



ON-CAMPUS
FULL-TIME PROGRAMME

INFORMATION BOOKLET

Master of Arts in

LABOUR AND DEVELOPMENT (MLD)

School of Interdisciplinary and Transdisciplinary Studies (SOITS)



RECOGNITION

IGNOU is a Central University established by an Act of Parliament in 1985 (Act No. 50 of 1985). IGNOU degrees/ diplomas/ certificates are recognised by all the member-institutions of the Association of Indian Universities (AIU) and are at par with degrees/ diplomas/ certificates of all Indian universities/ deemed universities/ institutions.

IGNOU offers 'round-the-year admission' to its programmes under the 'Walk-in-Admission' Scheme. Candidates can obtain admission application forms at the regional centre/ study centre, Student Registration Division (SRD), Headquarters and also can download the prospectus and application forms from the University website at www.ignou.ac.in and can submit the same only at the concerned regional centres either through post or in person. Application forms can also be submitted along with programme fee through the online Internet payment gateway.

All rights reserved. No part of this work may be reproduced in any form, by mimeograph or any other means, without permission in writing from the Indira Gandhi National Open University, New Delhi,

Further information on the Indira Gandhi National Open University Programmes may be obtained from the University's office at Maidan Garhi, New Delhi - 110068 or its website www.ignou.ac.in

Printed and published on behalf of Indira Gandhi National Open University, New Delhi, by Registrar, Material Production & Distribution Division.

Design & Production: IANS Publishing

CONTENTS

1	INTRODUCTION Indira Gandhi National Open University (IGNOU) School of Interdisciplinary & Transdisciplinary Studies (SOITS)	04-06
2	MASTER OF ARTS IN LABOUR AND DEVELOPMENT (MLD) Objectives and the scope, Approach/Methodology, Semester-wise Plan Syllabus at a Glance	07-08
3	SYLLABUS & COURSE OUTLINE Semester I MLD-001 Labour and Development: Basic Issues and Interrelations MLD-002 Labour and Employment in Development Theory MLD-003 Indian Economy and Society in Transition MLD-004 Labour and Development in India Semester II MLD-005 Labour Market Institutions and Labour Mobilisation MLD-006 Globalisation and Labour MLD-007 Changing forms of Production and Labour MLD-008 Research Methodology – Part I : Quantitative Semester III MLD-009 State and Labour MLD-010 Formal and Informal Labour MLD-011 Women, Work and Employment MLD-012 Research Methodology- Part II : Qualitative Semester IV MLDI-013 Seminar Paper MLDL-014 Dissertation	09-17
4	FACULTY TEAM	18-19
5	GROUP ON LABOUR & DEVELOPMENT (glad@ignou)	20-21

INDIRA GANDHI NATIONAL OPEN UNIVERSITY (IGNOU)

Since its establishment in 1985, IGNOU has contributed significantly to the development of higher education in the country through the Open and Distance Learning (ODL) mode. At present, it is the largest university in the world, which offers more than 300 programmes, through over 3,500 courses to cumulative student strength of over 3 million students.



V.N. RAJASEKHARAN PILLAI
Vice Chancellor

The 'People's University' follows a learner-centric approach and has successfully adopted a policy of openness and flexibility in entry qualifications, time taken for completion of a programme, and place of study. One of the biggest contributions of the University has been making available to long-distance learners, courses which were hitherto exclusively limited to face-to-face classroom transactions.

The University has a special focus on promoting the educationally backward regions. New educational and training initiatives in the North-Eastern states and Sikkim are currently underway. These initiatives would lead to the creation of basic infrastructure in the region, using the



latest in the Information and Communication Technologies (ICT) for the region.

In the recent past, the University also extended its outreach beyond the borders of the country. IGNOU has entered into bilateral and multilateral alliances with several countries, especially in Asia and Africa: Australia, United Kingdom, France, United Arab Emirates, Qatar, Kuwait, Oman, Bahrain, Abu Dhabi, Seychelles, Mauritius, Maldives, Ethiopia, Madagascar, Papua New Guinea and Liberia.

IGNOU has the unique distinction of combining the conventional role of a University with that of an apex body in the promotion, coordination and maintenance of standards in distance education, through

continuous assessment and accreditation of the ODL institutions. The University established the Distance Education Council (DEC) in 1991 as a statutory authority to ensure high-quality education through the ODL systems. The DEC has developed the ethos of sharing professional capabilities and resources with its peers.

A most recent milestone in the history of the University is the launch of on campus and full-time programmes under different schools of studies at various levels at its headquarter campus in New Delhi. So now IGNOU is also committed to create a highly competent face to face learning and research system in the coming years along with upholding the legacy in open and distant education system.



SCHOOL OF INTERDISCIPLINARY AND TRANSDISCIPLINARY STUDIES (SOITS)

The School aims at meeting the requirements related to the study and training, in the areas of interdisciplinary, and trans-disciplinary and intersectoral issues. It was established in 2007 with the objectives of offering various interdisciplinary programmes and undertaking research and development in the areas of study that are interdisciplinary in nature. The Master of Arts in Labour and Development is one of the on-campus full-time programmes of the School.



**VELAYUTHAM
SARAVANAN**
Director SOITS

Contact: soitds@ignou.ac.in

MASTER OF ARTS IN LABOUR AND DEVELOPMENT (MLD)

Master of Arts in Labour and Development (MLD) is a Full-time and On-campus Programme offered by the School of Interdisciplinary and Transdisciplinary Studies (SOITS) at the IGNOU headquarters at Maidan Garhi, New Delhi.

OBJECTIVES AND SCOPE

The programme provides in-depth understanding of importance of labour in the development process, with special reference to India and developing countries. The course-work planned in the programme is expected to help students to comprehend the theoretical, conceptual, legal and empirical issues pertaining to labour. Broadly, the programme covers the changing dimensions and profile of labour and employment in India in the context of globalisation. The importance of different stake holders – state, trade unions, NGOs and international organisations- in addressing the ongoing transformations in the labour market are given sufficient attention in the course work.

The course provides an opportunity to students to understand the socio-political and historical underpinnings of development processes in different economies and its impact on labour and employment relations. This will help the students to situate the contemporary developments in Indian economy and labour in a broader context. The programme also trains them to comprehend, analyse and interpret available data in related areas. It is expected that, the students who successfully complete the programme will be eligible to work in the government, NGO's, labour organisations and the corporate sector.

APPROACH/METHODOLOGY

Given the multidimensional nature of labour as a subject and social phenomena, which takes it beyond any single disciplinary framework in social sciences, the methodology of the programme will be purely interdisciplinary. Apart from class room based teaching, students are given ample opportunities to organise and participate in seminars and conferences in related areas as well as to prepare activity-based/practical assignments on each of the modules/units offered in the course work. Learning includes field trips and interaction with labour and labour organisations and NGO's.

The classroom teaching is done by IGNOU faculty and experts in labour studies from various institutions as guest faculty. Field work for the final semester project work is supposed to be done in and around Delhi- NCR region.

Contact: mld@ignou.ac.in

SEMESTER-WISE PLAN

The programme is divided into four academic semesters. There are a total of 64 Credits, where One Credit = 30 learning hours (including classroom teaching, tutorials, field visits, seminars etc.). Except the final semester, each semester has 4 Courses carrying 4 Credits each. The final semester is divided into two courses: a seminar paper carrying 4 credits and a dissertation carrying 12 credits. The following is the outline of the courses included in each of the semesters.

SYLLABUS AT A GLANCE

COURSE CODE	COURSE TITLE	NATURE OF COURSE	CREDITS
SEMESTER-I			
MLD-001	Labour and Development: Basic Issues and Interrelations	Theory	4
MLD-002	Labour and Employment in Development Theory	Theory	4
MLD-003	Indian Economy and Society in Transition	Theory	4
MLD-004	Labour and Development in India	Theory	4
SEMESTER-II			
MLD-005	Labour Market Institutions and Labour Mobilisation	Theory	4
MLD-006	Globalisation and Labour	Theory	4
MLD-007	Changing forms of Production and Labour	Theory	4
MLD-008	Research Methodology – Part I : Quantitative	Theory	4
SEMESTER-III			
MLD-009	State and Labour	Theory	4
MLD-010	Formal and Informal Labour	Theory	4
MLD-011	Women, Work and Employment	Theory	4
MLD-012	Research Methodology - Part II : Qualitative	Theory	4
SEMESTER-IV			
MLDI-013	Seminar Paper	Theory/Practical	4
MLDL-014	Dissertation	Project	12
TOTAL CREDITS			64



SYLLABUS & COURSE OUTLINE

MLD Team acknowledges the advice and inputs received from several experts, while preparing this Syllabus. Special thanks are due to : Navin Chandra, D. Narasimha Reddy, K.P. Kannan, Sabyasachi Bhattacharya, Prabhu Mohapatra, Indu Agnihotri, G. Omkarnath, Padmini Swaminathan, Kamala Shankaran, Shashibhushan Upadhyay, Narayan Prasad, Satish Deshpande, Praveen Jha, Preet Rustagi, Jesim Pais, Neetha N., Vijaya Rajni, Supriya RoyChowduri, Partha Pratim Sahu and M. Vijayabaskar.

Semester I

MLD-001 Labour and Development: Basic Issues and Interrelations (Theory; 4 Credits)

Course Contents

- ◆ Basic concepts of labour and development through multidisciplinary perspectives; Meaning of economic growth and development; Relationships between employment, productivity of labour and economic growth; Types of employment; Employment status and estimates; Distribution of workforce across sectors and relative productivity levels.
- ◆ Changing paradigms of development; Development Orientations: Quantitative and Qualitative aspects; Concepts and measures of development (GDP per capita) and human development (HDI).
- ◆ Life and work conditions of labour; dimensions of state intervention; Growth in employment and growth in external markets; Technical innovations and their diffusion; Urban growth and cross border migration of labour; Capital accumulation and technical change in relation to labour productivity; Select global trends.
- ◆ Historical context of the emergence of wage labour; Industrial Revolution and the development of a market in labour; Colonial experience and the underdevelopment of labour markets in the developing countries; Failure of industrialisation strategies to transform labour; The economics and politics of poverty alleviation; Meaning of Globalisation and its relation to world of work-Livelihoods and coexistence of multiple forms of labour.



MLD-002 Labour and Employment in Development Theory (Theory; 4 Credits)

Course Contents

- ◆ Labour in Classical Theories of Development: Ricardian and Marxian Conceptualisations; Commodity Production and Creation of Surplus Value; Dual Character of Commodity; Duality in Labour Use: Labour Theory of Value; Production and Realisation of Surplus Value.
- ◆ Neo-Classical Conceptualisation of labour; Demand for and supply of labour and its determinants-marginal productivity; Elasticity of labour demand; Critique of Neo-classical approach; Keynesian conceptualisations and labour markets; Labour market versus product market; Labour market as a social institution.
- ◆ Labour in Modern Theories of Development: Labour surplus theories and dual labour market theories; Sociological Dualism and Labour Supply in Traditional Societies; Economic Dualism and Development with Labour Surplus (Lewis); Further Analysis of Surplus Labour and Extension of Lewis Model (Fei and Ranis); Theory of Unequal Exchange; Core/Periphery and North/South distinctions in Development.
- ◆ Trade, Development and Employment: Hecksher-Ohlin Model and Free Trade and Labour Mobility Within and Between Countries and its extensions/experiences; Employment Strategies for Development: Choice of Techniques, Appropriate Technology and Labour Intensive Strategy; Development, Structural Change and Employment Structure: Links between Development and Sectoral Shifts in Employment; Patterns of Structural Change in Developed Countries; Structural Retrogression in Developing Countries like India; Regional Disparities in Labour Markets and Economic Development.

MLD-003 Indian Economy and Society in Transition (Theory; 4 Credits)

Course Contents

- ◆ Analysing Socio-Economic Change and labour in Historical Perspective in India; Capitalism as an Economic System: Origins, nature and structure of capitalism and labour; The transition from Feudalism to Capitalism and labour.
- ◆ Understanding rural labour dynamics; Relation between caste and occupation; Feudal and tenancy systems; Patron-client systems; Debt bondage; Interlinked factor markets and interrelated



labour markets; Segmented labour markets; Rigidities and Flexibilities in the labour market; Industrialisation and social change; India's industrial labour; Historical phases; Sectoral and regional analysis; Changing employer-employee relations in Industrial sector; Emerging workplace relations in the service sector.



- ◆ Concepts and measurement of Employment and Unemployment and their types - Full employment, Under-employment, Disguised unemployment, Self employment; Introduction to Census/NSSO concepts/definitions; Labour force participation; Temporal Changes in Employment and Unemployment; Sectoral and occupational classifications and patterns; Quality of Employment (Wages and Working Conditions) in India.
- ◆ Factors determining demand for and supply of labour: Micro factors, demographic factors, gender, size and composition; Changing dimensions of caste, class and gender and its implications on labour market; Understanding social exclusion and the concept of inclusive growth; Marginalised and vulnerable sections in labour market: Migration, Bonded (unfree) labour, women labour, child labour, migrant labour .

MLD-004: Labour and Development in India (Theory; 4 Credits)

Course Contents

- ◆ Understanding Indian labour scenario through important reports and secondary information
- ◆ Reports of major committees and commissions; Royal Commission Report; Labour Investigation Committee Report
- ◆ Towards Equality Report; Report of First National Commission on Labour; Shramasakthi Report; National Commission on Rural Labour
- ◆ Report of Second National Commission on Labour; Reports of the National Commission for Enterprises in the Unorganised Sector.

Semester II

MLD-005: Labour Market Institutions and Labour Mobilisation (Theory; 4 Credits)

Course Contents

- ◆ Institutional influences on labour market; Formal and informal institutions in the Indian labour market; caste, gender, religion etc
- ◆ Historical evolution of Labour movement in India; Labour Movements; Peasant and Worker Protests in India; Mobilisation of working class and its implications on Development; Case of Kerala Model of Development
- ◆ Trade Unionism; Theoretical framework; Comparative trade unionism; Industrial Relations; Approaches to Industrial Relations; Stakeholders in industrial relations; Tripartism and Social Dialogue in India; Collective Bargaining; Workers' Participation in Management; Impact of trade unions on productivity and wages with reference to Kerala case; meaning of "militant trade unionism" in the Indian context.
- ◆ Temporal Changes in Industrial Disputes in India; Decline of worker organisations in recent periods; Challenges of trade union movement in the times of globalisation and technological change; Contemporary labour movements, new initiatives and the revival of trade unionism.

MLD-006: Globalisation and Labour (Theory; 4 Credits)

Course Contents

- ◆ Globalisation; Structural adjustment programmes and economic reforms; Challenges for labour; South Asian and developing country experiences; Relevance of inclusive development and protection of quality employment.
- ◆ Decent work and its components; Employment, Social Protection, Social Dialogue and Workers' Rights; Decent work deficit/challenges of Globalisation.
- ◆ Recent transformations in global business order and production systems and its implications on labour; Global production systems; Outsourcing and delocalisation of work; Protection against vulnerabilities and insecurities.



- ◆ Globalisation and migration; Socio-political aspects-state policies; Migration; Conceptualising migration in Indian context and its labour market implications; Internal, international, sectoral, circular and seasonal concepts in migration.

MLD-007: Changing Organisation of Production and Forms of Labour (Theory; 4 Credits)



Course Contents

- ◆ Introduction to models of production; Fordist, Tylorist and Post-Fordist systems; New international division of labour; Macro regimes and industrial organisation
- ◆ Labour process; Changing quality of work and employment; Global production systems; Changing roles of human resource management; Shift from centralised forms of production to decentralised and delocalised systems
- ◆ Subcontracting and home based production; Outsourcing, transnational outsourcing (off-shoring); Labour in service sector and new economy occupations
- ◆ Challenges, insecurities and vulnerabilities of changed modes of production organisation; Job security, organising challenges, quality of employment and the need for strengthening governance frameworks.

MLD-008: Research Methodology – Part I: Quantitative (Theory; 4 Credits)

Course Contents

- ◆ Comprehending quantitative research; The role, purpose and scope of quantitative research in labour research; Underlying principles; Inductive and Deductive Methods; Concepts and their measurements; Reliability and Validity; Nature, characteristics, process and values; Preoccupations of Quantitative Research; Measurement, Causality; Generalisation and its limits- Replication.
- ◆ The structure of quantitative data; Secondary versus primary data sources; Population versus Sample; Levels of Measurement; Nominal, Or-

dinal, Interval and Ratio; Cases, variables, values, data sets; Good data vs. bad data; Concept of Time series, Cross Section and Panel Data; Research design and sampling; Conceptualising quantitative studies; Formulating research design; Data collection methods; Specifying and operationalising the variables; Sampling methods; Their strengths and weaknesses; Sample Size and representative sample.

- ◆ Data Presentation; Frequency distribution, Tabular presentations, Graphs, Charts, Diagrams; Basic Statistical and Quantitative tools; Measures of central tendency; Measures of dispersion, Standard error; Probability; Simple correlation and regression; Index numbers; Consumer price indices; Deflators; Poverty estimation; Lorenz curve; Gini coefficient; Utility of small sample tests; Degrees of freedom and confidence intervals; Hypothesis testing; Growth rates.
- ◆ Use of Major Data Sources on Labour; Basic concepts and data sources of labour and employment statistics; Familiarisation of electronic-based data sources on labour and employment; Estimation procedures of key indicators such as labourforce participation rate, workforce participation rate, unemployed, underemployed and so on by a wide variety of household/demographic characteristics and regions; Use of statistical packages to analyse labour statistics

Semester III

MLD-009 State and Labour (Theory; 4 Credits)

Course Contents

- ◆ State policies and labour – conceptual linkages and theoretical perspectives-evolution of labour market regulation and legislation in India relating to the formal and informal economy –Influence of the ILO and International Labour Standards- Decentralisation of the state and labour governance.
- ◆ State and the changing regimes of regulations-Major labour laws in India and their provisions - State as an employer – policies and regulative mechanisms related to government and public sector- wage fixation ,dispute settlement, pay commission etc- Labour administration system in India – Challenges in enforcement of legislation, costs of enforcement – Current debates on regulation, flexibility, studies on the effect of labour reg-

ulation on the workplace/firm, levels of employment, wages, and development indicators-



- ◆ Central and state level interventions for labour welfare, social protection, employment policies and schemes for informal sector workers – social security schemes - Recent governmental initiatives for unorganised sector workers – National Rural Employment Guarantee Act (NREGA) – Contributions of National Commission for Enterprises in the Unorganised Sector (NCEUS) – The Unorganised Sector Workers Act, 2008.
- ◆ Concept of international state and labour- global demand of labour and immigration policies in comparative framework- international treaties (GATT, WTO etc) and labour-free flow of global capital and the restricted migration of labour

MLD-010 Formal and Informal Labour (Theory; 4 Credits)

Course Contents

- ◆ Theoretical approaches to informal economy; Significance of Informal (Unorganised) work in India; Mapping out the phases of informal labour in India; Administrative classification of work and the issues of invisibility; Levels of informal economies and the facets of informal work; Quantifying informal employment; Declining organised (formal) sector employment; Informal employment in the formal sector
- ◆ Comparative framework of growing informalisation of employment and labour markets in developing and developed countries; Casualisation-contractualisation-subcontracting and growth in home based production arrangements; Seasonal work and circulation of labour; Urban economy and the migrant works
- ◆ Case studies of informalisation in various sectors within India e.g. garment industry; Textiles; SEZs; Indigenous labour and craft in the community based informal economies
- ◆ The challenges posed by informal sector in Indian economy; Quality of Employment in the Informal Sector (Wages, Working Conditions and Job Security); Social Security Concerns of the Unorganised Workers and the right based perspective; The need for protective legislations and welfare measures; Implementation issues (issues of identification, establishing

delivery systems and financing); Role and experiences of trade unions and organised interventions in the informal sector.

MLD-011: Women, Work and Employment (Theory; 4 Credits)

Course Contents

- ◆ Understanding Women's Productive and Reproductive Work; Theoretical Approaches to Women and Labour Market; Theory of Patriarchy; Understanding traditional division of labour and women's roles; Invisibilisation of women's work; Domestic Labour Debate; Women in Marxian Framework; Human Capital Approach; Various Approaches to Women and Development; Global division of labour and feminisation; Home based work, unpaid work, care work.
- ◆ Historical evolution of women's work in various phases in India; Restrictions to certain categories of work by legislation; Women and development in the post independence period; Developmental policy; Women in early phases of planning; Sectoral pattern and changes; Women in agriculture and primary sector activities; Unpaid family workers and self employed women-home based workers-contractual workers; Sectoral concentration as informal economy workers; Disparities in wages and earnings; Feminisation of poverty; Work related migration; New sectors and occupations into which women are gaining employment; Findings from Shramshakti Report; Debates around women's work; Gender mainstreaming in planning and practices
- ◆ Select women workers related legislative provisions, such as maternity benefits, child care worker related protection; Equal wages for equal work; Equal opportunities bill; Issues related to security measures; Role of women in trade unionism and labour negotiations; Cases of women's initiatives like SEWA
- ◆ Specific issues of women's work and the appropriate use of methodology; Data categories; Women within the labourforce and outside; Household and domestic responsibilities outside the domain of SNA work; Insights from Time use data categories; SNA, Extended SNA and non-SNA; Sources of secondary data .



MLD-012: Research Methodology Part II – Qualitative (Theory; 4 Credits)

Course Contents

- ◆ Philosophy of social science research; Different trends; Use of theories in qualitative research; Field work tradition
- ◆ Collection of data; Use of techniques; Questionnaire; Interview; Participant and non-participant observation; Ethnography; Case Studies; Oral history documentation; Text/Content Analysis; Other sources of Qualitative Data
- ◆ Transcription and/or translation of data; Classification of (indexing) data; Interpretation and analysis of qualitative data; Empirical cases of qualitative studies in labour research; Quality of data and ethics in research
- ◆ Social problems and the combinations of research; Combining the qualitative and quantitative methods; Practical lessons

Semester IV

MLDI-013 Seminar Paper Theory and Practical (Practical; 4 Credits)

- ◆ Survey of secondary literature; Writing literature review; Formulation of hypothesis/ research questions; Contextualisation of research questions and issues; Designing the research; Preparation of a research proposal; Seminar presentation



MLDL-014 Dissertation (Project; 12 Credits)

- ◆ Exploration of secondary data; Field level interactions; Collection of data; Analysis of data; Writing and submission of research thesis

FACULTY TEAM



Babu P. Remesh

(Coordinator, MLD; Ph D, CDS/JNU) is a trained economist with specialisation in labour studies. His current research interests include informal sector and livelihood issues, social security, ICT and new forms of work organisation and labour history.



Sadananda Sahoo

(Joint Coordinator, MLD; PhD, Central University of Hyderabad). A sociologist by training with special interests in sociology of development, diaspora studies, labour, migration and public policy.



C.P. Vinod

(Senior Consultant, MLD) did his Ph D. (Anthropology) from Kannur University with a Doctoral Fellowship from University of Zurich. His current areas of research interest include anthropology of globalisation, indigenous communities and informal labour.





Shubhangi Vaidya

PhD (JNU), A sociologist with special interest in sociology of disability, gender and diasporic literature. She has several years of experience in the preparation of course material for open and distance programmes in Sociology and Gender Studies.



Ratheesh Kumar

PhD (IIT, Mumbai), a trained Anthropologist with special interests in anthropological theory, sociology of education, dalit studies, popular culture and caste today.



Subhakanta Mohapatra

did his PhD in Geography (Utkal University). His research areas include regional development and planning, population, environment & health geography and climate change-with a special focus on vulnerability and adaptation.

The Guest Faculty comprises of eminent experts, from within and outside India.





Babu P. Remesh
Coordinator, GLAD@IGNOU

Group on Labour and Development (GLAD@IGNOU) is a collective of faculty members and students from the SOITS and all the other schools of the University, who work on and/or are interested in discourses, research, education and training related to theme, 'labour and development'. The group attempts to deepen the understanding of labour in its varied manifestations through interdisciplinary and transdisciplinary ways and make the development debate more labour sensitive and informed one.

GLAD@IGNOU holds regular seminars, colloquia, film shows, workshops and so on,



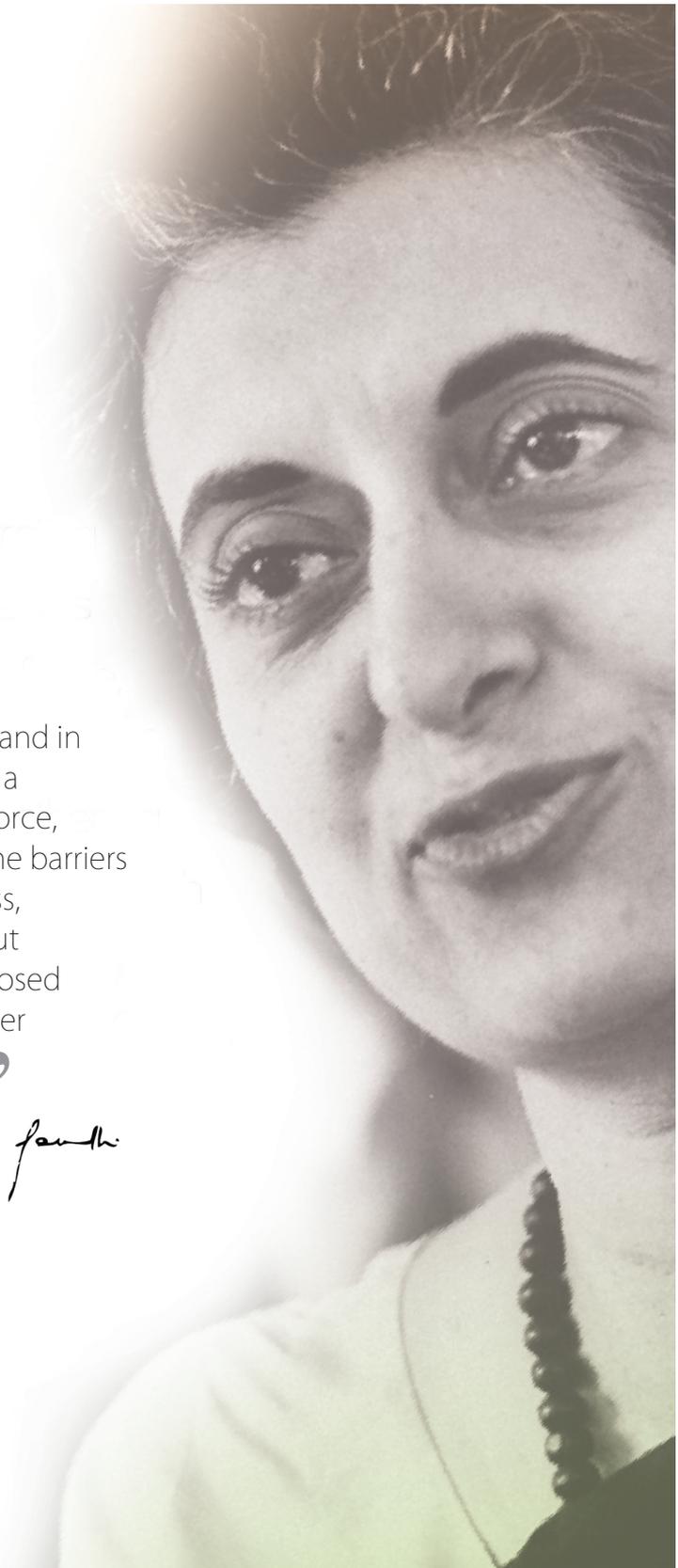
on issues closer to labour and development. GLAD also initiates new academic programmes, research and publication on labour related areas. The Master of Arts in Labour and Development (MLD) is one such initiative of GLAD. The group also provides a forum for faculty and students to work and network, professionally, on issues related to labour, employment and social development.

GLAD engages in a constant dialogue with development agencies, researchers, activists, policy makers and the general public, giving special attention towards promoting standards,

rights and movements of labour, with a special focus on contemporary India. GLAD also aims at establishing an apex repository of information on labour, which inter alia supports the nurturing of labour studies in the country and abroad. Accordingly, initiation of substantive research in the area of labour and development is also central to GLAD. The innovative experimentations of the group are expected to provide crucial inputs that help bridging the gap between theory and practice at various levels of development planning and in the formulation of relevant policies pertaining to labour.

Contact: glad@ignou.ac.in





Education is a liberating force, and in our age it is also a democratising force, cutting across the barriers of caste and class, smoothening out inequalities imposed by birth and other circumstances. ॥

Indira Gandhi



School of Interdisciplinary and Transdisciplinary Studies

Indira Gandhi National Open University

Maidan Garhi, New Delhi - 110068, INDIA | www.ignou.ac.in