

Shrinking Public Employment and Changing Labor Regime: The Process of Neo Liberal globalization In India

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Globalization is the process of economic interdependence of different countries on each other.

The present globalization has 5 characteristics---

- 1 rapid growth of financial transaction especially MNCs.
- 2 Increase in FDI inflows.
- 3 Surge in global market.
- 4 Defusion of technology through communication and transportation.
- 5 Fast growth in trade. (Singh)

Historically speaking, the process of globalization started after the end of the middle ages when the European States were consolidated into nation states. After commercialization of agriculture, they saw the development of *mercantile capitalism*. Advancement in the field of science and technology and consequent military superiority helped them to bring other vast regions of the world under their economic dominance which were hitherto the self sufficient economies. Globalization has thus, emerged due to the rise of capitalism in Europe and its penetration in to economies of peripheral states. (Naiyar, 2007: 3-4)

This process was reinforced by *industrialization* which further increased power of the European States. Britain, which was the first state to have industrial revolution in 1750, became the most advanced industrial power in the 19th century. Under auspices of mercantile liberalism, it supported a free trade regime and forced other countries to open their doors for economic penetration by it. Thus, this forced globalization, on the part of European States, proves that the international economic relations are relations of *power*. (Naiyar, 2007: 4)

The first world war and the depression of the 1930s shattered the process of globalization. In the atmosphere of mutual mistrust and suspicion, european states adopted protectionist economic measures and fragmented the world into preferential trade blocks. The Second World War brought European hegemony to an end and replaced it with US economic, military and technological superiority. Then, the process of globalization resumed under US auspices, though; it was confined *outside* the Soviet bloc. It was the *oil crisis* of early 1970s, accompanied with breakdown of Breton Woods institutions, which marks the *beginning* of the present intensive phase of globalization. The year of 1975 may roughly be taken as the starting point of this present stage of globalization. (Naiyar, 2007: 4-5)

In order to cut cost of production in view of intense competition, Trans National Corporations (TNC)s are adopting a strategy of trans-nationalization of production; that is, production chain is *broken* down into several parts and done at different production sights, located in different countries. Then, they are assembled at a particular place. This is done not only for local consumption, but also for exports. Nowadays, one

third to two fifth foreign trade is of this nature. (Naiyar, 2007: 7-8))

It is quite clear from the above description that the process of globalization and open market economy is bound to have a big impact on public employment and labor regime in any country.

Here, we may compare the pre globalization labor with the present labor scenario.

Pre-Liberalization Period: the era of state controlled command economy

After independence, India embarked upon the process of economic development with a *Mixed Economy* model. Major challenge before the country at that time was to raise national income along with the establishment of an egalitarian society. In order to secure newly gained independence, India also tried to gain self-sufficiency in all major areas.

At that time, the main thrust of the state was to have a *control* over *all* key sectors of the economy with the instrument of state planning. This was accompanied with land reforms in rural areas, progressive taxation to reduce the gap between the rich and the poor and to provide welfare services to citizens in the field of health, education, water and power supply, food security, pension and insurance. Above all, this policy was further supported by providing public employment to maximum educated persons in the country.

According to Thomas Pantham, "Industrial resolutions of 1948 and 1956 as well, established state monopoly over all key industries such as coal, iron and steel, minerals, ship building, manufacture of aircraft and of telephone and telegraph equipment, railways, defense, nuclear energy, space technology etc. although, private sector remained major player in consumer goods sector." (Pantham, 1982: 221)

The basis of development strategy during the mid 1950s was *economic planning, autarchy* and *socialism*. The emphasis was on an *inward* oriented and state owned heavy industry which included capital goods, metal making and heavy engineering industry with an objective of making the country self-sufficient in the economic sphere. This pattern remained in full operation between 1956 to 1965, but, it continued with aviation till 1991. (Naiyar, 2007: 162-163)

What were the reasons behind adoption of the above said policy of development? Theoretical foundation of this policy was provided by economists like Sukhamoy Chakravorty and P C Mahalanobis.

In 1955, Mahalanobis divided his single sector economic model into two sector models, comprising of *investment* goods sector and *consumer* goods sector along with implicit assumption of a *closed* economy. He claimed that if a country is interested in gains in near future, it must invest largely in *consumer* goods industry. On the contrary, if it is concerned

about distant future, it must be going for big investment in *capital goods* sector. (Bose and Mukherjee, 1985)

Welfare State and the Socialistic Pattern of society

Pre-globalization state in India was an excellent example of how a liberal democratic state could provide a socialist ambience through peaceful means without changing the basic structure of society and economy. That was the time when all persons used to get subsidized water and power supply; daily eatables from government ration shops, telephone and LPG at a cheaper price, free health service from government hospitals and free education in government schools and universities. Moreover, a large number of people at that time used to get government jobs and social security by that manner.

Pre-Liberalization Labour Regime

In countries like India, it has been the public sector which has been a major employer of skilled and educated Persons. Public or government employment in the Indian context is not only a means of livelihood, but also an agent of social security. Government employees have fixed tenure. They cannot be removed easily. They enjoy all types of facilities. They get social security cover in the form of medical facility, life insurance, provident fund and retirement pension. Moreover, they have security of all labour laws. In a nutshell, government job in India has been a guarantee for a healthy and safe life.

Pre-1991 reform period in India is marked by the policy of mixed economy with a prevalence of public sector. Since, a substantial part of working force was engaged in organized public sector at that time, they were automatically given all benefits.

In that period, government of India also supported the trade union movement and came out with various labor laws for protection of workers. Apart from benefiting general workers, these laws have been quite important for workers belonging to weaker sections of society.

Important labor laws made by the Government of India from time to time are :-

- 1 Minimum wages Act 1948
- 2 Payment of Bonus Act 1965
- 3 Provident Fund Act 1952
- 4 Union Act 1926
- 5 Compensation Act 1923
- 6 Contract Labor Act 1973

All such Acts insured safety of the workers in both the public as well as the private sector units. Whenever workers felt any dissatisfaction with authorities, they came out with trade union activities, strikes; lock outs etc. prominent among them were central government workers strike of 1959, 1968, railway workers strike of 1974 and textile mill workers strike in Bombay in 1982. (Singh 2009)

Moreover, judiciary at that time was quite sympathetic to the government employees. It was held by the honorable Supreme Court that if an employee completes 90 Days service *without break* in any establishment, he would enjoy right to have *permanent* employment there. In 1985, the central government set up the Central Administrative Tribunal (CAT) for purpose of delivering fast judgment in administrative court cases.

In a nutshell, we can say that the development strategy of the period between 1948 up to 1990 was based upon the assumption that a mixed economy with a public sector, taking commending heights, would bring equality and prosperity in the country. That was the time when masses used to get welfare facilities in form of free health and education services, subsidized public transport and communication, subsidized water and power supply and most of daily consumption goods through ration shops. At that time, state also provided labour security in the form of various labour laws. Main agency of employment at that time was the public sector, providing government jobs, as an instrument of life security.

Neo-liberal Globalization in India: Withdrawal of State from the Social Sector

Full reforms of Indian economy took place in early 1991, when India was heading towards a grim economic situation. External debt reached to an alarming point. India was on the brink of a repayment default. Inflation was very high. Balance of Payment situation was unmanageable. Gap between government income and expenditure was constantly growing. (Naiyar and Bhaduri, 1996: 14-15, Singh 1996: 21)

Moreover, uncertain political situation further worsened the situation. Not only this, the fall of the socialist block in Eastern Europe including Soviet Union took away the glamour from the *socialist* ideology.

Congress Government, thus negotiated a standby arrangement with the I M F. A structural adjustment loan from the World Bank was a natural corollary. India needed the IMF, not just as a last lender, but to get access to private or commercial sources. (Naiyar and Bhaduri, 1996: 14-15, Singh, 1996: 21)

According to S P Gupta, "assumptions behind new economic policy was that system of controls and licenses had discouraged efficient growth of industry, created a vested interest in ever increasing bureaucracy. Public sector controlled by political patronage, managed by ill-trained and corrupt bureaucracy and run by inefficient and irresponsible work force was eating into public resources." (Gupta, 1992)

New economic policy was based upon the idea of liberalization, privatization and globalization. That meant decontrolling most of the sectors of the economy so that private enterprise may flourish. Public sector must be curtailed and should be replaced by the private sector. Foreign firms must be allowed to work in areas where only domestic companies and public sector firms were operating so far. Indian economy must be turned into an export oriented economy. State must withdraw subsidies and other welfare services in order to reduce fiscal deficit so that loans taken from IMF and the World Bank can be paid in time.

Challenges posed by Globalization

Quite interestingly, there is *no* fundamental change in the state structure but, changes might have come in practical functioning. After commencement of the process of globalization, India is still having a parliamentary democracy. We have regular elections. People have all fundamental rights. Mass media is enjoying enough freedom. India is still a mixed economy with a welfare state. Even basic labour laws have *not* been amended. However, changes have been introduced in practical functioning of government in order to accommodate

interests of neo-liberal economic forces. Earlier, bigger share of economy has been in the public sector. But, nowadays, it is in the private sector.

Slashing down of Public Sector and consequent cut in Government jobs

The policy of economic liberalization and globalization involves downsizing of public sector and consequent cut in government jobs.

Main agenda of neo-liberal globalization is *privatization* of public sector undertakings which are loss making units or may become in near future. Various clever means have been adopted for this purpose. Some PSUs have been totally transferred to private players. Some have been partially privatized by giving bigger stake to private players. Some of them have been closed down altogether. Besides this, a lot of public work has been transferred to private contractors which were earlier done by government agencies.

In the year 2000 during the NDA regime, an *excellent* public sector company, BALCO was sold to a private player. This step was totally unjust as the PSU was an excellent example of a profit making government company.

Similarly, majority share of government companies in the field of automobiles, telecommunication and insurance sector

have been sold to private companies. Modi Government is planning to privatize some portion of *Indian Railways* which has been a public monopoly so far. Similarly, *Air India*, one of the biggest airlines in the world, which is a public sector company so far, is going to be privatized in future.

Following the same strategy, telecom sector has been by and large privatized by giving license to private telecom operators who are working along with BSNL. A lot of private radio and television channels are operating side by side with government channels. There is large scale privatization of aviation sector also. Private corridor companies are operating side by side with Indian postal service. Even the field of basic and heavy industry has *not* been spared from privatization.

It is very clear from the above scenario that if a sizable portion of public services are transferred to private players, *scope of public* employment in the form of job vacancies automatically becomes *less* and number of employees at the centre and state governments goes down. The following table shows this trend:-

Table 1 Employment Exchanges Statistics during 1947-1978

(In thousands)

Year	Employment Exchange	Registration	Placement	Vacancies Notified	Live Register	% of Placement to Vacancies Notified	% of Placement to Registration	% increase in Live Register over Previous Year
1947 [®]	75	207.8	61.7	97.9	236.7	63.1	29.7	
1948	77	870.9	260.1	380.9	239.0	68.3	29.9	1.0
1949	109	1066.4	256.8	362.0	274.3	70.9	24.1	14.8
1950	123	1210.4	331.2	419.3	330.7	79.0	27.4	20.6
1951	126	1375.4	416.9	486.5	328.7	85.7	30.3	-0.6
1952	131	1476.7	357.8	429.6	437.6	83.3	24.2	33.1
1953	126	1408.8	185.4	256.7	522.4	72.2	13.2	19.4
1954	128	1465.5	162.5	240.0	609.8	67.7	11.1	16.7
1955	136	1584.0	160.7	280.5	692.0	57.3	10.1	13.5
1956	143	1669.9	189.9	296.6	758.5	64.0	11.4	9.6
1957	181	1774.7	192.8	297.2	922.1	64.9	10.9	21.6
1958	212	2203.9	233.3	364.9	1183.3	63.9	10.6	28.3
1959	244	2471.6	271.1	424.4	1420.9	63.9	11.0	20.1
1960	296	2732.5	305.6	520.3	1606.2	58.7	11.2	13.0
1961	325	3230.3	404.1	708.4	1832.7	57.0	12.5	14.1
1962	342	3844.9	458.1	790.4	2379.5	58.0	11.9	29.8
1963	353	4151.8	536.3	909.0	2518.5	59.0	12.9	5.8
1964	365	3831.9	544.8	916.6	2492.9	59.4	14.2	-1.0
1965	376	3957.6	570.2	946.1	2585.5	60.3	14.4	3.7
1966	396	3871.2	507.3	852.5	2622.5	59.5	13.1	1.4
1967	399	3911.7	430.6	699.0	2740.4	61.6	11.0	4.5
1968	405	4039.5	424.2	714.0	3011.6	59.4	10.5	9.9
1969	416	4200.7	432.2	721.6	3423.9	59.9	10.3	13.7
1970	429	4515.9	447.2	744.4	4068.6	60.1	9.9	18.8

1971	437	5129.9	507.0	813.6	5099.9	62.3	9.9	25.3
1972	453	5826.9	507.1	858.8	6896.2	59.0	8.7	35.2
1973	465	6145.4	518.8	871.4	8217.6	59.5	8.4	19.2
1974	481	5176.3	396.9	672.5	8432.9	59.0	7.7	2.6
1975	504	5443.5	404.1	681.6	9326.3	59.3	7.4	10.6
1976	517	5619.4	496.8	845.6	9784.3	58.8	8.8	4.9
1977	528	5324.6	461.6	803.4	10924.0	57.5	8.7	11.6
1978	535	6143.8	460.6	830.7	12677.8	55.5	7.5	16.1

NOTE: '@ 15/08/1947 to 31/12/1947

Table 2 Employment Exchanges Statistics during 1979-2014

(In thousands)

Year	Employment Exchange	Registration	Placement	Vacancies Notified	Live Register	% of Placement to Vacancies Notified	% of Placement to Registration	% increase in Live Register over Previous Year
1979	546	6127.2	466.3	878.7	14333.9	53.1	7.6	13.1
1980	567	6158.2	477.7	837.7	16200.3	57.0	7.8	13.0
1981	592	6276.9	504.1	896.8	17838.1	56.2	8.0	10.1
1982	692	5862.9	473.4	819.9	19753.0	57.7	8.1	10.7
1983	652	6755.8	485.9	826.0	21953.3	58.8	7.2	11.1
1984	666	6219.0	407.3	707.8	23546.8	57.5	6.5	7.3
1985	720	5821.5	388.5	674.7	26269.9	57.6	6.7	11.6
1986	741	5535.4	351.3	623.4	30131.2	56.4	6.3	14.7
1987	755	6011.7	334.4	600.9	30247.3	55.6	5.6	0.4
1988	840	5963.2	328.5	543.3	30050.2	60.5	5.5	-0.7
1989	849	6575.8	289.2	600.2	32776.2	48.2	4.4	9.1
1990	851	6540.6	264.5	490.9	34631.8	53.9	4.0	5.7
1991	854	6235.9	253.0	458.6	36299.7	55.2	4.1	4.8
1992	860	5300.6	238.7	419.6	36758.4	56.9	4.5	1.3
1993	887	5532.2	231.4	384.7	36275.5	60.2	4.2	-1.3
1994	891	5927.3	204.9	396.4	36691.5	51.7	3.5	1.1
1995	895	5858.1	214.9	385.7	36742.3	55.7	3.7	0.1
1996	914	5872.4	233.0	423.9	37429.6	55.0	4.0	1.9
1997	934	6321.9	275.0	393.0	39139.9	70.0	4.3	4.6
1998	945	5851.8	233.3	358.8	40089.6	65.0	4.0	2.4
1999	955	5966.0	221.3	328.9	40371.4	67.3	3.7	0.7
2000	958	6041.9	177.7	284.5	41343.6	62.5	2.9	2.4
2001	938	5552.6	169.2	304.1	41995.9	55.6	3.0	1.6
2002	939	5064.0	142.6	220.3	41171.2	64.7	2.8	-2.0
2003	945	5462.9	154.9	256.1	41388.7	60.5	2.8	0.5
2004	947	5373.0	132.6	274.6	40457.6	48.3	2.5	-2.2
2005	947	5437.1	173.2	349.2	39347.8	49.6	3.2	-2.7
2006	947	7289.5	177.0	358.2	41466.0	49.4	2.4	5.4
2007	965	5434.2	263.5	525.8	39974.0	50.1	4.8	-3.6
2008	969	5315.7	304.9	571.0	39114.9	53.4	5.7	-2.1
2009	969	5693.7	261.5	419.5	38152.2	62.3	4.6	-2.5
2010	969	6185.6	509.6	706.7	38829.0	72.1	8.2	1.8
2011	966	6206.3	471.5	819.7	40171.6	57.5	7.6	3.5
2012	956	9722.2	427.6	682.8	44790.1	62.6	4.4	11.5
2013	956	5969.4	348.5	510.7	46802.5	68.2	5.8	4.5
2014	978	5957.2	338.5	762	48261.1	44.4	5.7	3.1

Source: Employment Handbook 1947-2014

Table Summary: In 1947, the number of notified vacancies were 97.900. In 1984, they went upto 707.800. However, with the beginning of liberalization in 1991, they *decreased* substantially. In 1991, the number of vacancies shrank to 458.600. In 2004, the number became even less and was confined to just 274.600. After 2005, an increase in notified vacancies is visible. but, it *cannot* be compared with the pre-globalization era.

Globalization means that economic policies of a nation are not limited to their national interest only. Globalization leads to automation which is a part of economic policy, so, employment

prospects are depending upon these policies. Under the process of globalization, companies have become transnationals and are engaged in cutthroat competition. In such a situation, they adopt method of cost cutting to remain in market. For cost cutting, they not only resort to new techniques, but also tend to *reduce* their *work force*. (Rungta, 2016) The table *below* shows this trend *both* at the National level as well as at the level of Delhi:-

Table 3 Growth of Workforce, 1981-2001 Census

(Fig. in lakh)

Census Year	Total Population		Total number of Workers (Main +marginal workers)		% of workforce in population		% increase in work-force in 1981-1991 & 2001	
	India	Delhi	India	Delhi	India	Delhi	India	Delhi
1981	6851.85	62.20	2446.04	20.02	35.70	32.19	-	-
1991	8463.05	94.21	3141.30	29.80	37.12	31.63	28.42	48.85
2001	10270.15	137.83*	4025.12	45.27*	39.19	32.84	28.14	51.91

* Provisional

Source: Department of Economics and Statistics, Government of NCT of Delhi

Table Summary: Population India 1991, 8463.05 percentage of work force 28.42.2001 population 10270.15, percentage of work force 28.14. Delhi population, 1991 94.21 percentage of work force 48.85. Delhi 2001 population 137.83, work force 51.91.

Not only this, the process of globalization and economic liberalization could *not* generate enough employment in the *private* sector which it promised. On 22 November 2013, Narendra Modi in one of his election rallies at Agra promised 1 Crores jobs every year if he comes to power. But, despite all rhetoric and efforts, job creation after three years of formation of the government remained *minimum* in the last 8 years. A survey was conducted by *Citizen Engagement Platform* in about 200 cities in which 63 percent people revealed that employment creation had been *minimum* in the last three years. This was also supported by data of the *Labour Bureau*. According to its statistics, job creation or job growth for 2015 and 2016 (April-December) stood at 1.55 lakh and 2.31 lakh in numbers respectively . On the other hand, in 2009 under the Congress government, over 10 Lakh jobs were created. In last year's survey of labour bureau, it found that in most of the *eight*

biggest employment generation sectors - Textiles, leather, metals, automobiles, gems and jewellery, transport, information technology and handloom sectors - jobs were *shrinking*. About 19,000 people lost jobs in gems and jewellery sector in 2015 while around 11,000 workers went out of employment in handloom/power loom sector. Leather and automobiles sectors saw employment declining by 8,000 each while 4,000 People lost jobs in the transport sector. Possible reason for this decline may be shrinking of exports due to global economic slowdown. Around 1.3 crore youths in India are entering job market every year. But, since 2012, we are not able to provide more than 5 lakh jobs each year. Big job providers like Wipro, Infosys, Cognizant, HDFC Bank and the like have recently laid-off people in huge numbers. Wipro removed approximately 1,000 people for 'non-performance'. HDFC laid-off over 6,000 people. (Data, 2017)

Unemployment in India increased to an all time high to 8.5 percent by October 2019. It averaged around 5.16 percent between 1983 to 2019.(Centre for Monitoring Indian Economy, October 2019)

Table 4 Change in Employment in Selected Sectors

(Figures in Lakhs)

Year	Q1	Q2	Q3	Q4	Full year
	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	
2009	2.50	-1.31	4.97	6.40	12.56
2010	0.61	1.62	4.35	2.07	8.65
2011	1.74	2.15	3.15	2.26	9.30
2012	0.81	0.73	-	1.68	3.22
2013	1.07	0.86	1.43	0.83	4.19
2014	0.36	1.82	1.58	1.17	4.93
2015	0.64	-0.43	1.34	-0.20	1.35

Source: Labour Bureau

Table Summary: In 2009, the number of employed persons in selected sectors was 12.56 lakhs. In 2015, it went down to 1.35 lakhs.

Though India has replaced China among the fastest growing economies of the world, relative jobless growth must be a big worry for the Narendra Modi government, which has asked NITI Aayog to formulate a strategy for job creation in the country. This state of high unemployment despite the phenomenon of the fastest growing economy in the world may lead India to a state of economic implosion. It must be kept in mind that no government in the world can sustain jobless economic growth for a long time. (Data, 2017)

Rise in Contractual Labour and Decreasing Social Security

One may argue that in the era of globalization and economic liberalization, *private* employment is *rising* which is benefiting a lot of people. But, does it ensure social security for workers?

It is interesting to note that the programme of neoliberal globalization has *not* altered labor laws. On the other hand, it tries to put most of the working force, either on a *contract* basis or under *unorganized* sector, where these laws are *not* applicable. Besides this, there is *another* provision of declaring any industry or service a *public utility*. If a service is declared a public utility, workers working in that service *cannot* engage in trade union activities easily even if they are dissatisfied with the working conditions. State governments are making rampant use of this clause. (Singh, 2009)

Most striking example of a *violation* of labor laws is the establishment of special economic zones (SEZs). These zones are areas, which are like *foreign* lands within territory of a country and where different types of *concessions* are given to industrialists, investors and developers. On the other hand, labor laws and labour standards are put at stake. (Singh, 2009)

Often, workers in private sector industrial units are *not* given permanent jobs. They are hired on a contract basis. Their employers, thus have full freedom to hire and fire workers. These workers cannot have other job related benefits such as bonus, provident fund, medical facility, insurance, pension and other retirement benefits. (Singh, 2009)

Increase in Work related Stress

Globalization involves cut throat competition among firms that leads to rapid change in technology, constant innovation and frequent use of communication technology. These things are putting more and more pressure on employees and managers. (Cassar and Bezzina, 2005)

Besides all this, modern organizations are also undergoing the process of *downsizing*. Domestic markets have been thrown open for international competition. There is lack of job security due to *contractualization* of work. In such a dynamic environment of global forces of change, businesses must continually improve their human resource management systems and adapt organizational changes. Members of modern organizations are compelled to become innovative.

They must be ready to learn more and more complex processes and techniques.

Adoption of constant innovation leads to breaking of *status quo* and results in *inter-personal* conflict among workers and management. This conflict gives rise to work related stress. It can lead to poor health and even injury. Work related stress takes place when workers are given work that does not match with their knowledge, skills or abilities. These demands may be related to time pressure or amount of work. Their deleterious implications for individuals and organizations are manifold, and can result in serious physical and psychological illness for individuals, and major resource loss for organization. (Bunce and West, 1994)

High Expectations from workers

Globalization is based upon the concepts of high efficiency and cutthroat competition. Only those may survive in this venture who are very efficient in their work. Efficiency in work often requires good family background, high level of education, proper training, availability of adequate resources and on. Here, we may cite example of government run schools and training institutes. Government run institutes provide training and education with proper degrees. But still, their students often cannot compete with students of private schools and training institutes because private students often come from well to do families. They have advantage of a healthy economic and social life and so on. In the era of globalization, only those with adequate efficiency may survive. There is little place for less efficient persons in society.

Globalization, liberalization and privatization of economy during the decade of 1990s have helped in the growth of highly skilled jobs in Information Technology, Automobile Industry or other service sectors of economy. But, it has failed to create jobs for the *unskilled poor workers*, because public investment' in areas of economy which generate jobs for the millions of unskilled labour force lagged behind the requirements of the expanding Indian labour market. (Bhamri, 2005: 16)

Conclusion

The above discussion reveals that states in India has undergone a drastic change over the last 70 years. Inspired by socialist ideology and marvelous achievement of socialist's countries, we adopted development model based upon mixed economy with a strong public sector taking commanding heights. But the fall of socialist block and internal contradictions of Indian economy and society forced us to take a U turn. Today, although we are still a mixed economy but the role of public sector has gone down substantially. Not only are the industries being shifted to private sector. But, basic facilities such as health, education, public transport, water and power supply and other infrastructure units are being privatized. This tendency is impacting labor regime and public employment in a big manner.

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