Another survey revealed that 80% of small firms in Germany find it very difficult to mobilize the skilled labour force that they require. Small manufacturers and building contractors in the USA are among those that report severe difficulty in recruiting skilled workers. A World Bank study of corporations in developing countries found that 50% of them suffered from a shortage of skilled workers. While Make in India looks to boost manufacturing in India and thus create more jobs, the dismal fact is that less than 4% of the Indian workforce is skilled; in China the proportion is 47%, in Germany it is 74%, in Japan it is 80% and in South

Korea it is 96%. India aims to skill 402 million people between now and 2022; of these, at least 110 million workers are required in over 25 select sectors such as textiles, automobiles, construction, banking and retail. Skill India aims to provide a job-ready workforce to the industry to ramp up productivity and ultimately aid economic growth. Noting that India will have a surplus manpower of 40 to 50 million over the next decade, the vision is to provide this manpower with the skills to make India the world's 'human resource capital' just as China is recognised as the 'manufacturing factory'.

National Skill Development Agency has been entrusted with the task and Skill India Mission has taken centre stage with the prime minister throwing his weight behind it. As of 2011, the U.P.'s workforce is estimated at 6.69 crore persons, only 34 per cent are employed in non-agricultural activities. NSDC forecasts that between 2012 and 2022, an incremental demand (cumulative for 10 years) for 1.1 crore persons will be generated in Uttar Pradesh. Maximum demand will be generated from sectors such as 'building, construction and real estate', 'organised retail', 'banking, financial services and insurance'. On the supply side there is a deficit of about 21, 00, 000 people in skilled category in addition to qualitative upgrading skills needs of close to 1.20 crore people in the State.

We invite research articles and cases on this theme focused on how skilling India initiatives can be used to build competitive advantage for India—specifically in the state of Uttar Pradesh—leveraging the “demographic dividend” in the state.

Theme 3: Government Employment Programmes and Employment Generation

Research based evidences show that government-sponsored employment guarantee programs are a viable option for addressing unemployment in a wide range of developed and developing countries. It has also been observed that the social costs of high unemployment far outweigh the cost of public jobs programs capable of generating full employment.

Notwithstanding the need for such Government interventions, evidence based studies to measure effectiveness of the schemes and evaluate their outcomes are limited. Research focussed on evaluating the impact of the several central and state Government employment generation schemes, leakages, ways of improving their impact, and models of effective government employment programmes elsewhere in the world are invited for publication on this theme.

Theme 4: Creating Employment through Technological and Organizational Innovations

Impact of technological innovation and organizational innovations is ambiguous. While product innovation are generally assumed to increase employment due to increased demand for new and enhanced product, process innovations may have a negative effect on employment due to displacement effect. However, process innovation increase efficiency and productivity of firms; this raises the firm's competitive advantage leading to greater scope to be a global supplier. Increased scale of operations may create more employment.

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Rise of digital economy and technology ventures, and with hopes for technology giants emerging from India it is unclear how and whether they will lead to significant direct and indirect employment generation.

In the mid-1980s, Government of India generated more than a million new jobs by introducing a simple innovation to promote telephone booths as a self-employment program. A similar innovation in the current technological scenario would be needed again to boost employment. The internet combines technical innovation with organizational or social innovation. With huge job opportunities largely unknown to the public-at-large, the potential for Internet-based self-employment remains vastly underutilized.

We invite articles and cases addressing the issues raised in this theme which may or have positively impact employment generation.

Besides the above mentioned themes interesting articles broadly addressing the issue raised—strategies for employment generation—are welcome.

Submission of Papers:

Research papers/ case studies on any of the above themes typed (in font 12 Times New Roman) in double space and accompanied by an abstract of the paper in not more than 200 words may be sent to sabyasachi@iiml.ac.in. The length of the paper should not exceed 15 pages including tables, figures, annexure, etc. Selected papers after blind peer review will be published in the LMA Convention Journal.

Important Dates

Deadline for abstract submission: August 30, 2016

Decision on accepted abstracts: September 10, 2016

Deadline for full paper submission: October 10, 2016

Date of pre-convention colloquium: November 18, 2016

Date of Convention: November 19, 2016

Venue of Convention: LMA Conference Hall, Scientific Convention Centre
1 Shahmina Road, Chowk, Lucknow 226003 Uttar Pradesh (India)

Authors of the papers selected for publication will be invited to present their papers on 18th November, during the pre-convention colloquium. Authors of the best paper will be felicitated in the inaugural session of the convention. The convention will have eminent domain experts as panelists in different sessions.

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About Lucknow Management Association

LMA is an affiliate of All India Management Association with a multi-disciplinary membership of about 1400 individual and around 100 institutional members from across many sectors. LMA organizes a variety of programmes including interactions on issues of vital public policies. LMA has an executive committee with five elected office bearers and twenty other nominated professionals. Mr. Alok Ranjan, Chief Secretary, Uttar Pradesh, is the current President of LMA. It also has an advisory council headed ex-officio by Chief Secretary, Uttar Pradesh. LMA organizes a variety of activities including a theme based annual convention on some vital public policy. For details visit www.lmalucknow.in.

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