



4th International Conference On Labour & Employment, Centre for Public Policy & Governance (CPPG), Goa Institute of Management

All You Imagine as Light: Strengthening Labour Institutions and Amplifying Worker Voice for Decent Employment

On 5th and 6th June 2025

In Hybrid Mode – Via Zoom and on Campus at GIM in CR 12

Zoom meeting link: <https://zoom.us/j/98313460495?pwd=WEI68g5aSaa3gOIk4ek3PJ2pHldmoz.1>

Meeting ID: 983 1346 0495

Passcode: 854539

(Same link and credentials for both days)

Schedule

Day 1: 5th June 2025 (Thursday)	
9.30 to 10.00 am	Registration (Venue CR 12)
10.00 to 11.15 am	Inaugural Session & Lighting of the Lamp Inaugural Remarks: Prof. Sebastian Morris , Chair, CPPG, GIM Inaugural Remarks: Prof. Ajit Parulekar , Director, GIM Address by the Chief Guest: Ms. Michiko Miyamoto , Director, International Labour Organization, India Welcome address and setting the Context: Prof. Kingshuk Sarkar , Member, CPPG, GIM and Conference Chair Inaugural Keynote Address: Prof. A V Jose , Ex- International Labour Organization Vote of Thanks: Bernice De Souza , Senior Research Associate, CPPG, GIM Chief Rapporteur: Prof Pranusha Kulkarni

11.15 to 11.30 am	Tea/Coffee Break
11.30 to 1.00 pm	Technical Session 1 Sub-Theme 1: Assessing decent work deficit in the Indian labour market Chair: Prof Divya Singhal Keynote address: Madhumanti Sengupta (Programme Manager, FES)
Paper 1	Dr. Aijaz Ahmad Turrey <i>(Online)</i> Living and Working Conditions of the Migrants in Kashmir Valley

Paper 2	Dr. Archaa A J and Dr. Jomon Mathew <i>(Online)</i> Labour Market Inclusion and Survival Movements: A Study Among Women Workers in Kerala
Paper 3	Dr. Reimeingam Marchang <i>(Online)</i> Magnitude of Decent Work Deficit in Regular Wage Employment in Karnataka
Paper 4	Ms. Shija Mitra and Ms. Kasturi Alivelu <i>(In person)</i> Social Upgrading in Apparel GVC: A Case Study of Delhi NCR
Paper 5	Ms. Sanjukta De and Ms. Rajarshi Majumder <i>(Online)</i> In Quest of Decent Work: Employment Quality in India
Paper 6	Dr. Harshil Sharma, Mr. Minaketan Beher, Mr. Santosh Mehrotra <i>(In person)</i> Status of Vocational Education and Wage Gap in the Indian Economy: Empirical Evidence
1.00 to 2.00 pm	Lunch Break (Venue: MDP Dining Hall)
2.00 to 3.30 pm	Technical Session 2 Sub-Theme 3: Building inclusive labour institutions in a changing world Chair: Prof. Chinmaya Behera Keynote Address: Maya John (Faculty, Delhi University)
Paper 1	Ms. Rikhia Bhukta, Ms. Sandhya Garg, and Mr. Ashish Sedai <i>(Online)</i> Digital Payments and Gendered Labor Allocation
Paper 2	Dr. Priyanka Patowari <i>(Online)</i> Gendered Household Labour Division and Its Impact on Marital Satisfaction among Dual-Earner Couples in Guwahati

Paper 3	Dr. Madhumira Ganguly (Online) Navigating Disruption: The Impact of Generative AI on White-Collar Work in India
Paper 4	Ms. Chetana Chaudhuri (Online) More Women at Work, Fewer with Dignity: The Illusion of Progress in Women's Employment in India
Paper 5	Dr. Kalandi Charan Pradhan, Dr. Priyabrata Sahoo, and Dr. Bittu Mandal (Online) A Regional Analysis of Migrant and Non-migrant households in Odisha, eastern India: Exploring earning and living standard disparities through propensity score matching
Paper 6	Dr. Umang Kamra and Dr. Harshil Sharma (In person) Construction Worker Validation: Challenges & Innovations
3.30 to 3.45 pm	Tea/Coffee break

3.45 to 5.15 pm	Technical Session 3 Sub-Theme 4: From law to impact: strengthening labour regulation for ensuring decent work Chair: Prof. Sebastian Morris (Chair, CPPG, GIM) Keynote Address: Jeet Singh Mann (Faculty, National Law University, New Delhi)
Paper 1	Dr. Gautam Kumar Das and Dr. Nijara Deka (Online) Decent vs. Non-Decent Work: Measuring the Wage Gap in India
Paper 2	Ms. Sila Mishra and Ms. Shivali Sharma (Online) Delivering the Gig Workers: Time Use and Social Protection in the Gig Economy
Paper 3	Ms. Anagha Thomas, Mr. Shubham Kumar Singh, and Ms. Meenakshi S Ajay (In person) Women in Transit: Performing 'आना -जाना, टकट कटना' in Telangana's Public Transport Sector
Paper 4	Dr. Snigdha Mohapatra (Online) Policy Shifts and Institutional Gaps: Workplace Inclusion of Third-Gender Individuals in India
Paper 5	Dr. Charu Attri and Dr. Shuchi Sinha (In person) Solidarity and Collective Resistance: How Indian Gig Drivers Reclaim Power in Platform Work
Paper 6	Mr. Dinesh Rajpurohit (In person) Labour Force Participation in Goa

Paper 7	Ms. Sharon B Thottam and Dr. Tulika Bhattacharya <i>(Online)</i> A Study on the Labour Conditions of Labourers in Cochin Special Economic Zone
Gala Dinner: 7.00 PM onwards (Venue: MDP Dining Hall)	
END OF DAY 1	
Day 2 – 6 June 2025 (Friday)	
10.00 to 11.30 am	Technical Session 4 Sub-Theme 2: Strengthening worker voice in a changing world: challenges and strategies Chair: Prof A V Jose Keynote address: Prof. Pratima Sambajee (Strathclyde University, Glasgow, UK) <i>Online</i>
Paper 1	Dr. Sreemoyee Ghosh <i>(Online)</i> Invisibility and Ignorance: Challenges for Women Mat (Madur) Weavers of Sabang in West Bengal
Paper 2	Ms. Milini Thoitak Chiru and Dr. Sankar Varma <i>(Online)</i> The Socio-Economic Barriers faced by Manipuri Women in Bangalore's Informal Sector: Opportunities and Challenges
Paper 4	Ms. Tanya Banerjee <i>(Online)</i> The ‘Becoming’ of a Footloose Labour: Explorations of the Lives of the Informal Internal Migrant Labourers in India
Paper 5	Mr. Pratheep Kumar R <i>(Online)</i> From Shram to Samriddhi: The Role of Trade Unions, Worker Cooperatives, and Grassroots Movements in Shaping Fair Labour Policies in India – A Cultural and BMS Perspective
Paper 6	Mr. Dhanraj Balakrishna <i>(Online)</i> Visualising the Economic Costs of Working Conditions for India
Paper 7	Ms. Vini Prerna <i>(Online)</i> Beneath the Surface: Exploring the Gendered Impacts of Agrarian Distress in Bihar’s Rural Economy
Paper 8	Ms. Gyanda Girisha <i>(In person)</i> Beyond the tokenism and subtle marginalization: the case of missing women leaders in bank unions.
11.30 to 11.45 am	Tea/Coffee break

11.45 to 1.15 pm	Technical Session 5 Sub-Theme 5: Can standard growth and development models deliver decent employment growth? Chair: Prof. Sebastian Morris Keynote address: Prof. Joseph Gerard Rajesh (Professor, Azim Premji University)
Paper 1	Ms. Shubhaa Bhattacharyya <i>(Online)</i> Cultural Assimilation and the Labour Market Outcomes of Immigrants
Paper 2	Ms. Vrinda Sreekumar K <i>(In person)</i> The Missing Middle: Decent Work Deficits Among Women in Mid-Level Private Sector Jobs in Urban India
Paper 3	Mr. Partha Sarathi Sarkar <i>(Online)</i> Statistical Analysis of Rural Development centric Skill Initiatives in India
Paper 4	Ms. Ritwika Mukherjee

	<i>(Online)</i> From Contracts to Protections: Decoding Employment Quality in India's Urban Labour Market
Paper 5	Mr. Suraj Kumar Das and Sunil Paul <i>(In person)</i> Technological Change and Impact on Labour Market: Evidence from an Agent Based Model
Paper 6	Mr. Yugank Mishra <i>(Online)</i> New Labor Institutions in Indian Garment Industry? Notes on Causes, Structure & Implications
1.15 pm to 2.30 pm	Lunch Break (Venue: MDP Dining Hall)
2.30 to 4.30 pm	Panel Discussion: Towards Better Implementation of Labour Laws in Ensuring Labour Rights Moderator: Prof. Kingshuk Sarkar (Area Chair, General Management & Public Policy Area, GIM) Panellist: Mr. Rajan Verma , Ex-CLC, Govt of India Ms. Ananya Dutta Chowdhury , Senior HR, DVC Dr. Madhumanti Sengupta , Programme Manager, FES Dr. Maya John , Faculty, Delhi University
4.30 to 4.45 pm	Tea/Coffee break

4.45 to 5.30 pm	Valedictory Session Chair: Prof Sebastian Morris
	Valedictory Address: Ms Michiko Miyamoto , Director, International Labour Organization, South Asia Office, New Delhi, India
	Concluding Remarks: Prof. Ajit Parulekar, Director, GIM and Prof. D N Venkatesh, Dean – Academics, GIM
	Summing up and Concluding Remarks: Prof. Kingshuk Sarkar, Member, CPPG, GIM and Conference Chair
	Vote of Thanks: Ms. Christal Ferrao, Academic Associate, Gen. Mgmt. and Public Policy Area, GIM