

THE WORLD BANK GROUP ARCHIVES

PUBLIC DISCLOSURE AUTHORIZED

Folder Title: RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1

Folder ID: 1043366

Series: Project Managers' Research Project Files

Dates: 10/19/1971 - 09/25/1975

Sub-Fonds: Records of the Office of the Vice President, Development Economics and Chief Economist and later Senior Vice President, Development Economics and Chief Economist (DECVP)

Fonds: Records of the Office of the Chief Economist

ISAD Reference Code: WB IBRD/IDA DEC-03-81

Digitized: 2/18/2021

To cite materials from this archival folder, please follow the following format:
[Descriptive name of item], [Folder Title], Folder ID [Folder ID], ISAD(G) Reference Code [Reference Code], [Each Level Label as applicable], World Bank Group Archives, Washington, D.C., United States.

The records in this folder were created or received by The World Bank in the course of its business.

The records that were created by the staff of The World Bank are subject to the Bank's copyright.

Please refer to <http://www.worldbank.org/terms-of-use-earchives> for full copyright terms of use and disclaimers.



THE WORLD BANK

Washington, D.C.

© International Bank for Reconstruction and Development / International Development Association or

The World Bank

1818 H Street NW

Washington DC 20433

Telephone: 202-473-1000

Internet: www.worldbank.org

PUBLIC DISCLOSURE AUTHORIZED

COMPLETED PROJECT

670-45 -
Labor force Participation -
Income and Unemployment Vol. 1

The World Bank Group
Archives



1043366

R1986-027 Other # 5 Box # 3552B

RPO Number 670-45 - Labor force Participation - Income and
Unemployment - Volume 1

DECLASSIFIED
WITH RESTRICTIONS
WBG Archives

CLOSE - OUT SHEET

This file is closed as of Dec. 31, 1975.

For further correspondence, please see Vol II.

RECORDS MANAGEMENT SECTION

H. Busz

September 24, 1975

D. Mazumdar

Financing Mission to Bombay, March - April 1976

An adjunct to the Bombay Labor Market Study (670-245) was approved by the Research Committee in June and carries the new number 671-333. The cost of my mission to Bombay in March-April 1976, will therefore, be shared between the two projects.

cc: M. Selowsky

OFFICE MEMORANDUM

TO: Mr. James E. Twining, ADMDR

DATE: September 19, 1975

FROM: Mark W. Leiserson, ECDER

SUBJECT: Mr. Dipak Mazumdar - Travel

1. Mr. Dipak Mazumdar will be on leave without pay from October 15, 1975 to June 15, 1976, and will take up residence in London. He will return to Washington on September 15, 1976. While on LWOP, he will continue to work part-time on the research projects that are currently his responsibility, and in this context it will be necessary for him to undertake operational travel to India and Malaysia funded by the Research Budget.

2. Although Mr. Mazumdar will resume full time work for the Bank on June 15, 1976, it is considered best that he stay in London until September 15, 1976. Personnel has advised us that his status for those three months will be that of a staff member on official business. However we have agreed with Mr. Mazumdar that the Bank will not bear the cost of his subsistence while he stays in London from June 15 to September 15, 1976. I hope you have no problems with this arrangement.

3. We plan to issue for Mr. Mazumdar one comprehensive operational travel request (travel plus subsistence) as follows:

<u>Itinerary</u>	<u>Date</u>
London-Washington	12/10/75
Washington-London	1/10/76
London-Bombay	3/15/76
Bombay-New Delhi	open
New Delhi-Kuala Lumpur	open
Kuala Lumpur-Bombay	open
Bombay-London	4/20/76

4. Mr. Mazumdar has accumulated 208 travel points and proposes to take his wife along on a points trip, with the exception of the section London-Washington-London from 12/10/75 to 1/10/76. Although this mission is for external research project, we assume that this can be done.

5. I would be grateful for your advice on and approval of these arrangements as soon as possible.

cc: Mr. Ravi Gulhati, ECDDR
Mr. D.A. de Silva, ADMDR
Mr. Kurshid Ahmed, Personnel



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 9/25/1975	Document Type FORM			
Correspondents / Participants To: Administrative Expense Division From: Survey Research Malaysia, SDN. BHD				
Subject / Title Request for Payment for Professional Services				
Exception(s) Corporate Administrative Matters				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 07, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 07, 2020
Withdrawn by Tarsica Morgan	Date January 07, 2020			

OFFICE MEMORANDUM

RPO 245

TO: Mr. Dipak Mazumdar, ECDDER

DATE: September 19, 1975

FROM: Mark W. Leiserson, Chief, ECDDER

SUBJECT: Terms of Reference for RPOs 243 and 245 (September 30, 1975 to September 15, 1976)

1. You will proceed to London on or about September 30 where you will be setting up the research projects RPOs 243 and 245 at the London School of Economics. For the period September 30-October 14 you will be on annual leave. Your leave of absence without pay commences on October 15 and ends on June 15. During this period you will continue to work part-time on these projects.
2. You will come to Washington around December 10 for about four weeks to work on the projects. You will return to the London School of Economics in January 1976.
3. You will proceed to Bombay, Delhi and Kuala Lumpur on or about March 15 for about five weeks in connection with the field work on these projects. After your return to London you will continue to work part-time on the projects until June 15, and full-time thereafter until September 15, 1976. You will return to Washington about this date.
5. For the purposes of reimbursing you for expenses incurred, your place of residence will be considered to be London from October 15, 1975 to September 15, 1976. Your initial trip from Washington to London and your return trip from London to Washington in September 1976 will not be reimbursed by the Bank.

Cleared with and cc: Mr. R. Gulhati, ECDDER *me*
cc: Mr. H. Busz, ECDDER



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 9/17/1975	Document Type Invoice			
Correspondents / Participants Survey Research Malasia SDN. BHD International Bank for Reconstruction and Development				
Subject / Title Labour Market Survey - Phase II				
Exception(s) Corporate Administrative Matters				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 07, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 07, 2020
Withdrawn by Tarsica Morgan	Date January 07, 2020			

RICHARD LAYARD
LONDON SCHOOL OF ECONOMICS
DEPARTMENT OF ECONOMICS
HOUGHTON STREET
LONDON WC2 2AE

September 12, 1975

LT
5481

GRATEFUL IF YOU COULD CABLE SOME DETAILS ON SPECIFICATION OF TAPES
USABLE LSE COMPUTERS STOP PLEASE INDICATE DENSITY BPI COMMA PARITY
EVEN OR ODD COMMA NUMBER OF TRACKS COMMA TO BE BLOCKED OR NOT COMMA
BCD OR ANY OTHER CODE REGARDS

DIPAK

INTBAFRAD

Mark W. Leiserson
Development Economics

DMazumdar:mf

RMO 245

OUTGOING WIRE

TO: L. K. DESHPANDE
ECONOMICS DEPARTMENT
BOMBAY UNIVERSITY
BOMBAY

DATE: September 4, 1975

CLASS OF
SERVICE: LT
5481

Res

COUNTRY: INDIA

TEXT:
Cable No.: SUGGEST SLIGHT MODIFICATION OF RANDOM SAMPLE STOP FIRST THERE SHOULD
BE ADEQUATE OF RESPONDENTS IN EACH OF THREE GROUPS OF FACTORIES
COMMA DEFINED BY EMPLOYMENT SIZE AND SIZE GROUPING DEPENDING ON YOUR
JUDGMENT ABOUT CONDITIONS IN EACH INDUSTRY STOP SECONDLY THERE SHOULD
BE AT LEAST FIVE HUNDRED WHITE COLLAR WORKERS IN FINAL SAMPLE OF THREE
THOUSAND STOP YOU MAY NEED TO OVERREPRESENT SOME GROUPS IF RANDOM
SAMPLING DOES NOT GIVE SUFFICIENT NUMBERS IN THESE CELLS

MAZUMDAR

INTBAFRAD

NOT TO BE TRANSMITTED

AUTHORIZED BY:

NAME Mark W. Leiserson

DEPT. Development Economics

SIGNATURE *MW Leiserson*
(SIGNATURE OF INDIVIDUAL AUTHORIZED TO APPROVE)

REFERENCE: D:Mazumdar:mf

CLEARANCES AND COPY DISTRIBUTION:

For Use By Communications Section

ORIGINAL (File Copy)

(IMPORTANT: See Secretaries Guide for preparing form)

Checked for Dispatch: *[Signature]*

ORIGINAL (1st copy)

Checked for delivery

MS

REFERENCE: DIRECTORATE

FOR USE BY COMMUNICATIONS SECTION

SIGNATURE: SIGNATURE OF INDIVIDUAL AUTHORIZED TO APPROVE

DEPT: DEPARTMENT OF ECONOMICS

SEP 4 6 25 PM 1975

NAME: H.K. DESHPANDE

COMMUNICATIONS SECTION

SERVICES AND COPY DISTRIBUTION

NOT TO BE REPRODUCED

INDIVIDUAL

MAXIMUM

SAMPLING DOES NOT GIVE SUFFICIENT NUMBERS IN THESE CENTS
THROUGHOUT AND YOU MAY NEED TO OVERREPRESENT SOME GROUPS IN RANDOM
BE AT LEAST FIVE HUNDRED WHITE COFFEE MONKEYS IN EACH SAMPLE OF THREE
JUDGMENT ABOUT CONDITIONS IN EACH INDUSTRY GROUP SECONDLY THERE SHOULD
CONFRONTED BY EMPLOYMENT SIZE AND SIZE GROUPING DEPENDS ON HOW
BE ADEQUATE OR REPRESENTATIVE IN EACH OF THREE GROUPS OF FACTORIES

COPIES NO: SUCCESSFUL MODIFICATION OF RANDOM SAMPLE GROUP FIRST THERE SHOULD
TEXT

COPIES TO: INDIV
BOMBAY
BOMBAY UNIVERSITY
ECONOMICS DEPARTMENT

TO: G. K. DESHPANDE

SERVICE: 2481
CLASS OF: 11

DATE September 4, 1975

ORIGINAL FILE

ASSOCIATION	RECONSTRUCTION AND DEVELOPMENT	COOPERATION
INTERNATIONAL DEVELOPMENT	INTERNATIONAL BANK FOR	INTERNATIONAL FINANCE

2481/11

RPO 245

OUTGOING WIRE

TO: L. K. DESHPANDE
ECONOMICS DEPARTMENT
BOMBAY UNIVERSITY
BOMBAY

DATE: August 26, 1975

CLASS OF
SERVICE: LT *Rca*
5481

COUNTRY: INDIA

TEXT:
Cable No.: DEPARTING FOR LONDON END SEPTEMBER STOP KINDLY CABLE ESTIMATE OF
DATE WHEN MATERIAL FROM PHASE ONE COULD BE DISPATCHED TO ME SO
THAT EYE COULD PREPARE SCHEDULE OF WORK AND NEXT VISIT TO BOMBAY
STOP ALSO WOULD LIKE FURTHER CONSULTATION WITH YOU ON STRATIFICATION
OF SAMPLE OF FACTORY WORKERS STOP PLEASE INDICATE WHEN YOU ARE PLANNING
TO START FIELD WORK FOR FACTORY WORKERS REGARDS

MAZUMDAR

INTBAFRAD

NOT TO BE TRANSMITTED

AUTHORIZED BY:

NAME Mark W. Leiserson

DEPT. Development Economics

SIGNATURE *Mark W. Leiserson*
(SIGNATURE OF INDIVIDUAL AUTHORIZED TO APPROVE)

REFERENCE: DMazumdar:mf

ORIGINAL (File Copy)

(IMPORTANT: See Secretaries Guide for preparing form)

CLEARANCES AND COPY DISTRIBUTION:

For Use By Communications Section

Checked for Dispatch: *Ba*

ORIGINAL (Type Copy)

For use by Communications Section

[Handwritten initials]

REFERENCE: **DEBANKING**

SIGNATURE OF INDIVIDUAL AUTHORIZED TO APPROVE: *[Handwritten signature]*

DEPT: **DEVELOPMENT ECONOMICS**

NAME: **Mark M. Peterson**

AUTHORIZED BY: **Mark M. Peterson**

CLASSIFICATION AND COPY DISTRIBUTION

NOT TO BE TRANSMITTED

AUG 26 1 41 PM 1975
COMMUNICATIONS SECTION

UNCLASSIFIED

UNCLASSIFIED

TO STATE FIELD WORK FOR FACTORY WORKERS RECEIVED
 OF STATE OF FACTORY WORKERS STATE PLEASE INDICATE WHEN YOU ARE PLANNING
 STATE ALSO WOULD LIKE FACTORY CONSULTATION WITH YOU ON SENSITIZATION
 THAT ARE COULD BEHAVE SCHEDULE OF WORK AND NEXT STATE TO BOMBAY
 DATE WHEN NEEDED FROM STATE ONE COULD BE DISPATCHED TO ME SO
 DEPARTING FOR LONDON END SEPTEMBER STATE KINDLY ADVISE ESTIMATE OF

Copy No: 1 EX-1

COPIES: INDIA
 BOMBAY
 BOMBAY DELEGATION
 ECONOMICS DEPARTMENT
 TO: G. K. DESHMUKH

CLASS OF SERVICE: **FI**
 DATE: August 26, 1975

[Handwritten initials]

OUTGOING MESSAGE

ASSOCIATION: INTERNATIONAL DELEGATION

RECOGNITION AND DEVELOPMENT: INTERNATIONAL BANK FOR

COOPERATION: INTERNATIONAL FINANCE

[Handwritten number: 1860 512]



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 10/1/1975	Document Type Form			
Correspondents / Participants London School of Economics Francesca G. Stone, Chief, Consultants Section				
Subject / Title Consultant - Personnel Action				
Exception(s) Personal Information				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 07, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 07, 2020
Withdrawn by Tarsica Morgan	Date January 07, 2020			



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 7/23/1975	Document Type Letter			
Correspondents / Participants To: Mr. R. Layard, London School of Economics From: D. Mazumdar				
Subject / Title Confirming arrangement for payment to the London School of Economics				
Exception(s) Personal Information				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 07, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 07, 2020
Withdrawn by Tarsica Morgan	Date January 07, 2020			



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 7/15/1975	Document Type Memorandum			
Correspondents / Participants To: Personnel Department (Consultants Section) From: Dennis Anderson, Acting Chief, ECDER				
Subject / Title Request for Consultant				
Exception(s) Personal Information				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 07, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 07, 2020
Withdrawn by Tarsica Morgan	Date January 07, 2020			

Mr. Mark Leiserson

June 27, 1974

Dipak Mazumdar

RPO 245

I had asked for \$27,000 for the second phase of the Bombay Survey and the last status report leaves a sum of \$9,600 for the next year. The total allocated, based on these figures is exactly 36.6. However, it is anticipated that some of the funds scheduled to be spent in fiscal 74 will not have been spent. In this case we should make a further request for RPO 245 after we know definitely how much has been spent for 73.

DMazumdar:mf

OFFICE MEMORANDUM

Handwritten:
1/1/75
2/ file

TO: Mr. B. King, VPD

DATE: June 25, 1975

FROM: Mark W. Leiserson, ECDER

SUBJECT: Expenditure out of budgets for RPO's 243 and 245 during Mr. Mazumdar's
Leave of Absence

Further to my memo the anticipated marginal addition to the budget for RPO 245 for FY 77 is as follows:

Roundtrip fare for Mr. Papola Bombay-London	\$1,200
60 days subsistence in London @ \$50/day	<u>\$3,000</u>
Total	<u>\$4,200</u>

The amount carried over from the budget for FY 76 is anticipated to be about \$1,300, leaving a difference of \$2,900 for which additional authorization is required.

cc: Gulhati
Mazumdar



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 6/25/1975	Document Type Memorandum			
Correspondents / Participants To: Mr. B. King, VPD From: Mark W. Leiserson, ECDER				
Subject / Title Expenditure out of budgets for PRO's 243 and 245 during Mr. Mazumdar's Leave of Absence				
Exception(s) Personal Information				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 07, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 07, 2020
Withdrawn by Tarsica Morgan	Date January 07, 2020			



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 6/23/1975	Document Type Memorandum			
Correspondents / Participants To: Mr. Mark W. Leiserson From: D. Mazumdar				
Subject / Title Estimated expenditure out of budgets for RPO's 243 and 245 during Mr. Mazumdar's Leave of Absence				
Exception(s) Personal Information				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 07, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 07, 2020
Withdrawn by Tarsica Morgan	Date January 07, 2020			

✓ 670-45
670.43

Mr. Henk Busz, ECDDR

May 30, 1975

Mark W. Leiserson, ECDDR

Revision of Research Abstracts

1. In response to your note of May 14, the only revisions necessary in the abstracts for RPOs 243 and 245 concern the expected completion dates. The completion dates for these projects should be changed as follows:

- RPO 243 - December 1975
- RPO 245 - September 1976

2. Abstracts for two new projects for which RPO numbers have not yet been assigned are attached.

3. RPOs 212, 218, 247, 275 and 280 have been completed or will be terminated by June 30, 1975. RPO 293 has been transferred to Uma Iele in the West Africa Regional Office and will probably be terminated by June 30, 1975.

Attachments

OFFICE MEMORANDUM

TO: Mr. R. Gulhati, Director, ECD

DATE: April 14, 1975

FROM: M. Hazzah, VPD

SUBJECT: Research Project Status Reports -
Third Quarter FY75

I would appreciate it if you could have the attached Quarterly Status Report forms completed and sent to my office (F1233) not later than Monday, April 28. The information provided in the forms should be current as of March 31, 1975. Listed below are the project numbers and the name of the responsible staff member, for which Quarterly Status Reports are required.

I am attaching copies of the March External Research Computer Printout where necessary.

<u>RPO No.</u>	<u>Responsible Staff Member</u>
243	D. Mazumdar
245	"
270	D. Keare
275	R. Hofmeister
280	S. Reutlinger
290	A. Sant'Anna
291	J. Simmons
295	F. Thoumi
296	J. Meerman
297	J. English
299	R. Moran
302	T. King
303	T. King
304	A. Berry
305	V. Prakash
306	R. Krishna
307	L. Westphal
318	J. Linn
319	J. Simmons
324	S. Reutlinger

cc: Mr. Busz (with attachments)

INTERNATIONAL BANK FOR
RECONSTRUCTION AND DEVELOPMENT

INTERNATIONAL DEVELOPMENT
ASSOCIATION

INTERNATIONAL FINANCE
CORPORATION

May 14, 1975

Mr. Layard
London School of Economics
Houghton Street
Aldwych
London, England

Dear Mr. Layard,

In response to cabled instructions from Dipak Mazumdar, I am forwarding project descriptions of his project nos. 243 and 245. I hope these will be of assistance to you.

Sincerely yours,

Ralph Hofmeister
Development Economics

Enclosures

Summary of the Project (RPO-245)

Memo to Gulhati, dated January 16, 1975 on Urban
Labor Market RPO 243

Memo to Leiserson, dated March 7, 1974 on Back-to-
Office Report (RPO 243 and 245) - Mission to
India and Malaysia

Room D500

April 1, 1975

Mr. L. K. Deshpande
Department of Economics
University of Bombay
University Campus
C.S.T. Road, Kalina
Bombay, India

Dear Lalit:

Papola wrote to me to say that arrangements for Phase II are complete, but that he himself will be joining Ahmedabad starting this month. I presume you will be the person responsible for the project in Bombay, and Papola will be available for advice as required.

We have gone over the suggested questionnaire and have the following suggestions to make:

1. General Format

It might be best to start with the present status and employment of the respondent and then work back (in a separate section) on job history. Generally, you may have to have the questions spaced out on a larger number of pages to allow for efficient coding and punching. I enclose a copy of our precoded Malaysian questionnaire for comparison.

2. Specific Suggestions

- (i) A bit more information on education might be desirable as indicated.
- (ii) A little information on the parents' education and occupation.
- (iii) It seems to us very important to probe more deeply into the actual income of the recipient, a substantial portion of whose income may be in kind in the small-scale sector we are looking at.
- (iv) We should ask about subsidiary jobs (moonlighting).
- (v) A little on recent experience of unemployment or irregular work.

M. L. T. Deshpande

- 2 -

April 1, 1975

- (vi) You might consider if it is feasible and/or desirable to obtain information on the respondents' income from their employers as well. A suggestion about this is attached at the end of your questionnaire.

We have included these suggestions in the form of additional material added to your basic questionnaire. I hope you will find the material self-explanatory and useful. I look forward to receiving your suggestions. If you so feel you could call me collect at my office number (202)477-4551. The best time to get me is between 10:30 and 12 in the morning (Washington time).

I am hoping to come to Bombay at the beginning of May on my way to Malaysia, and will spend some time there again on my way back. Please let me know your plans (and the availability of Papola) so that I can fix up my dates to suit your convenience.

How is the Phase I Report doing?

With regards,

Sincerely yours,

Dipak Mazumdar
Employment and Rural Development Division
Development Economics Department

Enclosures:a/s

DM/mf

Serial No. _____

Establishment _____	Sample No. _____
Ward _____	
Sex : Male <input type="checkbox"/>	Female <input type="checkbox"/>
Migrant <input type="checkbox"/>	Non-Migrant <input type="checkbox"/>

THE BOMBAY LABOUR MARKET

[A research project by the Department of Economics,
University of Bombay in cooperation with the Deve-
lopment Economics Department of the International
Bank for Reconstruction & Development.]

(QUESTIONNAIRE)

for

PHASE TWO : WORKERS IN SMALL ESTABLISHMENTS AND FACTORIES

DEPARTMENT OF ECONOMICS
BOMBAY UNIVERSITY CAMPUS
CST ROAD, KALINA, BOMBAY - 400029

1975

Name of the Investigator _____

	<u>No</u> <u>years</u> <u>taught</u>	<u>Type and name of school</u>	<u>Name of place</u>	<u>State</u>	<u>Size of community</u>
a. Primary	_____	_____	_____	_____	_____
(b) Secondary or vocational	_____	_____	_____	_____	_____
(c) Higher	_____	_____	_____	_____	_____

II. OCCUPATIONAL TRAINING (from recent to older experiences)

<u>Job for which trained</u>	<u>Code for Agency OR Instituc.</u>	<u>Name if it is not ITI</u>	<u>Months of training</u>	<u>year</u>
_____	<input type="checkbox"/>	_____	_____	_____
_____	<input type="checkbox"/>	_____	_____	_____
_____	<input type="checkbox"/>	_____	_____	_____

Code for agencies OR institutions:

- 1.- ITI
- 2.- Private institutions
- 3.- Employers (as apprentice)
4. Other ones (specify)

II INTER-GENERATION MOBILITY

12. OCCUPATION OF PARENTS

FATHER

MOTHER

During childhood
(up to 10 years
approximately)

code

Afterwards

13. EDUCATION OF PARENTS.

Mother Father

1. No schooling
2. Primary incomplete
3. Primary complete
4. Secondary or Vocational
incomplete : _____
- complete : _____
5. Higher : _____
Specify

14. Literacy of parents

Mother Father

Did they know how to read and write:

yes
no

III PRESENT JOBS AND INCOME

A. IN the establishment

15. Description of job : _____
16. When did you join it? _____
17. Days worked last week _____
18. Days worked last month _____
19. Average hours worked per
day last week _____
20. You are paid by : Amount
- | | |
|-----------------|-------|
| the month | _____ |
| the week | _____ |
| the day | _____ |
| the hour | _____ |
| the piece | _____ |
| (Specify _____) | |

21. Net cash income actually received from the employer

Last week Last month

a. Regular salary

b. Overtime payments

c. Cash allowances
(for meals, transport)

(d) minus deductions:

(for meals and housing received in the establishment)

a+b+c-d): Net cash income

22. Tips

23. Bonus per year

24. Income in kind:

(a) Consumption of food
supplied by the employer

1. Every day worked
2. If not, days per week

Cost of such meals (per day) if
purchased in the neighborhood

(b) Do you live in the premises of the
establishment? If yes, how much
would you have to pay for rent per
month in an equivalent accommodation.

B. Jobs during last month
outside the establishment

Type of job	Days worked	Cash income or salary received
_____	_____	_____
_____	_____	_____
_____	_____	_____

IV. RECENT UNEMPLOYMENT EXPERIENCES.

26. On what date did you leave your last permanent or regular job?

27. Before joining the establishment, for how many weeks or months did you work only as a casual laborer?

N° weeks _____

N° months _____

28. During that period;

How many days per week
did you work? _____

How many hours
per day (on the
average) did you work? _____

What was your salary
OR income out of casual
work during that
period?

per month _____

per week _____

per day _____

What other sources
of income did you
have during that
period (between
regular jobs)

Specify the source _____

Amount

per week + _____
per month + _____

MORE space: Two separate pages:

36 Please give the following information about the ^{last} ~~present~~ types of work that you did in Bombay:

(NOTE : In case of casual work, change in the 'type of work' refers to the change in the respondents' activity or sphere of work from and to the categories as indicated in (I) above, and not just a change of person for whom worked. Ex. change from one family to another as a domestic servant, or one unit to another as a casual factory or construction worker will not be considered a change for the present purpose, but a change from vendor to porter, from hotel bearer to watchman will be. Secondly, only such activities in which the respondent worked for a reasonably long period of time (say, exceeding 1 year in the working career of 10 years or more OR for six months in the working career of about 5 years) may only be noted here. In case of regular work change means change of employer.)

AS CASUAL WORKER

Nature of work		Source of knowledge about the activity (B)	Any assistance in entering the activity (C)	Average period for which work was available		Average daily earning		Period		Reasons for Change (D)
Occupation	Division (A)			Days in a month	Months in a year	In the beginning	While leaving	From	To	
1										
2										
3										
4										
5										

AS REGULAR WORKER

Nature of work				Name & Address of the Employer	Source of knowledge about the activity (B)	Any Assistance in entering the activity (C)	Monthly wages		Period		Reasons for Change (D)
Occupation	Permanent	Temporary	Division (A)				In the beginning	While leaving/ at present	From	To	
1											
2											
3											
4											
5											
6											

D. PAST JOBS IN BOMBAY

more space

Number of promotions with current employer (if any)

January 1975

Dwelling number : _____ Name : _____
 Household number : _____ Address: _____
 Time interview started : _____

J.9255	(1-4)
Q'aire No. _____	(5-8)
Location : KL/PJ	1 (9)
Ipoh	2
Penang	3
Kuantan	4
Kota Bahru	5

INTRODUCTION

Good morning/afternoon/evening. My name is I work as an interviewer for Survey Research Malaysia Sdn. Bhd. This is an independent research company. We conduct surveys on all sorts of topics in Malaysia. This week we are conducting a survey of workers in Malaysia. I would like to talk to the head of the household, or to some senior male member of the household.

WITNESSED BY : 0 1 2 3 4 5 6 7 8 9 (10)
 RECALLED ON BY : 0 1 2 3 4 5 6 7 8 9 (11)
 INTERVIEWED BY : 0 1 2 3 4 5 6 7 8 9 (12)
 0 1 2 3 4 5 6 7 8 9 (13)

"I hereby certify that this interview has been conducted honestly and to the best of my ability,"

ASK HEAD OR SENIOR MALE HOUSEHOLD MEMBER

1(a) First, would you please tell me how many people there are in your household aged between 15 and 50 years? That is, how many people aged between 15 and 50 eat here and sleep in this house?

Number: _____ ()

Interviewer's signature : _____
 Date : _____
 Time interview ended : _____

(b) Would you please tell me who these people are? Start with the oldest down to the youngest? (RECORD ON PAGE 3)
 (IF NOT STATED : Is that a man or lady/boy or girl? How old is he/she?)

(c) CHECK : Are there any other people aged between 15 and 50 who eat here and sleep in this house?

(IF YES : ASK DETAILS AND RECORD ON PAGE 3)

OFFICE USE	
EDITED BY :	0 1 2 3 4 5 6 7 8 9
CODED BY :	0 1 2 3 4 5 6 7 8 9
FINAL CHECK :	0 1 2 3 4 5 6 7 8 9

ASK HEAD OR SENIOR MALE HOUSEHOLD MEMBER ABOUT EACH 15-50 YEAR-OLD IN HOUSEHOLD (INCLUDING INFORMANT)

2. I would like to ask you a few questions about each person aged between 15 and 50 who eats here and sleeps in this house. Let's start with ... (OLDEST PERSON LISTED, i.e. RELATION TO HEAD OF H/H)

(a) (Are you) Is he/she married, or widowed, or divorced or separated, or a single person?

(b) What was the highest level of education (you) he/she obtained?

- No formal schooling 1)
- Primary only 2)
- Some Secondary (up to Jnr. C'bridge pass) 3)
- Passed Snr. Cambridge 4)
- Passed HSC 5)
- Technical College Diploma 6)
- University Degree 7)

SHOW CARD 1

(c) Would you please use this card to show me about (your) his/her work situation? (Are you) Is he/she ... (READ OUT)

- Retired 1)
- A student 2)
- Unemployed and looking for full-time work 3)
- Doing housework 4)
-
- Working in the family business 5)
- Working in his/her own business 6)
- Working in someone else's business 7)

IF WORKING (Codes 5, 6, or 7)

(d) About how many people, altogether, work in the business where (you) he/she works? (PROBE : Less than 10; 10-99; 100 or more?)

(e) What kind of work (do you) does he/she do? (PROBE FOR DETAIL)

(f) (Do you) Does he/she work on a regular or casual basis? (EXPLAIN : By "casual" I mean "without any firm agreement to work more than 15 days at a time".)

IF CASUAL

(g) About how many days in each month (are you) is he/she able to get work?

ASK ABOUT ALL WHO ARE WORKING

(h) About how much (do you) does he/she earn, on average, in a month?

LIST OF ALL PEOPLE AGED 15-50 IN HOUSEHOLD

HOUSEHOLD DATA

ADULT NO. (AGE ORDER)	1(b) DESCRIPTION (RELATION TO HEAD OF H/H)	1(b) SEX		1(b) AGE	2(a) MARITAL STATUS				2(b) EDUCATION ACHIEVED (CODES AS SHOWN ON PAGE 2)							2(c) WORK SITUATION (CODES AS SHOWN ON PAGE 2)							2(d) NO. OF EMPLOYEES				2(e) OCCUPATION (DESCRIPTION OF WORK)	2(f) WORK TYPE		2(g) CASUAL DAYS PER MONTH	2(h) AVERAGE EARNINGS PER MONTH \$
		M	F		Married	Wid.	Div. Sep.	Single	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1-9	10-99	100+	DK		Reg-ular	Cas-ual		
() 1		() 1	() 2	() [][]	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4	() 5	() 6	() 7	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4		() 1	() 2	() [][]	() [][][][]			
() 2		() 1	() 2	() [][]	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4	() 5	() 6	() 7	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4		() 1	() 2	() [][]	() [][][][]			
() 3		() 1	() 2	() [][]	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4	() 5	() 6	() 7	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4		() 1	() 2	() [][]	() [][][][]			
() 4		() 1	() 2	() [][]	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4	() 5	() 6	() 7	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4		() 1	() 2	() [][]	() [][][][]			
() 5		() 1	() 2	() [][]	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4	() 5	() 6	() 7	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4		() 1	() 2	() [][]	() [][][][]			
() 6		() 1	() 2	() [][]	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4	() 5	() 6	() 7	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4		() 1	() 2	() [][]	() [][][][]			
() 7		() 1	() 2	() [][]	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4	() 5	() 6	() 7	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4		() 1	() 2	() [][]	() [][][][]			
() 8		() 1	() 2	() [][]	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4	() 5	() 6	() 7	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4		() 1	() 2	() [][]	() [][][][]			
() 9		() 1	() 2	() [][]	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4	() 5	() 6	() 7	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4		() 1	() 2	() [][]	() [][][][]			
() 10		() 1	() 2	() [][]	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4	() 5	() 6	() 7	() 1	() 2	() 3	() 4	() 1	() 2	() 3	() 4		() 1	() 2	() [][]	() [][][][]			

J.9255 MIGRATION & EMPLOYMENT SURVEY
(PART I - MIGRATION QUESTIONNAIRE)

ARE WORKING 15-50 YEAR-OLD SELECTED AS INSTRUCTED (REPEAT INTRODUCTION FROM PAGE 1 AS NECESSARY)

1. First, I would like to know where you have lived.

(a) Were you born in Malaysia or in another country? In Malaysia 1 ()
Another country (NAME) 2

(b) IF BORN IN MALAYSIA : Where were you born in Malaysia?

IF BORN ABROAD : Where did you first live in Malaysia?

This town/city 1 ()
Elsewhere (WRITE BELOW) 2 (GO TO Q2)

TOWN/CITY _____ ()
STATE _____ ()

IF THIS TOWN/CITY

(c) Have you ever lived for more than 3 months in any different part of Malaysia - that is, in any different town, city, or village?

Yes 1 ()
No 2 (GO TO PART II)
(PAGE 6)

2. I would like to ask you about the first time you moved away from your first home in Malaysia to a different town, city, or village.

(a) How many people, altogether, lived in your household at that time? That is, how many people were sleeping in the house where you lived and eating together with you?

No. : _____ ()

PERSON IN H/H	RELATIONSHIP TO RESPONDENT	SEX		AGE			MOVED ALSO	
		M	F	Under 15 yrs.	15-60 yrs.	60+	Yes	No
1	-----	1 ()	2	1 ()	2	3	1 ()	2
	-----	1 ()	2	1 ()	2	3	1 ()	2
3	-----	1 ()	2	1 ()	2	3	1 ()	2
4	-----	1 ()	2	1 ()	2	3	1 ()	2
5	-----	1 ()	2	1 ()	2	3	1 ()	2
6	-----	1 ()	2	1 ()	2	3	1 ()	2
7	-----	1 ()	2	1 ()	2	3	1 ()	2
8	-----	1 ()	2	1 ()	2	3	1 ()	2
9	-----	1 ()	2	1 ()	2	3	1 ()	2
10	-----	1 ()	2	1 ()	2	3	1 ()	2
OFFICE : TOTALS		□ ()	□	□	□	□	□	□

(b) Would you please tell me who the people were? Start with the oldest down to the youngest. (LIST IN AGE ORDER : ASK SEX AND AGE GROUP. N.B. INCLUDE INFORMANT)

(c) Which of these people moved with you at that time and which did not? (CHECK EACH PERSON)

3(a) Did any of the members of your household carry out any family business at that time?

Yes 1 ()
No 2) (GO TO Q4)
(Don't know) 3)

IF YES

(b) What kind of business was that?

4(a) Did any of the members of your household use any land for growing rubber or any other crops on a commercial basis at that time?

Yes 1 ()
No 2) (GO TO Q5)
(Don't know) 3)

IF YES

(b) Was the land used for this purpose owned by members of your household or not? (PROBE : All or some?)

All owned 1 ()
Some owned 2
Not owned 3
(Don't know) 4

(c) About how many acres of land did the members of your household use on a commercial basis at that time?

Acres : _____ ()

(d) What were the main crops grown on the land?

ASK ALL

5. All things considered, would you say that your family's economic position at that time was ... (READ OUT)

Above average for that area? 1 ()
About average for that area? 2
Below average for that area? 3
(Don't know) 4

6(a) Why did you (and your family) move away at that time? (PROBE : What other reasons did you have?)

(b) And what was the most important reason? (INDICATE WITH #)

□ ()

7(a) When you (and your family) moved away from your first home in Malaysia, where did you move to? (RECORD BELOW)

SHOW CARD 2

(b) Would you please use this card to tell me exactly what your own situation was at that time? Were you ... (READ OUT)

- Not yet schooling 1)
- A student 2)
- Unemployed and looking for full-time work 3)
-
- Working on a family smallholding/estate 4)
- Working in a family business 5)
- Working in own smallholding/estate 6)
- Working in own business 7)
- Working in someone else's business 8)

(c) And what was your main reason for moving to this particular place (PLACE FIRST MOVED TO)?

8(a) What was the next place you moved to after that?

(b) What was your situation at that time? (SHOW CARD 2 AGAIN)

(c) And what was your main reason for moving to ... (THIS, NEXT PLACE)

(d) Did you make that move with other members of your household, or with other relatives, or with friends, or alone?

(e) And what was the next place you moved to after that?

MOVE NO.	7 & 8(a)/8(e) PLACE MOVED TO (TOWN, VILLAGE/STATE)		7 & 8(b) PERSONAL SITUATION (CODES AS SHOWN ABOVE)								7 & 8(c) MAIN REASON FOR MOVE				8(d) MOVE MADE WITH			
															H/H members	Relatives	Friends	No-one (alone)
1 ()	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4	5	6	7	8	<input type="text"/>	<input type="text"/> ()						
2 ()	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4	5	6	7	8	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4		
3 ()	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4	5	6	7	8	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4		
4 ()	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4	5	6	7	8	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4		
5 ()	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4	5	6	7	8	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4		
6 ()	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4	5	6	7	8	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4		
7 ()	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4	5	6	7	8	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4		
8 ()	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4	5	6	7	8	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4		
9 ()	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4	5	6	7	8	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4		
10 ()	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4	5	6	7	8	<input type="text"/>	<input type="text"/> ()	1 ()	2	3	4		

OFFICE : TOTALS ALL MOVES () AS 1-3 () AS 4-8 () OF EACH TYPE () () () ()

J.9255 MIGRATION & EMPLOYMENT SURVEY
(PART II - EMPLOYMENT QUESTIONNAIRE)

EMPLOYMENT

1. At what age did you leave school? (IF NO SCHOOLING, SKIP TO Q4)

Years : _____ Months : _____ ()

3(a) Did you do any work in someone else's business while you were still studying at school (or university)?

2(a) Did you do any jobs in a family business while you were still studying at school (or university)?

Yes 1 ()
No 2 (GO TO Q2(d))

Yes 1 ()
No 2 (GO TO Q4)

IF YES

(b) On average, how many days in a month were you able to get work?

IF YES

(b) On average, how many days in a month did you work in a family business?

Days : _____ ()

Days : _____ ()

(c) Did you have a firm agreement with an employer to give you work regularly - that is, for more than 15 days at a time?

(c) Did you receive any payment for this? (IF YES) About how much did you receive, on average, in a month?

Nothing 0 ()

\$: _____ ()

Yes 1 ()
No 2

(d) Did you receive any payment for this? (IF YES) About how much did you receive, on average, in a month?

Nothing 0 ()

\$: _____ ()

(d) Did you do any work on a family smallholding while you were still studying at school (or university)?

Yes 1 ()
No 2 (GO TO Q3)

IF YES

(e) On average, how many days in a month did you work on a family smallholding?

Days : _____ ()

4(a) At what age did you start looking for work (after you had left school)?

Years : _____ Months : _____ ()

(f) Did you receive any payment for this? (IF YES) About how much did you receive, on average, in a month?

Nothing 0 ()

\$: _____ ()

(b) How long did it take you to get your first job after you started looking for work?

Years : _____ Months : _____ ()

I would now like to ask you about each different place/employer you have worked with for at least 6 months. I would also like you to tell me about any time longer than two months which you spent between leaving one place/employer and joining another.

5(a) Where did you first work full-time(after leaving school)? (PROBE : Name/place of company)
RECORD ALL Q5 ANSWERS BELOW

ASK ALL
 (f) What kind of business was that? (PROBE : Products/services, etc.)

(b) When did you start working there? (YEAR; RECORD MONTH IF LESS THAN 5 YEARS)

(g) When did you leave that company?

(c) Was that your own business, or a family business, or were you employed in someone else's business?

6(a) Where did you go next? REPEAT Q5(b)-(g) UNTIL YOU REACH CURRENT EMPLOYER.

PROBE ACTIVITY IN ANY GAPS OF MORE THAN TWO MONTHS BETWEEN JOBS & WRITE UNDER (a) (E.g. Holiday, study, seeking work, etc.)

IF SOMEONE ELSE'S BUSINESS

(d) About how many people, altogether, worked in that business at that time?
 (PROBE : Less than 10; 10-99; 100 or more?)

(e) How did you come to know that a job was available there?

RECORD DETAILS OF <u>CURRENT</u> EMPLOYER		OFFICE: EMPLOYER CODE
Company name	:	<input type="text"/>
Full Address	:	<input type="text"/>
Supervisor's name & Title	:	<input type="text"/>
		()

JOB NO.	5(a) COMPANY NAME/PLACE	5(b) STARTED (Month/Year code)	5(c)-(d) BUSINESS TYPE					5(e) SOURCE OF JOB KNOWLEDGE	5(f) TYPE OF BUSINESS		5(g) LEFT (Month/Year code)	YELLOW PAGE NO.
			Own	Fa- mily	1- 99	10- 100+	Employed in					
1 ()	-----	<input type="text"/> ()	1 ()	2	3	4	5	<input type="text"/> ()	<input type="text"/> ()	<input type="text"/> ()	-----	
2 ()	-----	<input type="text"/> ()	1 ()	2	3	4	5	<input type="text"/> ()	<input type="text"/> ()	<input type="text"/> ()	-----	
3 ()	-----	<input type="text"/> ()	1 ()	2	3	4	5	<input type="text"/> ()	<input type="text"/> ()	<input type="text"/> ()	-----	
4 ()	-----	<input type="text"/> ()	1 ()	2	3	4	5	<input type="text"/> ()	<input type="text"/> ()	<input type="text"/> ()	-----	
5 ()	-----	<input type="text"/> ()	1 ()	2	3	4	5	<input type="text"/> ()	<input type="text"/> ()	<input type="text"/> ()	-----	
6 ()	-----	<input type="text"/> ()	1 ()	2	3	4	5	<input type="text"/> ()	<input type="text"/> ()	<input type="text"/> ()	-----	
7 ()	-----	<input type="text"/> ()	1 ()	2	3	4	5	<input type="text"/> ()	<input type="text"/> ()	<input type="text"/> ()	-----	
8 ()	-----	<input type="text"/> ()	1 ()	2	3	4	5	<input type="text"/> ()	<input type="text"/> ()	<input type="text"/> ()	-----	
9 ()	-----	<input type="text"/> ()	1 ()	2	3	4	5	<input type="text"/> ()	<input type="text"/> ()	<input type="text"/> ()	-----	
10 ()	-----	<input type="text"/> ()	1 ()	2	3	4	5	<input type="text"/> ()	<input type="text"/> ()	<input type="text"/> ()	-----	

OFFICE : TOTALS CO.s () OF EACH TYPE ()

COMPLETE ONE YELLOW SHEET FOR EACH JOB LISTED ON PAGE 7

7. I would now like to ask you a little more about the time you worked for
(WRITE IN NAME OF EMPLOYER COMPANY)

(a) What was the first type of work you did in this company (RECORD BELOW)
(PROBE : Exactly what kind of work did you do?)

(b) Did you always do the same type of work in this company, or were you promoted or later put on to other types of work in this company?

Always the same work 1 (GO TO Q8) ()
Changed to other types of work 2

IF CHANGED TO OTHER TYPES OF WORK

(c) What were the other types of work you did in this company? (PROBE AND RECORD BELOW EACH CHANGE OF WORK/DUTIES IN THIS COMPANY)

ASK FOR EACH TYPE OF WORK DONE/POSITION HELD

8(a) When you held this position were you paid on a daily basis, or weekly, or monthly?

IF DAILY

(b) About how many days a month were you able to get work?

(c) How much did you earn, on average, each month, when you first started in this position?

(d) Did you receive any formal in plant, on-the-job or outside training while you were doing this kind of work?

IF OUTSIDE TRAINING

(e) Who paid for the outside training?

(f) About how much did it cost?

(g) For how long did you do the kind of work which we are now discussing in this company? (IF OTHER POSTS HELD : That is, how long was it before your duties were changed?)

(h) How much did you earn, on average, in a month, when you stopped doing this kind of work in this company (OR : left this company)?

DUTY NO.	7(a) & (c) TYPE OF WORK/DUTIES	8(a) PAY RECEIVED			8(b) Days a month	8(c) START PAY \$	8(d) TRAINING				8(e) PAID BY			8(f) COST	8(g) DURATION OF POST		8(h) END PAY \$
		Monthly	Weekly	Daily			In-plant	On-job	Out-side	None	Self	Family	Employer		Years	Months	
()		()	()	()	()	()	()	()	()	()	()	()	()	()	()	()	()
1		1	2	3			1	2	3	4	1	2	3				
()		()	()	()	()	()	()	()	()	()	()	()	()	()	()	()	()
2		1	2	3			1	2	3	4	1	2	3				
()		()	()	()	()	()	()	()	()	()	()	()	()	()	()	()	()
3		1	2	3			1	2	3	4	1	2	3				
()		()	()	()	()	()	()	()	()	()	()	()	()	()	()	()	()
4		1	2	3			1	2	3	4	1	2	3				
OFFICE : TOTALS		NO. OF POSTS	() OF EACH TYPE			()									SALARY GROWTH		

IF RESPONDENT HAS NOW LEFT THIS COMPANY

9. Why did you leave this company?
(PROBE : What other reasons did you have?)

ASK ALL ABOUT CURRENT JOB

10(a) Considering your qualifications and ability, are you satisfied with your current job or not? (PROBE : Very or somewhat?)

- Satisfied - Very 1) (GO TO Q11) ()
- Somewhat 2)
- Dissatisfied - Somewhat 3
- Very 4
- (Can't say) 5 (GO TO Q11)

IF DISSATISFIED (Codes 3 or 4)

(b) Why are you not satisfied with your current job? (PROBE : What other reasons do you have?)

_____ ()

11(a) In your current job, is there any organisation or association like a trade union which helps its members in matters to do with the job?

- Yes 1 ()
- No 2 (GO TO Q12)

IF YES

(b) What is the name of the organisation?

_____ ()

(c) What does it do for its members? (PROBE : What else?)

_____ ()

(d) Do members make payments to this organisation?

- Yes 1 ()
- No 2) (GO TO f.)
- (Don't know) 3)

IF YES

(e) About how much do members pay each month? (IF IT DEPENDS ON SALARY, ASK ABOUT PERCENTAGE)

Amount \$: _____ ()

OR % : _____

(f) Are you a member of this organisation or not?

- Yes 1 ()
- No 2

12(a) Considering your qualifications and ability, what kind of work would you ideally like to do?

_____ ()

(b) What sort of business would you ideally like to do this kind of work in?

_____ ()

(c) What are you able to do to try to get the kind of job you would ideally like to have? (PROBE : What else?)

_____ ()

(d) Suppose you were offered a job of the kind you would ideally like to have. And suppose the pay was the same as in your current job. And suppose the new job was in a different town from this. Do you think you would move to a different town to get the kind of job you would ideally like to have?

- Yes 1 (GO TO Q13) ()
- No 2
- (Don't know) 3

IF NO/DON'T KNOW

(e) Why do you say that?

_____ ()

(f) What is the minimum amount you would have to earn each month in the kind of job you would ideally like to have before you would agree to move to a different town to work?

Amount \$: _____ ()

13. Just suppose that things were really bad and you could not continue in your current job or find another similar one.

(a) Is there any place in Malaysia where you have relatives in a family business or on an estate or smallholding which you could go to and be sure of getting work?

- Yes - in a family business 1 ()
- on an estate 2
- on a smallholding 3
- No 4)
- (Don't know) 5) (GO TO Q14)

IF YES

(b) Whereabouts is that?

Town/village : _____

State : _____

_____ ()

(c) When did you last make a visit to that place?

- | | | | |
|-------------------|---|-----------------------|-------|
| In past month | 1 | 1 - 2 years ago | 5 () |
| 1 - 3 months ago | 2 | 3 - 4 years ago | 6 |
| 4 - 6 months ago | 3 | More than 4 years ago | 7 |
| 7 - 11 months ago | 4 | (Can't recall) | 8 |

(d) What was the main purpose of that visit?

_____ ()

(e) How long did you stay there on that occasion?

(RECORD IN RESPONDENT'S TERMS)

Months : _____

Weeks : _____

Days : _____

_____ ()

SHOW CARDS A-D (ONE AFTER ANOTHER)

14. Would you please read out the statements on this card and tell me which comes nearest to your opinion.

LANGUAGE(S) READ		
	Yes	No
Bahasa Malaysia	1	2 ()
Chinese	1	2 ()
English	1	2 ()
Tamil	1	2 ()

15(a) RECORD LANGUAGE OF INTERVIEW :

(b) Is there any other language or dialect which you understand apart from ... (LANGUAGE OF INTERVIEW)

	15(a)		15(b)	
	Yes	No	Yes	No
Bahasa Malaysia	1 ()	1	2 ()	
'Pasar' Malay	2	1	2 ()	
Cantonese	3	1	2 ()	
Hokkien	4	1	2 ()	
Mandarin	5	1	2 ()	
Other Chinese	6	1	2 ()	
English	7	1	2 ()	
Tamil	8	1	2 ()	
Other	9	1	2 ()	

16(a) In which language did you receive most of your primary education? (PROBE IF NECESSARY : What was the main medium of instruction?)

	16(a)	16(b)	17(b)	18(b)
Bahasa Malaysia	1 ()	1 ()	1 ()	1 ()
Chinese	2	2	2	2
English	3	3	3	3
Tamil	4	4	4	4
Other	5	5	5	5
		(Don't know)	6	6

(b) In which language did you receive most of your secondary education? (PROBE IF NECESSARY : What was the main medium of instruction?)

17(a) What was the highest level of education which your father received?

No formal schooling	1	Passed HSC	5 ()
Primary only	2	Technical College Diploma	6
Some Secondary (up to Jnr. C'bridge pass)	3	University Degree	7
Passed Snr. Cambridge	4	(Don't know)	8

(b) In which language did he receive most of his education? (RECORD ABOVE)

(c) What was his main occupation? (PROBE : What kind of work did he do for the longest period of his life?)

18(a) Do you yourself have any children who are at school? Yes 1 ()
No 2 (GO TO Q19)

(b) In which language are they receiving most of their education? (RECO. ABOVE)

SHOW CARD 3

19. Would you please show me on this card about how much the people in your household earn altogether, on average, in a month?

Up to \$75	1	\$ 751 - \$1000	6 ()
\$ 76 - \$150	2	\$1001 - \$1500	7
\$151 - \$300	3	\$1501 - \$2000	8
\$301 - \$500	4	Over \$2000	9
\$501 - \$750	5	(Not stated)	0

20. RECORD BY OBSERVATION

(a) Type of dwelling :

Bungalow/Compound/Semi-detached	1	Attap/Zinc	5 ()
Shophouse	2	Institution/Club House	6
Terrace/Rowhouse (no shop)	3	Other (WRITE IN)	7
Private Flat/Apartment	4		

(b) Race :

Malay	1	Indian/Ceylonese	3 ()
Chinese	2	Other (WRITE IN)	4

(c) Sex :

Male	1	Female	2 ()
------	---	--------	-------

21. TRANSFER FROM EARLIER QUESTIONS

(a) Age (Q1b; page 3)

15 - 20	1	31 - 35	4 ()
21 - 25	2	36 - 40	5
26 - 30	3	41 - 50	6

(b) Marital status (Q2a; page 3)

Married	1	Divorced/separated	3 ()
Widowed	2	Single	4

(c) Highest level of education (Q2b; page 3)

No formal schooling	1	Passed HSC	5 ()
Primary only	2	Technical College Diploma	6
Some Secondary (up to Jnr. C'bridge pass)	3	University Degree	7
Passed Snr. Cambridge	4	(Don't know)	8

(d) Current personal monthly income (Q8h, page 8 - last yellow sheet)

Up to \$75	1	\$ 751 - \$1000	6 ()
\$ 76 - \$150	2	\$1001 - \$1500	7
\$151 - \$300	3	\$1501 - \$2000	8
\$301 - \$500	4	Over \$2000	9
\$501 - \$750	5	(Not stated)	0

A PROPOSAL FOR A RESEARCH PROJECT ON
THE BOMBAY LABOUR MARKET

The importance of systematic knowledge about the patterns of urban labour markets, particularly of Industrial metropolises, is obvious from the viewpoints both of the analyst and the policy maker. The extent of such knowledge, however, is precariously limited in most of the cases. Some pieces of information are available on one aspect or the other, but they are collected with diverse objectives and through different methods; and also leave too wide gaps to make a meaningful portrait of the labour market. The problem is such more acute in the case of unorganised sector, where the information base is virtually non-existent. It is against this background that we propose to make a study of the Bombay Labour Market with particular focus on the unorganised sector. The major objectives of the study would be :

- i) to portray a profile of the present labour force in terms of such socio-economic characteristics as age-structure, educational levels, domicile status, migration, family size and earnings.
- ii) to measure the extent of labour mobility-inter-firm, inter-industry, occupational and inter-generation.
- iii) to analyse labour mobility in terms of the socio-economic characteristics of workers with particular reference to relative earnings.
- iv) to identify the 'natural' course of mobility in the labour market - 'from unorganised sector; -
to Organised
and to examine the relationship of such 'job-hierarchy'
with corresponding skill and educational levels.

- v) to assess the relative importance of various information channels and recruitment procedures in the organised and unorganised sectors; and,
- vi) to examine the extent of integration of labour market between organised and unorganised sectors in terms of wage patterns, wage differentials, information channels, recruitment procedures and inter-changeability of workers.

Scope

It is generally the 'journey to work' criterion which sets the geographical limits of a local labour market area. While the argument can be overstretched to include distant areas from and to which there may be daily movement to work and back but to a very small extent, the total area to be covered may become unmanageable without yielding any significant advantage. Therefore, the Municipal limits of Greater Bombay may be considered as the geographical limits of the study. Besides being manageable the coverage would also fairly meet the conceptual criterion of a local market.

For the universe of workers to be covered, it may be useful and convenient to proceed on the basis of 'activities' rather than population. We would like to cover the two broad sectors of the urban economic activities, namely, manufacturing and service, construction and trade. While most of the workers in these activities are attached with some identifiable establishments - factory, shop, offices, etc. - there is a substantial portion of workers who work on daily wages on a casual basis, independent of any establishment.

Since a special emphasis will be laid on the study of labour market in the unorganised labour, on account of the greater lack of knowledge in this field; and it is not obvious what the unorganised labour market consists of, it may be worthwhile to dwell briefly on this aspect here.

The term unorganised labour is likely to be misunderstood. In the West it refers to nonunionized labour. In India it is common to restrict it to sectors which are called unorganised sectors. The basis for distinction between organised and unorganized sectors is the application or non-application of a certain law. The sector of manufacturing which is covered by the Factories Act i.e. that employing ten or more workers and using power or twenty or more not using power forms the organised sector in manufacturing. The rest is the unorganized sector. This sector may very well conform to the definition adopted in the West. Probably an estimate of the minimum number of people employed in the unorganized sector of Manufacturing can be obtained from the difference between the Census count in manufacturing and the registration under the Factories Act.

Besides the unorganized sector in manufacturing there are other major unorganized employment. 1) Trade and Commerce, 2) Personal Services, 3) Transport and allied services, 4) Construction. All these (excepting 2) have an organized and unorganized component. Identification of the latter will depend upon the criterion and a unique criterion may not be of much use. Presence or absence of formalized procedures for hiring, firing and terms and conditions of work may be a good criterion if efforts are first made to find out their existence. Since it would be reasonable to assure that formalization of rules is related to size of employment one may choose to cover workers employed in all establishments employing less than say ten or twenty workers.

Alternatively we may accept to call as unorganized sectors those in which the Maharashtra Government has prescribed minimum wages. Some (unknown) number of establishments may have quite formalized procedures and hence it may not be proper to go the whole way with this approach but all the same it may give a point to start. Whatever the definition, care will have to be taken not to leave out the sizeable casual labour markets that exist in the City.

4

Sample : Procedure and Size

For the sample of workers employed with establishments, the practicable procedure is that of proceeding through their establishments. We get lists of establishments registered under the various legislative acts (Factories Act, Shops and Commercial Establishments Act Etc.). But due to their coverage being limited to certain size groups the lists may not provide adequate frame for our sampling particularly in the un-organized sector. The alternative sample frame could be the households (including establishments) list of the Census (1971) where we could get all types of establishments irrespective of size and nature of work listed, along with some information on such characteristics as are relevant to our study, viz, size, activity, location etc. Out of this list we can sort etc; and select a few manageable number of activities, industries or trades out the establishment by sectors - manufacturing, service, trade from each sector. In order to make the study more intensive without leading to unnecessarily large cost, it may desirable to introduce an element of localisation at this stage. We may further select, for each sector, certain wards of the City which show a clustering of establishments in most of the selected activities. From the list of such establishments in these selected wards, a sample, stratified on the basis of activities may be taken, if necessary. But in the event of getting manageable number of establishments and/or with not too large of a population of workers in them, no sampling of establishments may be necessary. From the list of workers in so selected establishments, then, a sample of workers may be taken on a proportionate basis, with the constraint of a minimum number from each establishment, if found desirable. This would cover such workers both in organized/unorganised sectors who work with some establishment.

For the selection of casual workers, with no formal ties with any establishment, a much more scientific method will have to be adopted. On the basis of discussions and observations, some such centres will be

selected which are likely to show a relatively large concentration of workers in one or more of such trades/activities which tend to rely heavily on casual wage labourers. And a sizeable number of workers may be covered in such centres without necessarily following any set procedure of their selection.

From the viewpoints of feasibility as well as adequacy, it is proposed to contact 6000 workers and collect information from them on the basis of a structured questionnaire. The sample may be distributed among the sectors as follows :

<u>Proposed Sample</u>			
	<u>Organized</u>	<u>Unorganized</u>	<u>Total</u>
Manufacturing	1000	1500	2500
Services, Trade & Construction	1000	1500	2500
Independent Wage Earners	-	1000	1000
TOTAL	2000	4000	6000

The distribution is not purported to bear any constant proportion to the distribution of workers in the entire labour force in the City. A larger number of workers from unorganized sector is the reflection of the greater emphasis on this sector in the study.

Data Requirements and Collection :

For the pursuance of objectives set forth in the beginning the types of required data would pertain to :

- i) Personal characteristics of the workforce : age and sex composition, educational levels, rural/urban origin, family and household parental-occupation, family size etc.
- ii) Migration : time and process of migration, motivations, knowledge of job opportunities, link with the native place, likelihood of backward migration etc.

- iii) Job Characteristics of Workers: Job status, earnings and benefits, promotions and aspirations.
- iv) Job history: Jobs held with duration, nature of employment, wage rates, reasons for change, channels of information, methods of recruitment.
- v) Relative Wages and Mobility: Wage rates, quits and entries by occupations, factories, and industries, establishments and activities, sources of labour supply and methods of recruitment.

Information on (i) to (iv) will be collected through a questionnaire to be canvassed with the sample workers. Factories and establishments from which the workers' sample is taken will be contacted for the information on (v).

Besides, collection of some information from the records of Employment Exchanges, Decasualisation Exchanges, and also from various trades associations, may also be necessary and useful for an understanding of the processes in the labour market.

Time Schedule, Manpower and Budget:

	months	
The project may be completed in about 28 / 4 as explained below:		
Preparatory (listing, sampling, framing of questionnaire and pre-testing) 4 months
Field Investigation 10 months
Coding, Tabulation and Computation 4 months
Drafting 10 months

In the initial stages, the services of one statistician-cum-supervisor, along with the office staff will be needed. On a rough basis the total investigate-months required to complete the investigation are estimated at 100; further the services of six research assistants would be required for a period of 18 months, for checking of schedules

and tabulation work. Two Junior Research Officers would be required to supervise the work in the field as well as tabulation and analysis for the last latter 28 months of the project. The workload in connection with coding and punching is estimated at 66 man months. The office staff required would consist of a stenographer, a clerk and a peon.

The budget estimates on salary account worked out on the above basis and other items of expenditure are given below:

(in Indian rupees)

(i) Personnel services	289,400
<u>Add 10 per cent for higher start, increment etc.</u>	28,940
	<hr/>
<u>Sub-total salaries</u>	318,340
(ii) Computer Expenses	30,000
(iii) Stationery & Printing	20,000
	<hr/>
	368,340
(iv) Overheads (10 per cent)	36,834
	<hr/>
<u>Total</u>	<u>405,174</u>

WORLD BANK GROUP
CONSULTANT - PERSONNEL ACTION

DEPT. AND DIV. CODES: 670 45	DEPARTMENT NAME: Development Economics	DIVISION NAME: Employment & Rural Development	EXTENSION: 5481
CONSULTANT'S NAME (Last name first): 1 <u>B O M B A Y</u> <u>U N I V</u> 11 University of Bombay, Kalina, Bombay (India)	SPECIALTY CODE: 12 <u>E</u> 14 <u>C N</u>	SPECIALIZED FIELD: Economic & Market Research	SOCIAL SECURITY NO.: (U. S. Nationals only)
NATIONALITY: Indian		COUNTRY OF RESIDENCE: India	

TYPE OF ACTION (15): (Check one)

Appointment 1 Extension (Commitment No. 8116) 2 Termination (Commitment No. _____) 3 Correction (Reference No. _____) 4

PAYMENT TERMS: FEE AND DURATION OF APPOINTMENT
313,950 Indian Rupees as follows: 1. Personnel salaries - Rupees 252,950 2. Computer Services - Rupees - 30,000 3. Stationery, printing and overheads - Rupees 17,600 4. Contingency - Rupees 14,000. The first payment of Rupees 50,000 will be made on receipt of the signed contract. Rupees 30,000 every quarter until March 1, 1976. Rupees 35,000 on receipt of first draft and balance on receipt of final draft. US\$ cost approximate at exchange rate of approximately

PROPOSED EFFECTIVE DATE: J <u>1</u> ary 1, 1975	TIME AND COST ESTIMATE					
COUNTRY: Bombay	CURRENT FY <u>7</u> <u>5</u>	From Jan. 1/75	To June 30/75	No. of Billing Days 18 21	Rate per Day \$	Cost \$ 9,840
PROJECT OR MISSION ID NO.: <u>R P 0 2 4 5</u>	NEXT FY <u>7</u> <u>6</u>	July 1/75	June 15/76	\$	\$ 28,800	
ACTIVITY CODE (22 - 24): (Check one)					TOTAL	\$ 38,640

Economic Mission REM Preappraisal Work PRE Technical Assistance TAS
Sector Mission RSM Appraisal & Negtn. ANB Research RES
Project Identification RSL Supervision SPN Other (Specify below) GEN

COMMENTS:
1US\$ == 8.13 Indian Rupees.

DATE: 0 4 0 1 7 5 SIGNATURE OF DEPARTMENT HEAD:
M M D D Y Y *MW L...*

To be filled in by Personnel

DATE: SIGNATURE: EFFECTIVE DATE OF ACTION:

To be filled in by Programming and Budgeting

DEPT. CODE 31 <u> </u> <u> </u> <u> </u> 33	DIV. CODE 34 <u> </u> <u> </u> 35	COUNTRY CODE 36 <u> </u> <u> </u> <u> </u> 38	COMMITMENT NUMBER 39 <u>X</u> <u>V</u> <u> </u> <u> </u> <u> </u> <u> </u> 44	REFERENCE NUMBER:
---	--	---	--	-------------------

G/L NUMBER 45 <u> </u> <u> </u> <u> </u> <u> </u> 48	EXPENSE CATEGORY 49 <u> </u> <u> </u> 50	CREDIT 53 <u> </u>	COMMITMENT AMOUNT 54 <u> </u> <u> </u> <u> </u> <u> </u> <u> </u> <u> </u> <u> </u> <u> </u> <u> </u> <u> </u> <u> </u> <u> </u> 64	COMMITMENT TYPE: (Check one) 80 <input type="checkbox"/> 2 Consultant <input type="checkbox"/> 3 Contractual Services
			CURRENT FY	
			NEXT FY	



THE URBAN INSTITUTE 2100 M STREET, N.W. WASHINGTON, D.C. 20037

March 14, 1975

Dr. Mark W. Leiserson, Chief
Employment and Rural Development
Division
Development Economics Department
I.B.R.D.
1818 H Street, N.W.
Washington, D.C. 20433

Dear Dr. Leiserson:

In reading an abstract of the study "Labor Force Participation, Income, and Unemployment" currently under way in your Department, I noticed some similarity between the underlying goal (of studying urban labor markets to improve development efforts aimed at increasing the productivity of the urban poor) and that of the research in which I have been engaged at The Urban Institute.

Over the past several years, I have been doing applied research on the labor market effects of various kinds of labor subsidies, such as earnings and public employment programs, with a focus on the impact upon wages and employment levels and, hence, upon the distribution of earnings of workers by demographic skill groups for labor markets in the U.S.

In view of the complementary nature of our research I would appreciate an opportunity to meet with you to learn more about the employment research projects at the Bank.

Sincerely,

Peter M. Greenston
Senior Research Associate

PMG:jfh

*Janet
Friday April 4*

T.S. PAPOLA
ECONOMICS DEPARTMENT
BOMBAY UNIVERSITY
BOMBAY
INDIA

March 6, 1975

LT
Ext: 5481

AWAITING REPLY TO MY LETTER DATED JANUARY TWENTYFIRST KINDLY
CABLE ARRANGEMENTS FOR PHASE II SAMPLE QUESTIONNAIRE AND TRANSFER
OF MATERIAL ON TO CARDS STOP PLEASE INDICATE TIMING OF PHASE I
REPORT SO THAT SCHEDULE OF PAYMENTS CAN BE DETERMINED

MAZUMDAR
INTBAFRAD

Mark W. Leiserson
Development Economics

DMazumdar:mf

EXTERN. RESEARCH COMPUTING COSTS FY75
July - November

<u>RPO No.</u>	<u>Supervisor</u>	<u>Manpower</u>	<u>Keypunch</u>	<u>B-6700</u>	<u>Time Sharing</u>	<u>Remote Batch</u>	<u>Year to Date</u>
203	Lluch		182.72		11.50	5,364.03	5,558.25
208	Ray				1,381.78	1,907.52	3,289.30
216	Norton					1,129.22	1,129.22
223	Stoutjesdijk		40.00			2,148.58	2,188.58
224	Stoutjesdijk				897.65	13,175.50	14,073.15
226	Sud		339.20		148.54	251.81	739.55
227	Harral			490.00		62.36	552.36
229	Mitchell		244.56			1,202.11	1,446.67
245	Mazumdar/Busz					6,447.04	6,447.04
269	Norton					266.17	266.17
270	Keare/Busz					136.29	136.29
273	Kutcher/ Scandizzo	4,264.00	875.20	710.00	62.73	9,857.56	15,769.49
280	Reutlinger/Busz						
286	Celasun/Norton					222.65	222.65
287	Balassa					822.04	822.04
289	Donaldson						
290	Sant/Anna/Busz					653.38	653.38
291	Simmons/Busz						
293	Velji	6.50					6.50
294	Ahluwalia		840.16			2.22	842.38
296	Meerman/Busz						
299	Moran/Busz					45.25	45.25
306	Krishna						
309	Stoutjesdijk						
314	Mitchell						
317	Hazell						
	Total	4,270.50	2,521.84	1,200.00	2,502.20	43,693.73	54,188.27

Mr. J. Schaech, CAD

February 5, 1975

D. C. Rao, VPD

Computer Authorization for RPO 245

Please increase the authorization for RPO 245
(charge code 670-45) from the original amount of \$7,000
to the revised amount of \$15,000

cc: Ms. Fabietti
Messrs. Mazumdar, Busz, Abbott, West, Rathnam

MHazzah:gm

Labor Force Participation, Income and Unemployment

The study of urban labor markets has an important role in improving the design of development projects that are aimed at improving the productivity of the poor in urban areas. In many cities, recent migrants from rural areas constitute a significant proportion of the increase in the urban labor force. Thus, these studies are also useful in adding to our understanding of the economic impact of rural development projects. Several research projects have been developed in this area (see RPO 243—page 58 and RPO 290—page 61).

The emphasis in this project has been placed on employment and earnings in the “informal” sector of the market, and on the relationship between participation rates, individual earnings and family income among households in different sectors of the economy. The research effort will be concerned mainly with the contrast between the “formal” and “informal” sectors, as well as linkages between the two.

The major part of the project is devoted to a new survey of the labor market in Bombay. In the first phase, which began in January 1974, a survey of 1,000 casual workers was taken. The second phase will be a survey of 2,500 workers in establishments in the “informal” sector and of another 2,500 workers in establishments in the “formal” sector.

In addition, the study will analyze related data from urban household surveys in Malaysia and Korea. The two countries have quite diverse labor markets. In recent years, Korea has experienced a large expansion of the demand for labor with rising real wages. Malaysia, on the other hand, is a “labor surplus” economy with a high rate of unemployment.

Responsibility: Development Economics Department—Dipak Mazumdar, in collaboration with the Economics Department of Bombay University for the survey work in that city. (Ref. No. RPO 245)

Completion date: First phase—February 1975; second phase—September 1976.

Mr. R. Gulhati, Director, ECD

January 16, 1975

Mona A. Hazzah, VPD

Research Project Status Reports, Second Quarter FY75

I would appreciate it if you could have the attached Quarterly Status Report Forms completed and sent to my office (F1233) not later than Thursday, January 30. The information provided in the forms should be current as of December 31, 1974. Listed below are the project numbers, and the name of the responsible staff member, for which Quarterly Status Reports are required.

I am attaching copy(ies) of the December External Research Computer Printout where necessary.

<u>RPO Number</u>	<u>Responsible Staff Member</u>
218	S. Reutlinger
222	G. Pursell
241	D. Keare
243	D. Mazumdar
245	D. Mazumdar
247	D. Mazumdar
270	D. Keare
275	R. Hofmeister
277	K. DiTullio
280	S. Reutlinger
290	A. Sant'Anna
291	J. Simmons
293	U. Lele
295	F. Thouni
296	J. Meerman
297	J. English
298	O. Grimes
299	R. Moran
302	T. King
303	T. King
304	A. Berry
305	V. Prakash
306	R. Krishna
307	L. Westphal
318	J. Linn
319	J. Simmons

Attachments

cc @/att.: Mr. Busz

MHazzah/lc

Mr. Henk Busz, ECDDR

January 6, 1975

Dipak Mazumdar, ECDEP

External Research Program - Documents

As requested in your memo of December 31, 1974, I give below a listing of the documents I monitor.

RPO 245

The Theory of Urban Underemployment in Less Developed Countries

External Distribution
To be published

The Rural-Urban Wage Gap, Migration and the Shadow Wage

External Distribution
To be published

The Urban Informal Sector

External Distribution
Included in the papers
for the Urban Poverty
Task Force

A Preliminary Analysis of a sub-sample of Phase I of the Bombay Labour Market Survey

Draft for Internal
use only

RPO 243

The Problem of Unemployment in Peninsular Malaysia

External Distribution
Draft to be revised

DMazumdar:mf

~~Bombay file~~
RPO 243

December 16, 1974

University of Bombay
C.S.T. Road
Kalina
Bombay 400-029
India

Dear Sirs:

Please refer to the agreement for services between the International Bank for Reconstruction and Development and the University of Bombay dated December 15, 1973 under which the University of Bombay agreed to undertake the Bombay Labour Market Study.

I am writing to inform you that effective January 1, 1975 the December 15, 1973 agreement is extended to include Phase II of the Bombay Labour Market Study in accordance with the attached annex.

The Bank shall pay Bombay University for costs incurred in carrying out the Study an amount not exceeding Indian Rupees 313,950 as follows:

Personal Salaries	Rs. 252,950
Computer Services	Rs. 30,000
Stationery, Printing and Overheads	Rs. 17,600
Contingency	<u>Rs. 14,000</u>
Total:	<u>Rs. 313,950</u>

1. Rs. 50,000 to be paid on signing the agreement.
2. Rs. 30,000 every quarter starting March 1, 1975 until December 1975.
3. First draft on March 1, 1976 - payment of Rs. 35,000 on receipt.
4. Final draft on June 15, 1976 - payment of balance on receipt.

December 16, 1974

5. Progress reports should be submitted on March 15, July 15, and December 15, 1975. Of these, the report for July 15 should be a detailed one setting out the progress of the field work, an assessment of the quality of the data correlated, and outlining the plans for analyzing the material. Further financing will be dependent on the approval of the report by the Steering Group mentioned in Section 1.04 of the Agreement dated December 15, 1973.

All other terms and conditions set out in the Agreement dated December 15, 1973 remain the same.

Please indicate your agreement with the foregoing by signing and returning the enclosed copy of this letter.

Sincerely yours,

N. Lenche

N. Lenche (Miss)
Personnel Assistant
Consultants Section

Enclosures

CONFIRMED _____

DATED _____

cc: Mr. T. Mitchell
Mr. D. Mazumdar ✓

NL:yt

OFFICE MEMORANDUM

File

TO: Mr. Mark W. Leiserson
FROM: Ralph Hofmeister RH
SUBJECT: Costa Rica Research Effort

DATE: December 9, 1974

The work in progress in which Ellen Hope is assisting is not part of RPO 247, Employment Survey in Costa Rica. We are exploiting data produced in that Study in a manner not anticipated or planned in the original project. The research here is parallel in substance to RPO 245, but there was no provision in that Study for analysis of the Costa Rican data. Hence, I would classify our present work on Costa Rica under "Research, Small Projects."

RHofmeister:mf



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 11/18/1974	Document Type Memorandum			
Correspondents / Participants To: Mr. Mark W. Leiserson From: Ralph Hofmeister and Dipak Mazumdar				
Subject / Title Temporary Research Assistants for Analysis of Labor Force Surveys				
Exception(s) Personal Information				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 07, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 07, 2020
Withdrawn by Tarsica Morgan	Date January 07, 2020			

R.S 41

John

RECEIVED

Nov 5 8 59 AM '74
COMMUNICATIONS SECTION

INCOMING CABLE

ZCZC 246423 RCO95 PDC0341 RML4165 KNY689 ES655/4
URWT CO INBY 018
BOMBAY SANTACRUZ EAST 18 4 1830

NOVEMBER 4 1974

Distribution: Mr. Masundar
Mr. Gulhati

DIPAK MAZUMDAR INTRAFRAN
WASHINGTONDC0433

ADDITIONAL COMMITMENT OR NEW CONTRACT EFFECTIVE JANUARY 1975
WILL BE HELPFUL LETTER FOLLOWS

PAPOLA

245
CCL WASHINGTONDC0433 1975

Mr. *Leiserson*

Ms. *Senthe* (Personnel)

FROM

TEXT MESSAGE

PHONE

DATE

has seen the draft
of this cable &

EXT

TIME

has OK'd it

CALL BACK

CALLED

WILL CALL AGAIN

CAME TO YOU

URGENT

RETURNED YOUR CALL

REQUESTS APPOINTMENT

REMARKS

Please sign.

Thank you!

Behin

RECEIVED BY

WORLD BANK GROUP
MESSAGES

TO _____

FROM _____

DEPT./OFFICE _____

PHONE _____

EXT. _____

DATE _____

TIME _____

- CALLED
- CAME TO SEE YOU
- RETURNED YOUR CALL
- REQUESTS APPOINTMENT

- CALL BACK
- WILL CALL AGAIN
- URGENT

REMARKS _____

RECEIVED BY _____

T. S. PAPOIA
ECONOMICS DEPARTMENT
BOMBAY UNIVERSITY
BOMBAY

November 1, 1974

IT
Ext. 5481

INDIA


LEGAL DIFFICULTIES EXIST FOR EXTENDING CONTRACT BEFORE EXPIRY OF
PHASE I STOP SUGGEST WE MAKE ADDITIONAL COMMITMENT OF FIFTYTHOUSAND
RUPEES ON PHASE I AND ADJUST FUNDS FOR PHASE II WHEN CONTRACT IS
EXTENDED AS FROM JANUARY FIRST STOP PLEASE CABLE IF THIS ARRANGEMENT
IS HELPFUL

MAZUMDAR
INTBAFRAD

NLenthe, Personnel (in substance)

Dipak Mazumdar

Development Economics


Mark W. Leiserson

RPO 245

Miss Nancy E. Lenthe, Personnel

October 30, 1974

Dipak Mazumdar, Development Economics Department (ER)

RPO 245

Further to my memorandum of October 14, 1974, I am attaching a statement on the breakdown of expenditure for Phase II with the terms of payment for inclusion in the extension to the contract of the Bombay Labour Market Study.

Attachment:a/s

DMazumdar :mf

EXPENDITURE FOR PHASE II

Personnel Salaries	Rs. 252,950
Computer Services	Rs. 30,000
Stationery, printing and Overheads	Rs. 17,600
Contingency	<u>Rs. 14,000</u>
Total:	<u>Rs. 313,950</u>

1. Rs. 50,000 to be paid on signing the agreement.
2. Rs. 30,000 every quarter starting March 1, 1975 until December 1, 1975.
3. First draft on March 1, 1976 - payment of Rs. 35,000 on receipt.
4. Final draft on June 15, 1976 - payment of balance on receipt.
5. Progress reports should be submitted on March 15, July 15, and December 15, 1975. Of these, the report for July 15 should be a detailed one setting out the progress of the field work, an assessment of the quality of the data correlated, and outlining the plan for analyzing the material. Further financing will be dependent on the approval of the report by the Steering Group mentioned in Section 1.04 of the Agreement dated December 15, 1973.

DM:mf
10/30/74

OFFICE MEMORANDUM

TO: RPO Project Monitors

DATE: October 25, 1974

FROM: Henk Busz *H*
B

SUBJECT: Temporary Assistance

Please let me have by Friday, November 1, an estimate of temporary assistance required for your RPO during FY75. For budgeting purposes you should assume the average cost of a temporary research assistant to be around \$700 per month, and a temporary secretary \$225 per week.

cc: Messrs. Mazumdar, Linn, Hofmeister, Reutlinger, Horton, Simmons, Thoumi, Meerman, English, Moran, King, Acharya, Prakash, Krishna, Westphal

Division Chiefs, ECD

HBusz:slw

Now ~ RPO 275.

IRH.

\$1,500 ~ RPO 245

DM.

Miss Lenthe

Miss Nancy E. Lenthe, Personnel

October 14, 1974

Dipak Mazumdar, Development Economics Department (ER)

RPO 245

1. Phase II of the Bombay Labour Market Project was approved by the Research Committee last July. I would like to sign a contract with the Bombay University for this Phase as soon as possible. I attach a copy of the contract for Phase I. I think the general outline of the contract could remain the same and I would suggest that the best way would be to extend an extension of the contract to cover Phase II without specifying all the details in a separate contract. I enclose a copy of the estimated breakdown of the expenditure for Phase II and the contract should stipulate this pattern of payments.
2. Perhaps when you have had a look at the material we could have a chat about the requirements for progress reports, etc.
3. The Terms of Reference for Phase II will be forwarded to you separately.

Enclosures: a/s

DMazumdar :mf

Mr. R. G. Abbott, Computing Activities

October 9, 1974

Dipak Mazumdar, ECDER

Work Proposal - General Research Corporation

I enclose copy of a letter from General Research Corporation setting out the outline of work they propose to do in helping us to run the MCA program on the Malaysia data sets. I will appreciate it if you could issue the relevant instructions and charge the GRC time to the account of RPO 245.

Enclosure: a/s

cc w/enclosure Messrs. Leiserson ✓
Busz

DMazumdar :mf



8 October 1974

Mr. Dipak Mazumdar
International Bank for Reconstruction
and Development
1818 H Street, N.W.
Washington, D.C. 20433

Dear Mr. Mazumdar:

Herewith is my conception of the initial task to be performed.

Our version of the University of Michigan's Multiple Classification Analysis (MCA) program is to be linked to a subset of the Malaysian Labour Survey file. Assistance is to be given with the initial deck setup and recodes. Instruction is to be provided in the use and interpretation of the program outputs. Approximate charges for the performance of these tasks and the efforts contributing to those costs are as follows:

Special programming associated with the input interface and initial recodes	16 hours @ \$28.96
Instruction and initial deck setup	8 hours @ \$28.96
General assistance	8 hours @ \$28.96
Technical support, typing	4 hours @ \$13.55
Other expenses will be billed at cost	

This information should be on the purchase order to be transmitted from the Bank to GRC.

All computer time and computer-related charges are to be billed through UNA channels. Estimates of these charges for initial checkout and debug time are \$200, conditional somewhat on the complexity of the recoding required. Each run (5000 cases) is estimated at \$50-\$75, again somewhat dependent on the complexity of the analysis attempted.

Further analyses of other files or other subsets of the Malay file are to be specified as separate tasks.

Sincerely,

David W. Grissmer
Director
Policy Analysis Department

cc: Mr. R. G. Abbott

LABOR FORCE PARTICIPATION, INCOME AND UNEMPLOYMENT: RPO 245

The project seeks to further our understanding of urban labor markets in developing countries, with emphasis on employment and earnings in the "informal" sectors of the market, and on the relationship between participation rates, individual earnings and family income among households in different sectors of the urban economy. The contrast between the "formal" and "informal" sectors, as well as the linkages between the two are major themes of the project.

A part of the project is concerned with the analysis of material already obtained from urban surveys in Korea and Malaysia. The major part is, however, devoted to a new survey of the labor market of Bombay being undertaken in co-operation with the Economics Department of Bombay University. The first phase -- a survey of casual (independent) workers was started in January 1974, and the final report is due at the end of the year. The second phase will be a survey of 2,500 workers in establishments in the "informal" sector and of another 2,500 workers in establishments in the "formal" sector.

Two theoretical papers by D. Mazumdar are available on request: "The Theory of Urban Underemployment in Less Developed Countries"; and "The Rural-Urban Wage Gap, Migration and the Shadow Wage."

Files

September 30, 1974

Mark W. Leiserson

Malaysia Country Concentration

1. After discussion between Ravi, Dipak and myself about Dipak's contributions to the Malaysia Country Concentration Program, the following was agreed:

- (a) Dipak would undertake to have a paper ready for the March seminar drawing on the results of the employment survey and the school leaver tracer study;
- (b) Dipak would withdraw from participation in the "Household Economy" assignment of the urban poverty task force program;
- (c) Primary responsibility for supervising the "Wages" and the "Migration" assignments of the urban poverty task force would be shared by other members of the Division; and
- (d) Dipak will continue to discharge his responsibilities as member of the managerial group of the urban poverty task group but these may have to be limited if they prove to be burdensome.

2. I have discussed all the changes affecting the UPTF with Mike Cohen who is agreeable or at least resigned to them.

3. Ravi Gulhati will be talking with Parvez Hasan about the plans for the basic mission to Malaysia and Dipak's participation in it. It was understood that his participation would have to be limited if the basic mission took place before the end of the fiscal year as presently scheduled.

cc: Mr. Mazumdar

September 19

Messrs. Leiserson/Mazumdar

Mark & Dipak,

Some time ago I asked Montek to tell me about progress on Malaysia studies. The attached note is his response.

I would like to discuss with you the prospects on item 3: Urban Labor Market Study. It will be very desirable to aim at producing much of the output of this project by February 1975 so that it can be discussed at a seminar in Kuala Lumpur visualized in March.

May I see you both next week about this subject. How about Wednesday, September 25 at 2:30?

Ravi

RAVI GULHATI

OFFICE MEMORANDUM

TO: Mr. Ravi Gulhati (ECDDR)

DATE: September 18, 1974

FROM: Montek S. Ahluwalia (DRCD Chief)

SUBJECT: Malaysia Country Concentration

1. Attached is a table reporting on the current state of each study in the country concentration program. My overall assessment of our state of health is as follows:

(i) Overall Schedule.

We are about three months late but this is not too disastrous because the Basic Mission has also slipped by the same amount.

(ii) Planning.

If we are to avoid further slippage we must assign maximum priority to meeting target in items 2, 3 and 4. We will be able to judge by December whether the pace is being maintained at an adequate level in each of these.

(iii) Seminar to Discuss Working Drafts.

A seminar in Malaysia sometime in March could discuss draft outputs from Items 2, 3, 4, 5 and 6. Some will obviously fall by the way-side but we could have a useful discussion even with a 50 percent success rate.

(iv) Basic Mission.

At present we have made no firm plans for integrating this work with the Basic Mission. In a recent conversation Parvez Hasan indicated he would talk to you and with Hollis (on his return) to discuss staffing.

(v) Publication.

If all the research projects are successfully completed we could have a fairly good volume putting these studies together. A decision on this can only be taken sometime in March 1975. ✓

A. Country Concentration Studies

<u>Study</u>	<u>Researchers</u>	<u>Draft Date</u>	<u>Comments</u>
1. <u>Income Distribution</u>	Anand (DRC)	Feb. 1975	All computations have been completed and a monograph is being written. Draft of complete monograph available by February 1975.
2. <u>Model of Employment, Income Distribution and Growth</u>	Ahluwalia (DRC) Tendulkar (DRC)	Mar. 1975 (tentative)	This study has been seriously delayed due to delays in production of the I-O Table. If it arrives as promised in September, we may have some interesting results in March 1975.
3. <u>Urban Labor Markets</u>	Mazumdar (DED)	Feb. 1975	This study combines the original labor market study and the education tracer study. A draft of most of the papers could be produced by February 1975 <u>if and only if</u> Mazumdar is asked to treat it as a priority.
4. <u>Small Scale Industry</u>	Chee (non-Bank)	Feb. 1975	The survey has been completed and is being coded. The tape will be available in Washington by October. A draft report by Chee analyzing the data will be available in February 1975. We must decide immediately on staff allocation from the Industry Division if we are to have any output from our side by February 1975.
5. <u>Regional Study</u>	English (DED)	Aug. 1974	The DED has decided not to undertake Phase II of this project in FY75. A draft report on Phase I has been prepared and represents the final output of the study for purposes of the Basic Mission.
6. <u>Distributive Effects Public Expenditure</u>	Meerman (DED)	Mar. 1975	The survey is being carried out and is scheduled to be on tape by Dec. 1974 but there may be up to two months delay. Various working papers on public accounts data, health, education, and public enterprises are expected by January 1975. These will focus on the relative costs but distributive incidence calculations would be available by March 1975.

B. Other Relevant Studies

7. <u>Muda River Project</u>	Hazell (DRC)	?	This is a new study being undertaken by the DRC as part of the Rural Development project. It involves analysis of survey data on about 1000 farmers in the FAO-IBRD Muda project with a view to constructing farm models. The data tapes are expected in Washington in October 1974 and we should then be able to determine the precise nature of the proposed work.
8. <u>Capacity Utilization</u>	Lim (Non-Bank)	Sept. 1974	This is an external research project which is now complete.

OFFICE MEMORANDUM

TO: Mr. D. Mazumdar, ECDAR

DATE: August 8, 1974

FROM: D. C. Rao, VPD

SUBJECT: June Quarter Status Reports on Research Projects

I have delayed asking for a Quarterly Status Report for June Quarter until the detailed expenditure statements were received from the Controller's office. These statements have now been sent to you.

In filling Section III of the Status Report (Financial and Staff Data), please adhere to the following procedure:

- (a) Enter accruals in the column headed "balance of signed contracts not yet disbursed". You can identify the specific items which have been accrued from the Controller's statements. The items have been circled and total accruals for travel and consultants have been noted by hand at the bottom of each section. There are no accruals for data processing. When disbursements are made on these specific commitments, they will be charged to the FY74 budget.
- (b) Show actual disbursements, not including accruals, in the first column of the table. You will note that the Controller's statements include accruals in disbursements.
- (c) The columns for "firm arrangements" and "tentative arrangements" and "total" should be left completely blank.
- (d) Having filled the table, check that the sum of the "Actual disbursements" and "Balance of signed contracts not yet disbursed" columns is equal to the item "Total Disbursements", line 38 of the Controller's statement, which has been sent to you.

For your convenience, I list the relevant aggregate below (in \$'000):

<u>RPO No.</u>	<u>"Actual Disbursements"</u>	<u>"Accruals"</u>	<u>"Total Disbursements"</u>
245	4.5	12.5	17.0

If you have any problems, please consult with your administrative officer or with me.

The completed Status Reports should be returned to me no later than August 30, 1974.

FORM NO. 75
(7-73)

WORLD BANK GROUP

ROUTING SLIP

DATE August 7, 1974 ✓

NAME

ROOM NO.

cc: Mr. Mazumdar

Mr. Gulhati

APPROPRIATE DISPOSITION

NOTE AND RETURN

APPROVAL

NOTE AND SEND ON

COMMENT

PER OUR CONVERSATION

FOR ACTION

PER YOUR REQUEST

INFORMATION

PREPARE REPLY

INITIAL

RECOMMENDATION

NOTE AND FILE

SIGNATURE

REMARKS

Please review the attached abstract of your research project, for inclusion in the annual publication "Abstracts of Current Studies". Comments should be sent to me not later than August 15.

FROM

D. C. Rao

ROOM NO.
F1233

EXTENSION
6003

8-7-74

RPO 245

Approved: October 1971

STARTED:

LABOR FORCE PARTICIPATION, INCOME AND UNEMPLOYMENT

Development Economics Department

Background

The study of urban labor markets has an important role in improving the design of development projects that are aimed at improving the productivity of the poor in urban areas. In many cities recent migrants from rural areas constitute a significant proportion of the increase in the urban labor force. Thus, these studies are also useful in improving our understanding of the economic impact of rural development projects. Several research projects -- RPO's 243, 245, 290 -- have been developed in this area. The emphasis ⁱⁿ for this project has been placed on employment and earnings in the "informal" sector of the market, and on the relationship between participation rates, individual earnings and family income among households in different sectors of the economy.

Objectives and Methodology

The research effort will be ^{mainly} most concerned with the contrast between the "formal" and "informal" sectors, as well as linkages between the two. A portion of the study consists of an analysis of data from urban household surveys in Malaysia and Korea. The two ^{countries} ~~target areas~~ have quite diverse labor markets. In recent years, Korea has experienced a large expansion of the demand for labor with rising real wages. On the other hand, Malaysia is a "labor surplus" economy with a high rate of unemployment.

The major part of the project is devoted to a new survey of the labor market in Bombay. In the first phase, which began in January 1974, a survey of ¹⁰⁰⁰ casual workers was taken. The results and final report ^{on} of this phase are expected by the end of 1974. The second phase will be a survey of 2,500 workers in establishments in the "informal" sector and of another 2,500 workers in establishments in the "formal" sectors.

Staffing

The survey work in Bombay will be undertaken with the cooperation of the Economics Department of Bombay University. Dipak Mazumdar, a Bank staff member, has the major responsibility for the project.

Schedule

The first phase of the project is expected to be completed in February 1975; the second phase in September 1976.

Reports and Publications

D. Mazumdar, "The Theory of Urban Underemployment in Less Development Countries".

D. Mazumdar, "The Rural-Urban Wage Gap, Migration and the Shadow Wages".

Mr. Deepak Mazumdar

August 1, 1974

Henk Busz

Computing Expenditures - RPO245

I understand from Mr. Richard Abbott that you have already spent \$6,000 on external computing during the month of July 1974. Since you budgeted only \$7,000 for this purpose you will soon reach the budget limit. In that case you should contact Mr. Paul Smith and discuss the possibility of additional allocations with him.

cc: Mr. Gulhati
Mr. Smith, VPD
Ms. Hazzah, VPD

HBusz:slw

After further checking
Rathnam agrees with
Abbott that the
charges are for FY75
Do I asked them
to take action
TH.



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 1/11/1974	Document Type Form			
Correspondents / Participants Taylor, W				
Subject / Title Consultant - Personnel Action				
Exception(s) Personal Information				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 07, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 07, 2020
Withdrawn by Tarsica Morgan	Date January 07, 2020			

OFFICE MEMORANDUM

TO: Division Chiefs, ECD

DATE: July 16, 1974

FROM: Henk Busz

SUBJECT: FY75 External Research Computing Expenditures

I would like to receive from each project monitor in your division by Monday, July 22, an estimate of the FY75 computing needs for his/her external research project. Approximate expenditure figures should be indicated for each of the following categories:

A. Internal (CAD)

- | | | |
|-------------------------|---|------------------|
| 1. Key Punching | @ | 7¢ per card |
| 2. Staff Hours | @ | \$23.50 per hour |
| 3. Computer Utilization | @ | \$10.00 per ccu |

B. External

4. Time Sharing
5. Remote Batch

5 copies per division

HBusz:slw

RPO 245RPO 247RPO 275RPO 280A. Internal (CAD)

1. Key Punching	None	None	None	None
2. Staff Hours	None	10 hours	"	4 hours
3. Computer Utilization	None	\$2,000	"	\$1,000

B. External

4. Time Sharing	(\$7,000)	"	None
5. Remote Batch		"	None

Mark W. Leiserson
Mark W. Leiserson
Employment & Rural Development Div.



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 7/24/1974	Document Type Letter			
Correspondents / Participants Mrs. Mina Coulter, Personnel Mark W. Leiserson, Chief, Employment & Rural development Division CC: Mr. Henk Busz, ECDDR				
Subject / Title Mr. Shyamalendu Pal				
Exception(s) Personal Information				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 07, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 07, 2020
Withdrawn by Tarsica Morgan	Date January 07, 2020			



Record Removal Notice

File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 7/15/1974	Document Type Form			
Correspondents / Participants D. Mazumdar				
Subject / Title Operational Travel Request				
Exception(s) Personal Information				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 08, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 08, 2020
Withdrawn by Tarsica Morgan	Date January 08, 2020			



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 7/11/1974	Document Type Form			
Correspondents / Participants Hope Ellen				
Subject / Title Consultant - Personnel Action				
Exception(s) Personal Information				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 08, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 08, 2020
Withdrawn by Tarsica Morgan	Date January 08, 2020			

Mr. Ivan Korolevich, Controller's Office

July 8, 1974

Dipak Mazumdar, Development Economics Department

Bombay Labour Market Study

I enclose a copy of the letter from the Economics Department of Bombay University together with a statement of accounts for the amount of money spent up till 31st May 1974. Since we have received the Interim on Phase I of the project please make arrangements to release the sum of Rs.35,000 as contracted. Please note that this amount should come out of the 1974 budget. The work was completed before the end of the fiscal year.

Enclosures:

DMazumdar:mf

R.S.L.I

Form No. 27
(3-70)

INTERNATIONAL DEVELOPMENT
ASSOCIATION

INTERNATIONAL BANK FOR
RECONSTRUCTION AND DEVELOPMENT

INTERNATIONAL FINANCE
CORPORATION

OUTGOING WIRE

TO: DESHPANDE
ECONOMICS DEPARTMENT
BOMBAY UNIVERSITY
KALINA
BOMBAY 29

DATE: July 8, 1974

CLASS OF
SERVICE: LT
2083

Re

COUNTRY: INDIA

TEXT:

Cable No.: PLEASED TO INFORM SECOND PHASE OF STUDY APPROVED BY RESEARCH COMMITTEE
STOP HOPE TO BE IN BOMBAY POSSIBLY EARLY SEPTEMBER STOP LETTER FOLLOWS

MAZUMDAR
INTBAFRAD

NOT TO BE TRANSMITTED

AUTHORIZED BY:

NAME M. Leiserson

DEPT. Development Economics

SIGNATURE *M. Leiserson* 7/8/74
(SIGNATURE OF INDIVIDUAL AUTHORIZED TO APPROVE)

REFERENCE: RPO 245

CLEARANCES AND COPY DISTRIBUTION:

DMazumdar:mf *[Signature]*

cc: Controller's Office

For Use By Communications Section

ORIGINAL (File Copy)

See Secretaries Guide for preparing form)

Checked for Dispatch: *[Signature]*

INTERNATIONAL DEVELOPMENT
ASSOCIATION

INTERNATIONAL BANK FOR
RECONSTRUCTION AND DEVELOPMENT

INTERNATIONAL FINANCE
CORPORATION

OUTGOING WIRE

TO: DESHPANDE
ECONOMICS DEPARTMENT
BOMBAY UNIVERSITY
KALINA
BOMBAY 29

COUNTRY: INDIA

DATE: July 8, 1974
CLASS OF SERVICE: IT
2083

STOP HOPE TO BE IN BOMBAY POSSIBLY EARLY SEPTEMBER STOP LETTER FOLLOWS
PLEASED TO INTERM SECOND PHASE OF STUDY APPROVED BY RESEARCH COMMITTEE

MASUMBAR
INTRAAD

DISPATCHED

JUL 8 11 18 PM 1974
COMMUNICATIONS
SECTION

NOT TO BE TRANSMITTED

<p>NAME: M. Jaiserson</p> <p>DEPT: Development Economics</p> <p>SIGNATURE: <i>M. Jaiserson</i></p> <p>REFERENCE: KPO 212</p>	<p>AUTHORIZED BY: [Signature]</p> <p>NAME: Masumbar:mt</p> <p>DEPT: Controller's Office</p> <p>FOR USE BY COMMUNICATIONS SECTION</p>
--	--

ORIGINAL (File Copy)
Secretary's Guide for preparing form



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 7/3/1974	Document Type Form			
Correspondents / Participants To: Administrative Expense Division From: Lorene Y. L. Yap, Consultant				
Subject / Title Request for payment for professional services				
Exception(s) Personal Information				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 08, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 08, 2020
Withdrawn by Tarsica Morgan	Date January 08, 2020			

EXTERNAL RESEARCH
COMPUTING COSTS BY PROJECT
FY74
June 1974

	<u>Remote Batch</u> <u>JUNE</u>	<u>Time-Sharing</u> <u>JUNE</u>
R03	7,283.75	2.76
R05	17.96	
R08	23.62	355.96
R23	799.62	
R24	7,484.47	189.31
R26	9.75	(192.24)
R27	31.20	
R29	57.39	
R45	1,516.73	
R69	271.66	
R70	44.23	
R73	2,542.93	10.06
R86	14.56	
R87	<u>456.85</u>	<u> </u>
TOTAL	<u>20,554.72</u>	<u>365.85</u>

OFFICE MEMORANDUM

TO: Mr. Mark Leiserson
FROM: Dipak Mazumdar
SUBJECT: RPO 245

DATE: June 27, 1974

I had asked for \$27,000 for the second phase of the Bombay Survey and the last status report leaves a sum of \$9,600 for the next year. The total allocated, based on these figures is exactly 36.6. However, it is anticipated that some of the funds scheduled to be spent in fiscal 74 will not have been spent. In this case we should make a further request for RPO 245 after we know definitely how much has been spent for 73.

DMazumdar:mf

University of Bombay



LK DESHPANDE

Reader in Industrial Economics

Department of Economics

No.R-16-WB- 1489 -74

Tel. 532241—Ext. 9

University Campus
C.S.T. Road, Kalina
BOMBAY—400-029
INDIA

June 24, 1974

Dr Deepak Mazumdar
International Bank for Reconstruction
and Development
1818 H Street
Washington DC 20433
USA

Dear Deepak:

I was rather surprised by your cable. I had mailed the Statement of accounts to you on the 4th of June. I am sending a copy of it today. Papola and I are eagerly awaiting some good news from you. Is the Bank going to finance the whole project? How soon could you let us know anything about this? Our investigators are worried about their jobs. Papola and I would also like to know the prospect of continuation very soon so as to help us plan our programmes for the next year.

With regards,

Yours sincerely,

LK Deshpande
LK Deshpande

encl:

Statement showing the actual expenditure incurred during
the period from 1-1-1974 to 31st May 1974 in respect of
'A Study of Labour Supply, Mobility and Wage Structure in
BOMBAY LABOUR MARKET' Financed by the IBRD (WORLD BANK)

Budget head	From 1.1.74	From 1.4.74	Total
	to 31.3.74	to 31.5.74*	
	Rs. P.	Rs. P.	Rs. P.
1. Staff	6840.84	25237.98	32078.82
2. Contingencies	127.17	147.90	275.07
3. Stationery and Printing	1519.75	-	1519.75
4. Advance Account	-	700.00	700.00
T O T A L	8487.76	26085.88	34573.64

* Including Salary for the Month of May 1974

TOTAL RECEIPTS	:Rs 50,000.00
LESS : Actual Expenditure	:Rs 34,573.64
	:Rs 15,426.36

DESHPANDE
ECONOMICS DEPARTMENT
BOMBAY UNIVERSITY
KALINA
BOMBAY 29

June 21, 1974

IT

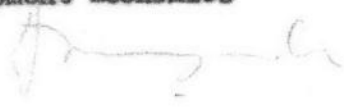
INDIA

REOURCAB MAY TWENTY-SECOND 1974 PLEASE EXPEDITE STATEMENT OF
ACCOUNTS STOP NECESSARY FOR SECOND PAYMENT

MAZUMDAR
INTBAFRAD

Dipak MAZUMDAR

Development Economics



Mr. R. Gulhati, ECD

June 21, 1974

Ernest Stern, VPD

Decisions on Research Proposals for FY75

The Research Committee met on June 14 and 18 and completed the review of research proposals submitted by your department. Tentative financial allocations for proposals that were approved are shown in the attached tables.

Firm allocations for FY75 will be made following a budget review. Project supervisors may, however, proceed to make budgetary commitments and initiate work. Please inform those concerned with the proposed research projects accordingly.

Table 2 shows the RPO numbers for the new projects. Please ensure that in all future correspondence, research projects are identified by their RPO numbers.

The following proposal was rejected:

<u>Proposal No.</u>	<u>Title</u>
I.c.3	Choice of Technology in Bank Projects

Decision on the following proposal was deferred until the next meeting of the Research Committee which is expected to take place at the end of July:

<u>Proposal No.</u>	<u>Title</u>
II.2	Incentives for Manufactured Exports

Attachments

cc: Messrs. B. King/Rao/Mrs. Hazzah
P. Smith

DCRao:gm

EXTENSIONS OF ON-GOING PROJECTS

<u>RPO No.</u>	<u>Title</u>	<u>Tentative FY75 Allocation (US\$'000)</u>
296	Distributive Impact of Public Expenditures	77.0
280	Land Reform in Latin America	11.3
295	Industrial Capacity Utilization in Malaysia	6.8
270	Urban Public Finance and Administration	2.5
243	Labor Market in Malaysia	17.0
245	Labor Force Participation; Income and Employment	36.6
275	Rural and Urban Public Works	52.0
290	Labor Market in a Rapidly Growing Economy	4.1
299	Economic Aspects of Household Fertility Behavior and Labor Supply in Northeast Brazil	50.4
302	Population Growth and Rural Poverty	22.0

NEW PROPOSALS APPROVED

<u>Proposal No.</u>	<u>Title</u>	<u>RPO No.</u>	<u>FY75 Allocation (US\$'000)</u>
I.c.4	Maximizing Usefulness of Household Surveys	303	17.5
III.3	Rural Saving and Investment	304	12.0
IV.2	Patterns of Industrial Development	305	20.0
VIII.b.2	Employment Models and Projections	306	40.0
-	CAMS	307	25.0

Messrs. D. Mazumdar/H. Busz, ECD

June 7, 1974

M. Hazzah, VPD

External Research Computer Charges
July 1973 to April 1974

This is to inform you of the computer charges to date against your external research project:

<u>Research Project</u>	<u>Manpower</u>	<u>B5700</u>	<u>Remote Batch</u>	<u>Total</u>
RPO 245	(1,060.24)	(23.85)	444.38	444.38

MH:gm

May 28, 1974

Prof. James G. Scoville
Associate Professor of Economics
and Labor and Industrial Relations
Institute of Labor and Industrial Relations
University of Illinois
504 East Armory Avenue
Champaign, Illinois 61820

Dear Professor Scoville:

Mrs. Hughes has asked me to thank you for your letter of May 2 and the enclosed statement of proposed research on urban labor markets by the NUCIA task force. This is an area of research and policy of continuing interest to several Divisions of this Department, and particularly to the Employment & Rural Development Division which I will be taking over as Division Chief as of July 1.

Although the Division research program will have to be developed after my arrival in July, three on-going research projects in the Division are specifically directed at throwing light on the sub-sectors of the urban labor market. These are:

- (i) A study of the labor market of Belo Horizonte, Brazil. A household survey was carried out by the local research institute of the University -- CEDEPLAR -- and this Division and the Urban and Regional Economics Division are collaborating with the staff of the Institute in analyzing the data. One of the topics of enquiry is the investigation of the "informal" sector (defined as firms not covered by social security legislation).
- (ii) A study of the urban labor market of Malaysia. Although the major focus is on the problem of unemployment of school leavers, information is being collected on the structure of earnings, mobility, rates of turnover, etc.
- (iii) The Division is collaborating with the University of Bombay in a fairly exhaustive survey of three sectors of the Bombay labor market: (a) the casual labor market; (b) the "unorganized" sector, meaning roughly enterprises below a certain size (although multiple criteria are used for identifying such establishments); and (c) the organized sector. Phase I of the survey which is under way was concerned with (a). We have asked for funds for Phase II covering (b) and (c), expected to start in January.

May 28, 1974

The staff member responsible for these projects is Mr. Dipak Mazumdar of the London School of Economics, who is currently in this Division. He has already been contacted by Professor Kanappan about the proposed conference in September. Some relevant documents on the projects mentioned above have been sent to Kanappan and I have had several discussions with him in Geneva.

We welcome your initiative in this area since your interest is so close to the work already started in the Bank in a modest way. It is highly desirable that we should be cooperating actively with your group and any others who may be sharing our interests. We think that the idea of a conference is a good one, especially if it is limited to a small number of people working on specific projects in the area.

As regards the problem of financing the program of research, let me mention a few institutional points about Bank funds. First, the Research Committee of the Bank has adopted the principle of not financing programs, but only specific projects. Secondly, projects, mostly submitted by staff members of the Bank, are generally scrutinized by the Committee in June for the following fiscal year (July 1 through June 30), although some funds are generally left over for a later meeting in September. Thirdly, the research funds of the Bank are quite small relative to what is available in other bodies, like the larger Foundations.

In view of this you will undoubtedly have to rely on the Foundations for the major part of the finance required. But we would be interested in considering a few specific proposals for possible financing by the Bank as they become clearly defined. The Bank has in the past worked in cooperation with the Foundations in sharing the costs of large projects, or packages of projects.

I will look forward to being in touch with you again as your research plans develop.

Sincerely yours,

Mark W. Leiserson
Employment & Rural Development Division
Development Economics Department

cc: Mrs. Hughes
Mr. Keare
Mr. Mazumdar

MWLeiserson:ds

File 245

OFFICE MEMORANDUM

TO: Mr. D.C.Rao, VPD

DATE: May 23, 1974.

FROM: Dipak Mazumdar, ECDAR

SUBJECT: Bombay Labor Market Study: Phase II.

1. You will recall that in my submission of the above research proposal I had mentioned that I was expecting an interim report from Bombay University, with some analysis of a small sample of 250 completed questionnaires. At the time of the meeting of the panel on the project this was not available. I have now received (i) a final list of the Tables the University is preparing to include in the analysis of the entire sample of 1,100 included in Phase I, and (ii) a select list of Tables for the sub-sample of 250. I am enclosing the letter together with a letter from the principal investigator.

2. It is evident from the material submitted that the Bombay University is going very well on the interviews. Considering they did not get started until the end of January, I would say that they are, if anything, ahead of schedule. On substantive matters, some interesting results seem to be already emerging from the tabulations done so far. For example, it appears that nearly half of the casual workers interviewed have no dependents in the city (Table 22). Most of this group constitute single member households (Tables 24). About a fifth of them are either permanent dwellers or living with friends. Yet the rural link is rather tenuous. Although 181 of the 250 were migrants (Table 20) only 105 seemed to have visited their native place at all in the last three years (Table 8), and when they did do so, it was generally for social purposes. The image of the worker who divides his economic activity between the rural and urban markets is seen to be false even for the casual labor sector (where it could be most expected to hold).

3. Most of the Tables are self-explanatory. The University has submitted six other sets of Tables (of similar size to the one enclosed), which represent their complete tabulation plan. I am going through this material and will be making my suggestions to them in due course.

4. I like to refer to the point made in the Panel Report about possible use of the results of this project for the operational program of the Urban Projects Department. I have mentioned to Mr. A Churchill that I would consult with him about the questionnaire for the Second Phase (if it is approved) so as to include the topics which the Projects Department would like to be covered.

Attachments:

DMazumdar:bnd

OUTGOING WIRE

TO: DESHPANDE
ECONOMICS DEPARTMENT
BOMBAY UNIVERSITY
KALINA
BOMBAY 29

DATE: May 22, '74

CLASS OF LT
SERVICE:


COUNTRY: INDIA

TEXT:
Cable No.:

KINDLY SEND STATEMENT OF ACCOUNTS FOR SIX MONTHS ENDING MAY
THIRTY-FIRST stop SECOND PAYMENT MUST BE DISBURSED BY
END OF THE MONTH BUT WE CANNOT DO SO WITHOUT THE STATEMENT
THANKS

MAZUMDAR
INTRAFAD

NOT TO BE TRANSMITTED

AUTHORIZED BY: 

NAME Dipak MAZUMDAR

DEPT. Development Economics

SIGNATURE

(SIGNATURE OF INDIVIDUAL AUTHORIZED TO APPROVE)

CLEARANCES AND COPY DISTRIBUTION:

For Use By Communications Section

ORIGINAL (File Copy)

(IMPORTANT: See Secretaries Guide for preparing form)

Checked for Dispatch: _____

VIII. b. 1

OFFICE MEMORANDUM

TO: Mr. D.C. Rao

DATE: May 10, 1974

FROM: Dragoslav Avramovic

SUBJECT: Bombay Labor Market Study (Phase II) -- Panel Review Report

The panel considered the proposed second phase of the Bombay Labor Market Study, and concluded that the project should be favorably considered. The proposed research was generally assessed to be of high priority. However, it was noted that it would have been preferable if the proposal had contained a full assessment of the quality and usefulness of Phase I. Also, it would have been desirable to attempt and coordinate more closely with regional and projects departments with regard to the information to be collected, so as to ensure its relevancy for Bank operational needs. Central Projects Staff is preparing a program of urban projects for Bombay, and it was indicated that the findings of the research may be very useful for the design of appropriate projects. In that context, some discussion was devoted to the issue of financing of the research: if there is such a clear link with subsequent operational work, should not part of the costs of the research project be borne by Loan Funds? Although this issue was not resolved for this particular project, there was a consensus that further work along these lines, for other metropolitan areas, should perhaps be financed out of other funds than the Bank's research funds.

cc: Messrs. A. Churchill
P. Hasan
E. Stoutjesdijk
D. Mazumdar

Mr. D. Mazumdar, ECD

May 10, 1974

M. Hazzah, VPD

External Research Computer Charges -- July 1973 - March 1974

This is to inform you of the computer charges to date against your external research projects:

<u>Research Project</u>	<u>Manpower</u>	<u>Keypunch</u>	<u>B5700</u>	<u>Remote Batch</u>	<u>Total</u>
RPO-243		9.50			\$ 9.50
RPO-245 ✓	(1,060.24)		(23.85)	384.43	\$384.43
RPO-247				11.83	\$ 11.83

MH/wg



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 6/10/1974	Document Type Form			
Correspondents / Participants Yap Lorene				
Subject / Title Consultant - Personnel Action				
Exception(s) Personal Information				
Additional Comments		<p>The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.</p> <table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 08, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 08, 2020
Withdrawn by Tarsica Morgan	Date January 08, 2020			

OFFICE MEMORANDUM

TO: See Distribution Below

DATE: May 6, 1974

FROM: D. C. Rao, VPD *DCR*SUBJECT: Panel Review of Research Proposals

1. There has been a slight change in my memo of April 29 regarding the composition of the panel and the research proposals to be reviewed. The revision is set out below:

2. A panel consisting of Messrs. Avramovic (Chairman), Churchill, P. Hasan and Stoutjedijk will review the following proposals on May 9 at 10:00 a.m. in Room A-908.

<u>Proposal No.</u>	<u>Title</u>	<u>Proposer</u>
VIII.b.1.	Bombay Labor Market Study	D. Mazumdar
VIII.b.2.	Employment Models and Projections	P. Krishna
I.c.3.	Choice of Technology in Bank Projects	L. Squire

3. Copies of proposals VIII.b.1 and VIII.b.2 have already been sent to you. Copy of proposal I.c.3. is sent herewith. In addition, I also enclose a copy of a paper: "Choice of Technology: A Research Strategy for the Development Economics Department" which provides background for the consideration of proposals VIII.b.2. and I.c.3.

4. The recommendations of the panel should be sent to me by May 15.

5. Mr. Selowsky will please note that he is no longer a member of this panel. Mr. Hultin will please note that his proposal is now being reviewed by another panel.

Encs.

Distribution

Messrs. D. Avramovic, Chief, Economist, LAC
A. Churchill, TRU
P. Hasan, Senior Economist, AEA
M. Selowsky, DRC
M. Hultin, EDP
D. Mazumdar, ECD
R. Krishna, ECD
L. Squire, ECD
E. Stoutjesdijk, DRC

cc: Mr. E. Stern
Mr. D. Ballantine
Mrs. Helen Hughes
Mrs. Mona Hazzah

DCRao/wg

~~Doug~~ }
Mark }

please have an
answer drafted
for me.

Mark

Mark,

I hope you don't think I am
copping out when I say it seems
to me that you and your people
are in the best position to respond
to the attached -- from the points
of view both of substance and of the
like likelihood of obtaining finance.

I find the proposal excessively
"jargonny", excessively "structured" and
insufficiently specific; however, there
is an indication that the authors are
"with it".

P.T.O.

Please let me know how you
think we should have Helen reply.

Day

My

to us

and

before

to

you

Dear

Dear

May 2, 1974

Mrs. Helen Hughes
World Bank
18th and H Streets, N.W.
Washington, D.C. 20006

Dear Mrs. Hughes:

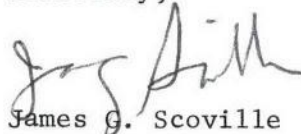
We seem to be having some difficulty in making contact by telephone, so I am sending along the proposed research project statement which I would like to discuss.

The enclosed document has been drawn up over the past academic year by a task force of scholars here in the Midwest. At this point, S. Kannappan (M.S.U.), M. Zaidi (Minnesota), Gerry Somers, Sol Levine, Richard Miller, Arch Haller (Wisconsin), and Koji Taira, Peter Schran and I (Illinois) are involved. Each of us has drawn up a more specific sub-project with a rough budget, but I am not sending that material at this time.

As you can see, the proposal is relevant to the general area of labor market functioning in the urban areas of LDCs. Though not concerned directly with questions of "employment creation," the information and insights we seek are likely to serve as primary inputs into the design and evaluation of programs in that area. It is for this reason that our Task Force expects to play a major role in the proposed International Institute of Labor Studies conference (set for later this year) to consider a coordinated research strategy on this subject.

Naturally, the Task Force is seeking funds; perhaps the World Bank can help us directly or through suggesting appropriate sources. I look forward to any ideas you may have.

Sincerely,



James G. Scoville
Associate Professor of Economics
and Labor and Industrial Relations
Chairman, MUCIA Task Force on Urban
Labor Markets

JGS:crw

Enclosure

RECEIVED

1974 MAY -7 PM 2:45

COMMUNICATIONS
SECTION

[Faint, mostly illegible text, likely a teletype or message body]

[Faint text at the bottom of the page, possibly a signature or reference]

September 24, 1973

The Integrating Theme for Research by the MUCIA Task Force on Urban
Labor Markets

1. Concern Expressed

The urban population in less developed countries (LDCs) is growing at an extraordinary rate. The question of critical importance is how fully and productively the concomitant increase in the urban labor force can be employed. The answer depends upon how successfully a country adjusts the rate and style of economic growth to the requirements of full and productive employment. The optimum relationships between objectives of growth and employment result from the confluence of purposeful public policy and the individual or collective initiatives of workers and employers. Much has been said about what public policy should be, but little has been known about what the initiatives, strategies and achievements of workers and employers are or have been. Any discussion of employment-related policies without knowledge of how workers and employers respond to them is only idle talk. Indeed, we deplore the dearth of factual research in this area despite a plethora of speculation about abstract criteria, objectives, and methods of employment creation among theorists, intellectuals, and officials who show little understanding of how common people work and live in LDCs.

The stark fact of life is that while "talkers" have done little toward implementing their speculations for thirty years since the Second World War, common people have worked, lived, and employed their fellow men largely on the basis of their own wits and efforts. That thirty years after the war we still tend to act as if employment problems had come to our attention in the

last few days is a standing indictment of the world's policy-making mechanisms. The proved ability of common people to survive and occasionally prosper with no help from policy, in an environment glaringly adverse to their well-being, is the principal basis of hope for the future. Therefore, this Task Force has chosen its focus in recognition of the fact that the appreciation of the labor market realities in the LDC urban economy is an indispensable prerequisite for a meaningful employment policy in LDCs. We have elected to study urban labor markets because of a variety of distinctive characteristics which differentiate them from the rural sector (for example, more extensively monetized economy, less reliance on the land for alternative or supplemental family income and the like) and which imply a strategy of employment creation different from rural employment programs.

2. The scope of research defined

In general, there are two interacting or intertwined dimensions of the urban labor market which between them define the scope of research that this task force intends to pursue. These are (i) structure and (ii) processes. The "structure" of the urban economy relevant to labor market analysis stems from the existence of demarcations (compartments or segments) which are held together either by the geographical fact of their being in the same urban area or by a system of socio-economic linkages which can be systematically explained. The labor market "processes" refer to the working of dynamic forces that bring the demand for and the supply of labor together to determine such variables as wages and employment in firms, in industries, and for different occupational categories. These "processes" are at two different levels. At one level, they cover the whole urban economy and embrace the total complex

of linkages among structural components. At the second level, "process" applies to one structural component or to relationships of components in a limited scale; for example, between two or more labor market compartments or segments.

The "structure" of the urban labor economy may be rigid in the short run but tends to be pliable in the long run, making structural demarcations of one period less meaningful as a conceptual framework for labor market analysis for another period. (Note the emergence of "dual labor markets" differentiated by race, ethnicity, and social status, as a conceptual framework for advanced economies of the U.S. and European countries where class or occupational classifications used to be the predominant perspective for labor market research.) The labor market processes work within the existing structure but also change that structure over time. Under certain, extraordinary circumstances associated with thoroughgoing cultural, political and economic revolutions such as what happened in the U.S.S.R. in the 1920's and 1930's, and in the People's Republic of China in the 1950's and 1960's, the labor market "structure" may be transformed much more directly and radically than through the groundswell of ordinary market processes that slowly but steadily cut edges off existing structural boundaries.

(i) The Labor Market Structure

Unlike the view of the modern sector as a monolith implicit in earlier two-sector models of economic development, recent research findings strongly suggest three distinct subsectors of the urban economy in less developed countries which are differentiated by degree of modernity or traditionality in life-style, technology and factors of production.

One of these is what is commonly called "modern sector," more appropriately called the "modern subsector." Within this subsector, one finds further distinctions among heavy manufacturing, light manufacturing, and the modern extractive firms (especially in oil). These components of the subsector can also be usefully cross-classified by the nature of entrepreneurship; i.e., domestic private enterprises, government and semigovernment firms, and foreign enterprises. Although further specification is possible (and will in some cases be necessary), this 3 X 3 classification by type of activity and by the nature of entrepreneurship would provide the basic framework for organizing the analysis of this subsector.

The second major subsector of the urban economy in less developed countries consists of the "established" traditional segment which, of the three subsectors, is doubtless the one about which the economics profession knows the least. This subsector is the mainstay of life in the cities of less developed countries. The value system, life-style, national character, and culture that one associates with the "tradition" of a country actually emanates from this subsector. It in turn has three important subdivisions, the first two of which are important in terms of scale of employment and impact on incomes. These involve traditional manufacturing and construction on the one hand, and traditional distribution and trade on the other. These two categories embrace a wide variety of enterprises ranging from bakeries and brickyards to building craftsmen. Another subdivision, consisting of traditional financial institutions, may be of little importance in relation to labor market research, though it is likely to have dominant influence over location and scale patterns of traditional industry.

The third major subsector of the urban economy in less developed countries may be called a "casual-labor" segment which embraces a variety of employment

typed such as common day-labor in distribution and hauling, many low skilled service occupations, peddling, mendicancy, and improvised employment (guarding parked cars, helping a car-owner park his car, small-scale door-to-door selling, etc.) Employment in many of these occupations is highly flexible and fluid. This "casual-labor" segment may be "vestibule" which permits or facilitates entry by new migrants into the other two major urban subsectors. Or it may be "residuum" that absorbs the unemployed, unemployables or dropouts from other subsectors. The relative importance of the "vestibule" and "residuum" roles of this subsector in less developed countries has not been identified in any reliable manner.

The structure of the urban labor market outlined above is particularly useful for identifying the forces that impinge on demand for labor. The demand-for-labor function in each subsector of this structure may be seen to comprise at least two variables, wages and hiring standards. "Hiring standard" is an alias for the bundle of qualifications and qualities that an employer requires from his employees. Sometimes, it includes certain margins of subjective preferences of the employer about employee qualities (handsome young men, pretty girls, boys from his hometown, alma mater or extended family, white complexion, etc.) even at the expense of qualifications for work performance. The extent of these non-productivity criteria, if they escape the sanctions of the market and tests of profitability, injects elements of uncertainty and imprecision into the size and direction of demand for labor. Ultimately, demand for labor is derived from demand for a product or from investment based on expected demand. However, since labor is but one factor of production, the level of demand for it depends in part upon the technological opportunity for substitution by other factors (especially, capital). With

our emphasis on the labor market, we will only be tangentially involved in questions like how entrepreneurs choose the products that they produce, how they raise capital, what technology they prefer to use, or the like. These constitute major research areas in their own right. Suffice it to note that there are forces that condition entrepreneurial choices with respect to products, technology and capital, and that these influences will be recognized for their impact on labor markets. However, these forces are not very efficiently integrated in many less developed countries. That is why the content of LDC growth in terms of interrelatedness of goods and services often strikes observers as somewhat disjointed or lopsided. This also appears in a curiously mixed-up life style (which often exudes considerable charm) born of humorous incongruities of things, old and new, western and indigeneous. When forces that impinge on demand for labor are as diverse and unstructured as all this suggests, a well ordered demand-for-labor function may not be expected. However, this indicates the kind of challenge we face in LDC labor market research.

(ii) The Labor Market Process

The labor market process embraces interactions between demand for and supply of labor to determine wages and employment by kind of labor or occupation within a firm, an industry, a sector, or an economy as a whole. Since wages and employment are simultaneously determined by the same process, a traditional phrase in labor economics like "wage determination" may be used as an alternative heading for the labor market process. Wage determination in each of the three subsectors of the urban economy is a neglected research topic needing little additional justification. In "modern" firms where the

work force is large on the average, the intra-firm structure of jobs and wages as well as the web of rules governing recruitment, assignment, and promotion is extremely important. This protects wages and employment in large firms from direct exposure to the vicissitudes of the labor market. The other subsectors are more directly involved in the use of the external labor market at various skill levels, thus minimizing the training cost for generating required skills and the administrative overhead for the management of a rational internal (i.e., intra-firm) labor market.

The relative scarcity or abundance of labor for different subsectors of the urban economy may be traced to the distribution of "human capital" by residential location, education, age, status, sex, ethnicity, sub-culture, etc. This distribution underlies the patterning of labor supply. Where, among the three subsectors mentioned above, a worker is likely to be employed may in part be "predicted" by that worker's supply-side characteristics. For example, a person who is from an urban family, college-educated, male, Chinese, Buddhist, and western in life-style and outlook in a Southeast Asian country is likely to find his way into a managerial position in a large modern firm. In contrast, a person who is similar in social and personal characteristics except in one respect--Moslem in religion and ethnic affiliation--is more likely to find his way into a governmental position. If he is interested in economic matters, he is more likely to be a planner in the civil service than a manager in a private firm. Casual empiricism of this kind does abound in many less developed countries, but hard data for establishing the relationships between distribution of human capital and employment patterns must be generated or collected afresh for more systematic analyses.

Beyond the distribution of "human capital," it will be important to look

for the influence of various customary or legal restrictions on its utilization. Here we have in mind the importance of various kinds of discrimination (e.g., hiring standards as previously mentioned) or the use of caste or other allocative systems in the labor market. Special attention should be devoted to the role and status of women in social modernization and economic development. We should also be concerned with the various ways in which transferable skills are generated in the labor market. This will involve the extent to which employment in one sector will allow a worker to qualify for employment somewhere else. At present, we know very little about whether the skills picked up in the traditional subsector of an urban economy have a carryover value to employment in the modern subsector or vice versa, although this question must surely be at the core of all considerations with respect to vocational training in less developed countries. Its implications for the intra-firm wage differentials in large modern firms are also considerable.

Research should be encouraged on how past and present arrangements for recruitment and selection shape both the supply of labor and the efficiency of workers. The importance of labor supply responses to such arrangements may be illustrated by the effects on the supply side of a long-standing government policy to hire "arts graduates" for the civil service. The outlook and strategy of households with respect to the choice of a field for educational investment are vitally affected by the existing structure of demand for graduates of different fields.

The distribution of "human capital" by vintage is modified by patterns and levels of migration into the urban economy. High levels of inflows of rural labor, for example, affect the balance of labor supply in the urban sector along the "employability spectrum," by loading the scale toward

less-educated, less modernized, and perhaps less stable components of the urban labor force. The relative weights of employment in the three subsectors of the urban economy (modern, traditional and casual) change under the impact of inflows of rural labor. How quickly the migrants pass through the "vestibule" into employment in the modern subsector depends upon a number of factors, of which two are of crucial importance; i.e., the rate of expansion of activities in the modern subsector and the level of "employability" or occupational preparation on the part of the migrants. The second factor in turn depends upon how far the social and economic characteristics of life and work in the countryside lag behind the urban conditions. The size and nature of this lag and its causes would be worthy of extensive study. But the scope and focus of this project proscribe venturing out of the "vestibule" of the urban house too far.

Finally, we shall be concerned with the identification of the forces or devices of social policy which operate to hinder or facilitate an effective utilization of the urban labor force. Important areas for research in this connection include housing patterns, influences on the location and localized impact of various kinds of enterprises, and the effects of the state of the labor market on the degree of ethnic or sex discrimination in employment. Studies of differences in "systems" (laissez-faire, capitalist-unionized, socialist-planned, communist-revolutionary, etc.) as they affect the process of generation and allocation of labor resources may also be fruitfully undertaken under this heading.

(iii) The Academic and Practical Value of the Project

The envisaged research is certainly an ambitious package. Its concern is severely limited to the urban labor market, but as indicated by the fore-

going paragraphs, the breadth of its implications for scholarship and policy is enormous. This package of suggestions for research puts considerable strain on the current state of economic theory with respect to development and labor. With regard to development economics, the task before us is to move beyond the simplified total-system approaches characterized by many sub-sector models. With respect to labor economics, the project would utilize tools and insights that gave rise to recent developments in such problem areas as labor market dualism, discrimination, human capital, and the internal labor market, but should produce additional conceptual breakthroughs as well as empirical innovations. In order to illustrate the desired directions of research, the task force will maintain a bibliography of works relevant to its research agenda. The members of the task force and their associates on the campuses of the MUCIA affiliates will report to the task force coordinator from time to time on materials useful for this bibliography.

However, the demands for new theoretical insights are trifling when compared with the load the integrating theme would place on existing data. That burden would be intolerable; thus we must put much of our resources into the sensitive and purposeful gathering of vast amounts of new information. Information gathering of this nature alone would constitute a major payoff from the project - a great advance in our detailed knowledge about the characteristics of urban labor markets in less developed countries. In addition, the data and analyses that emerge from the envisaged research are precisely the kind which governments, advisors, or international agencies will need for the purpose of making informed policy recommendations that impinge upon wages, employment, education, vocational training, urban renewal, income distribution, and many other problems. In the last analysis, it is to

be hoped that new ways of thinking about policy will also arise from the additional theoretical and empirical resources which come as payoff from this project.

See Distribution Below

File Copy
April 29, 1974

D. C. Rao, VPD

Panel Review of Research Proposals

1. A panel consisting of Messrs. Avramovic (Chairman), Churchill, Hasan and Selowsky will review the following research proposals on Thursday, May 9, at 10:00 a.m., in Room A-908.

<u>Proposal No.</u>	<u>Title</u>	<u>Proposer</u>
VIII.a.1	Methodology for Evaluation of Education Attainment	M. Hultin
VIII.b.1	Bombay Labor Market Study ✓	D. Mazumdar
VIII.b.2	Employment Models and Projections	R. Krishna

The proposers will participate in the discussion of their proposals.

2. Copies of the proposals are being sent to members of the review panel herewith. The recommendations of the panel should be sent to me by May 15.

Encs.

Distribution:

Messrs. D. Avramovic, Chief Economist, LAC
A. Churchill, TRU
P. Hasan, Senior Economist, AEA
M. Selowsky, DRC
M. Hultin, EDP
D. Mazumdar, ECD
R. Krishna, ECD

cc: Mr. E. Stern
Mr. D. Ballantine
Mrs. Helen Hughes
Mrs. Mona Hazzah

DCRao/wg

VIII. b.1

Project Proposal

Date of Submission: April, 1974

SECTION A

PART I. PROJECT IDENTIFICATION

1. Title: Bombay Labor Market Study (Phase II) (RPO245)

2. Department Responsible: Development Economics		3. Staff Member Responsible: D. Mazumdar	
4. Total Cost (U.S. \$): 67,000		5. Total Staff Time (manmonths) Professional: 5 Special Services: 8	

PART II. COORDINATION AND APPROVAL

1. Interdepartmental Coordination:

Department	Name & Signature	Support Project	Do not Support Project-Comments Submitted
a. Development Research Center	Mahesh Akhli		
b. South Asia	[Signature]		
c.			
d.			

2. Approval:

[Signature] Division Chief

[Signature] Department Director

NOTE: Please consult instructions issued August 1973 for completion of this Form and preparation of project narrative.

Do not fill

Date received: _____

Review Panel: _____

PART III. IMPLEMENTATION

1. Date Work to Start: January 1975
2. Date First Draft Expected: January 1976

3. Final Report Due: Summer 1976

4. Implementation Method: Names:
a. Bank Staff D. Mazumdar
b. Individual Consultants
c. LDC Contractor/Institute Bombay University
d. Developed Country Contractor/Institute
e. Seminar.

5. Reports Expected in the First Year:
Report on Phase I due January 1975

PART IV. FINANCIAL AND STAFF DATA

1. Dollar Costs (Estimated Disbursements by Fiscal Year):

	FY 75	FY 76	FY	After FY	Total
a. Contractual	20	30			
b. Travel	4	5			
c. Data Processing	3	5			
Total	27	40			

2. Staff Requirements (manmonths):

	FY 75	FY 76	FY	FY	Total
a. Professional	2	3			
b. Special Services	3	5			
Total	5	8			

Summary of the Project

1. The Bank is undertaking a study of the labor market in Bombay in collaboration with the Department of Economics, Bombay University. The major thrust of the study is to obtain information about the characteristics of the labor force employed in the "informal" sector, and to compare them with those of labor employed in the "formal" sector. For this purpose a survey of 6,100 workers was planned made up of:

- 1,100 independent (or casual) workers;
- 2,500 workers in the unorganized sector; and
- 2,500 workers in the organized sector.

The field work for the survey of casual workers has started and a contract has been signed. The final report on this phase is expected in January 1975, and the estimated disbursement according to the contract is \$16,000.

For the continued support of this work going into Phase II, further financing will be required of an estimated amount of about \$67,000 spread over the next two fiscal years, starting in January 1975.

2. A realistic timetable for Phase II would seem to be:

- Field work - January-June '75
- Preliminary report - due January '76
- Final report - due June '76

3. The planned survey is establishment based rather than household based. This will enable a proper identification of the establishment in terms of the formal-informal sector distinction, and also a short questionnaire can be addressed to the employers. This aspect of the survey is one of the distinctive features which differentiates it from the usual urban household surveys.

4. The study will throw light on the nature of the urban labor market, and particularly the informal sector which has been playing an increasingly significant part in labor absorption in a number of developing countries. It will provide useful points of contrasts with the study of the labor market in Belo Horizonte (Brazil) where the Bank did not finance the survey which paid special attention to the informal sector, but supported the analysis under RPO 290 (to be completed this summer).

Description of the Project

I. General Objectives and Strategy

The major importance of the case study of the Bombay Labor Market is to promote a fuller understanding of the development process. At the moment the interpretation of urban growth, and particularly the growth of informal sector activities in the urban market, is very inadequate. The importance of a few well defined case studies extends beyond the addition to knowledge contributed for the particular cities or countries concerned. The interest for Bank policy is threefold:

- (i) It will be of value to country economic work insofar as it provides some additional knowledge about the nature of urban employment.
- (ii) Although such studies do not contribute directly to specific urban projects, additional knowledge about the anatomy of urban poverty is a necessary precondition for successful operational work in this area. Different policy implications towards the informal sector, for instance, would follow if it was found that it contained a significant amount of circulatory migrants with a low supply price than if the informal sector was seen to be an integrated part of the urban market accounting for a sizeable part of the activities of the permanent urban labor force (see the hypotheses which might be tested, p. 3, below). Broadly speaking, in the former case the solution is to attack the problem of low urban income basically at the rural end to reduce the

the seasonality of agricultural work. If the latter were true, efforts to improve the economic conditions in the urban sector are much less likely to be "swamped" by additional induced migration.

- (iii) Information about the process of job search by the migrant, his method of financing himself during the period of search, as well as the level of relative earnings in the "informal" sectors are essential elements in this calculation of the "shadow wage." Although the purpose of the project is not to undertake this task, an assessment of the orders of magnitude involved will emerge from the case study.

The present application seeks to extend the Bombay City Survey to Phase II as originally planned. Phase I is under way and will be completed by January 1975. Comparative material will be available from the processing of data from the urban market surveys in Malaysia, Korea and Costa Rica, currently being undertaken, and from the detailed study of the labor market in Belo Horizonte (Brazil) under RPO 290. All of these pieces of research are expected to be completed by the summer of this year. The subject of the research falls within the province of at least three divisions of the ECD and also of interest especially to the Income Distribution Division of the DRC. Coordination with all interested staff is being worked out.

II. Technical Aspects

(a) Problem and approaches to be applied

One of the most important problems in the general area of employment in LDC's is the nature and working of the sector of the urban labor

the informal or the unprotected sector. The rapid increase of the population gainfully occupied in urban activities outside the larger establishments protected by government legislation or Trade Union rules has been apparent to observers for some time. Recently, the ILO Employment Mission to Kenya helped to make this observation "official" by explicitly drawing attention to it as a major area of concern.

Several hypotheses have been suggested to explain the growth of the urban unorganized sector, the more important of which are the following:

- (i) The surplus labor hypothesis. Most commonly associated with the commentaries of ECLA, this hypothesis suggests that the urban unorganized sector is the repository of labor "pushed out" of agriculture due to population growth exceeding employment opportunities in the latter.
- (ii) The job expectation hypothesis. Migrants flock to the urban market in the expectation of obtaining a high wage job in the "protected" sector and maintain themselves by working temporarily in the unorganized sector while at the same time searching for a more permanent job.
- (iii) The transient migrant hypothesis. Migrants come and work in the unprotected urban market during the slack seasons of agricultural activity with a view to augmenting their family income, the major source of which continues to be agriculture.
- (iv) The additional worker hypothesis. A large proportion of the workers in the unprotected urban sector are not

migrants but secondary workers from settled urban families who enter the labor market to help the principal earner maintain a flexible family income.

The main focus of the reconstituted research project, RPO 245 (see Annex) has been to throw light on the nature of the informal sector and of the labor force found in it. Two theoretical papers by D. Mazumdar exist on the subject and are available for distribution.

1. The Theory of Urban Underemployment in Less Developed Countries (May, 1973);
2. The Rural-Urban Wage Gap, Migration and the Shadow Wage (revised, October 1973).

The first examines the mechanics of an urban labor market with two sectors in the light of the several hypotheses mentioned above. The second works out the implications of the existence of such a market for the problem of the "shadow wage."

Empirical work on the subject has been hampered by the paucity of relevant data. Data sets from urban household surveys for two countries -- Malaysia and Korea -- have been obtained. Processing of the material is going on and the final report on this part is expected this summer. The surveys did not, however, have the problems of the informal sector as their principal focus. Consequently, the workers operating in this sector can only be identified partially and imperfectly. Also these surveys do not contain any information on job and migration history of the labor force which is crucial to the analysis of the informal sector. The two surveys are, however, useful for the analysis of the household economy (see hypothesis (iv) above) and of inter-sectoral differentials in earnings.

Because of the limitations in existing data sources, it was decided to utilize the major part of the resources of RPO 245 for a new survey of the labor market of Bombay with special focus on the "formal-informal" distinction within the market. Bombay was selected partly because of the importance of the informal sector in this large labor market, and partly because the Department of Economics of Bombay University which had a good tradition of survey work wished to undertake the project in collaboration with the Bank.

The major objectives of the survey can be summarized as follows:

- (i) to provide a profile of the labor force in the two sectors of the urban market in terms of such socio-economic characteristics as earnings, job stability, educational level, migration, rural link and household composition.
- (ii) to examine the extent of integration between the two sectors in terms of wage differentials, information channels and recruitment procedures.
- (iii) to study the pattern of mobility of labor between the rural and urban markets on the one hand, and between the informal and formal sectors of the urban market on the other.
- (iv) to analyze the nature of the household economy of the labor force with particular reference to the role of the secondary worker in the informal sector.

A fuller description of the study, as submitted by Bombay University, will be found in the Annex.

It should be noted that the labor market of Belo Horizonte in Brazil is being studied under another research project (RPO 290). The

Bank did not finance the survey which paid special attention to the informal sector, but is supporting the analysis of the data. The first draft of the study will be completed by July 1974.

Besides this study and the ongoing survey in Bombay, no systematic analysis of the informal urban sector has yet been undertaken. The importance of the Bombay case study, reporting on conditions very different from those observed in Brazil, cannot be overstressed. Contact has already been established with the ILO which has been planning one or two studies under the World Employment Program and with Dr. McGee of the Australian National University who has also developed a program in this area.

(b) The design and coverage of the survey

The survey has been designed in two phases:

Phase I - consists of the survey of 1,100 casual workers who are known to be an important segment of the informal labor market of Bombay.

Phase II - is the survey of 2,500 workers from the informal sector and 2,500 workers from the formal sector. This extension is needed for a proper coverage of the Bombay labor market.

The Bank is at present financing Phase I which will run till January 1975. Additional financing is needed for Phase II.

It was decided to make the survey establishment based rather than household based. There were two reasons for this:

- (i) In a city like Bombay a suitable household frame will not be available which will contain a sizeable proportion of the

transient households (including pavement dwellers) who could be expected to form a significant part of the informal sector scene.

- (ii) By going to the establishment it is possible to identify the nature of the enterprise more efficiently and also address a short questionnaire to the employers about recruitment procedures, etc.

A problem arises in adopting this basis for the survey as far as the casual workers are concerned. This is because by definition they are not attached for any length of time to an establishment. It was accordingly decided to select the casual workers for interview at random from the markets where they are known to gather for employment (although spread out among the different industrial sectors).

III. Organization and Coordination

The Survey and much of the analysis are being carried out by the Department of Economics of Bombay University. But the working out of the questionnaire and the nature of the analysis are the result of collaborative effort between the Bank and the University. It is anticipated that some additional analysis of the data on particular aspects will be undertaken by the Bank staff. The importance of the major part of the work being done in Bombay should be stressed. The results and policy implications of the study would be more directly available to local institutions in this way.

The time schedule is as follows:

Phase I (which is already financed) - The contract was signed

in January 1974 and the final report is due in January 1975. But the contract stipulates that an interim report should be submitted by May 1975 based on a preliminary analysis of a sample of 250 completed questionnaires. Although a complete analysis of this sub-sample is too much to expect by this date, the report will help us to (a) assess the capability of the teams carrying out the Survey, and (b) make our own suggestions on substantive points of the analysis.

Phase II (for which further funding is necessary) - Phase II is not due to start until January 1975. But from the point of view of Bombay University and of the efficiency of the study it is necessary to know if finance will be forthcoming as early as possible. This is because the staff specially hired by the University cannot be dismissed and hired back again without upsetting the progress of the study.

A realistic schedule for Phase II would be the following:

Field work - January - June 1975;

Analysis and preliminary report - due January 1976;

Final report - due summer 1976.

The Budget

<u>Estimated cost of the study by Bombay University</u>		
<u>as itemized in the Annex</u>		<u>\$56,000</u>
Of which cost of Phase I	\$16,000	
Estimated cost of Phase II - (a) in FY75	15,000	
" " " " - (b) in FY76	<u>25,000</u>	
Total extra funding 1975-76		\$40,000
<u>Estimated cost of additional processing of the</u>		
<u>data at the Bank</u>		
Cost of special services consultant in FY75		\$ 5,000
" " " " " FY76		5,000
	Total	<u>\$10,000</u>
Cost of data processing	in FY75	\$ 3,000
	in FY76	\$ 5,000
	Total	<u>\$ 8,000</u>
<u>Estimated cost of travel and subsistence for</u>		
<u>research supervisor</u>		
	in FY75	\$ 4,000
	in FY76	5,000
	Total	<u>\$ 9,000</u>

LIST OF ANNEXES

- ANNEX I - Annex on RPO 245
- ANNEX II - A Proposal for a Research Project on the
Bombay Labour Market
- ANNEX III - Recent Status Report from Bombay University
- ANNEX IV - Questionnaire for Phase One: Survey of Casual Labor

Annex on RPO 245

RPO 245 was approved by the Research Committee in 1972, with an authorized expenditure of \$32,000. The draft proposal was written up by a staff member who has now left the Department and, in fact, no money was spent from the allocation during the fiscal year 1972. In June 1973, the present monitor of the project, Mr. Mazumdar, wrote to Mr. Stern setting out the revised program of empirical research and asking for a fresh authorization of finance for the fiscal year 1973-74. The program consisted of two parts:

- (i) Analysis of the data already obtained from two urban household surveys in Korea and Malaysia in recent years -- the sum requested for this part being \$9,000.
- (ii) A survey of the labor market of Bombay with special reference to the "unorganized" sector to be undertaken in collaboration with the Economics Department of Bombay University. The estimated budget for this part was \$20,000.

The program was approved by Mr. Stern's Office on July 11, 1973.

With respect to part (i), severe technical difficulties arose over the decoding and use of the Malaysian data tape. The Income Distribution of the DRC took responsibility for working with the tape in the first instance in connection with their work on income distribution in Malaysia. The tape was made available to us in the Economics Department in a useable form only in the middle of March of this year. The processing of the material from this source (together with the work already done on

Korea) is expected to be completed by the end of the fiscal year.

As regards part (ii), although the collaborative project with the Bombay University had been put together in the first part of 1973, approval of the Government of India had to be obtained before a contract could be signed. This was not forthcoming until nearly the end of the year, so that work on the project could start only in January 1974. The final report on this phase is expected in January 1975.

A PROPOSAL FOR A RESEARCH PROJECT ON
THE BOMBAY LABOUR MARKET

The importance of systematic knowledge about the patterns of urban labour markets, particularly of Industrial metropolises, is obvious from the viewpoints both of the analyst and the policy maker. The extent of such knowledge, however, is precariously limited in most of the cases. Some pieces of information are available on one aspect or the other, but they are collected with diverse objectives and through different methods; and also leave too wide gaps to make a meaningful portrait of the labour market. The problem is such more acute in the case of unorganized sector, where the information base is virtually non-existent. It is against this background that we propose to make a study of the Bombay Labour Market with particular focus on the unorganized sector. The major objectives of the study would be:

- (i) to portray a profile of the present labour force in terms of such socio-economic characteristics as age-structure, educational levels, domicile status, migration, family size and earnings;
- (ii) to measure the extent of labour mobility-inter-firm, inter-industry, occupational and inter-generation;
- (iii) to analyze labour mobility in terms of the socio-economic characteristics of workers with particular reference to relative earnings;
- (iv) to identify the 'natural' course of mobility in the labour market - 'from unorganized to organized sector' - and to examine the relationship of such 'job-hierarchy' with corresponding skill and educational levels;
- (v) to assess the relative importance of various information channels and recruitment procedures in the organized and unorganized sectors; and,
- (vi) to examine the extent of integration of labour market between organized and unorganized sectors in terms of wage patterns, wage differentials, information channels, recruitment procedures and inter-changeability of workers.

Scope

It is generally the 'journey to work' criterion which sets the geographical limits of a local labour market area. While the argument can be overstretched to include distant areas from and to which there

may be daily movement to work and back but to a very small extent, the total area to be covered may become unmanageable without yielding any significant advantage. Therefore, the Municipal limits of Greater Bombay may be considered as the geographical limits of the study. Besides being manageable the coverage would also fairly meet the conceptual criterion of a local market.

For the universe of workers to be covered, it may be useful and convenient to proceed on the basis of 'activities' rather than population. We would like to cover the two broad sectors of the urban economic activities, namely, manufacturing and service, construction and trade. While most of the workers in these activities are attached with some identifiable establishments - factory, shop, office, etc. - there is a substantial portion of workers who work on daily wages on a casual basis, independent of any establishment.

Since a special emphasis will be laid on the study of labour market in the unorganized labour, on account of the greater lack of knowledge in this field; and it is not obvious what the unorganized labour market consists of, it may be worthwhile to dwell briefly on this aspect here.

The term unorganized labour is likely to be misunderstood. In the West it refers to nonunionized labour. In India it is common to restrict it to sectors which are called unorganized sectors. The basis for distinction between organized and unorganized sectors is the application or non-application of a certain law. The sector of manufacturing which is covered by the Factories Act i.e. that employing ten or more workers and using power or twenty or more not using power forms the organized sector in manufacturing. The rest is the unorganized sector. This sector may very well conform to the definition adopted in the West. Probably an estimate of the minimum number of people employed in the unorganized sector of Manufacturing can be obtained from the difference between the Census count in manufacturing and the registration under the Factories Act.

Besides the unorganized sector in manufacturing there are other major unorganized employment: (1) Trade and Commerce, (2) Personal Services, (3) Transport and allied services, (4) Construction. All these (excepting 2) have an organized and unorganized component. Identification of the latter will depend upon the criterion and a unique criterion may not be of such use. Presence or absence of formalized procedures for hiring, firing and terms and conditions of works may be a good criterion if efforts are first made to find out their existence. Since it would be reasonable to assure that formalization of rules is related to size of employment one may choose to cover workers employed in all establishments employing less than say, ten or twenty workers.

Alternatively we may accept to call as unorganized sectors those in which the Maharashtra Government has prescribed minimum wages. Some (unknown) number of establishments may have quite formalized procedures and hence it may not be proper to go the whole way with this approach but all the same it may give a point to start. Whatever the definition, care will have to be taken not to leave out the sizeable casual labour markets that exist in the City.

Sample: Procedure and Size

For the sample of workers employed with establishments, the practicable procedure is that of proceeding through their establishments. We get lists of establishments registered under the various legislative acts (Factories Act, Shops and Commercial Establishments Act, etc.) But due to their coverage being limited to certain size groups the lists may not provide adequate frame for our sampling particularly in the unorganized sector. The alternative sample frame could be the households (including establishments) list of the Census (1971) where we could get all types of establishments irrespective of size and nature of work listed, along with some information on such characteristics as are relevant to our study, viz, size, activity, location, etc. Out of this list we can sort out the establishment by sectors - manufacturing, service, trade, etc; and select a few manageable number of activities, industries or trades from each sector. In order to make the study more intensive without leading to unnecessarily large cost, it may be desirable to introduce an element of localization at this stage. We may further select, for each sector, certain wards of the City which show a clustering of establishments in most of the selected activities. From the list of such establishments in these selected wards, a sample, stratified on the basis of activities may be taken, if necessary. But in the event of getting manageable number of establishments and/or with not too large of a population of workers in them, no sampling of establishments may be necessary. From the list of workers in so selected establishments, then, a sample of workers may be taken on a proportionate basis, with the constraint of a minimum number from each establishment, if found desirable. This would cover such workers both in organized and unorganized sectors who work with some establishment.

For the selection of casual workers, with no formal ties with any establishment, a much more scientific method will have to be adopted. On the basis of discussions and observations, some such centres will be selected which are likely to show a relatively large concentration of workers in one or more of such trades/activities which tend to rely heavily on casual wage labourers. And a sizeable number of workers may be covered in such centres without necessarily following any set procedure of their selection.

From the viewpoints of feasibility as well as adequacy, it is proposed to contact 6,000 workers and collect information from them on the basis of a structured questionnaire. The sample may be distributed

among the sectors as follows:

	<u>Proposed Sample</u>		
	<u>Organized</u>	<u>Unorganized</u>	<u>Total</u>
Manufacturing	1,000	1,500	2,500
Services, Trade & Construction	1,000	1,500	2,500
Independent Wage Earners	-	<u>1,000</u>	<u>1,000</u>
TOTAL	<u>2,000</u>	<u>4,000</u>	<u>6,000</u>

The distribution is not purported to bear any constant proportion to the distribution of workers in the entire labour force in the City. A larger number of workers from unorganized sector is the reflection of the greater emphasis on this sector in the study.

Data Requirements and Collection:

For the pursuance of objectives set forth in the beginning the types of required data would pertain to:

- (i) Personal characteristics of the work force: age and sex composition, educational levels, rural/urban origin, family and parental occupation, family size, etc.
- (ii) Migration: time and process of migration, motivations, knowledge of job opportunities, link with the native place, likelihood of backward migration, etc.
- (iii) Job Characteristics of Workers: Job status, earnings and benefits, promotions and aspirations.
- (iv) Job History: Jobs held with duration, nature of employment, wage rates, reasons for change, channels of information, methods of recruitment.
- (v) Relative Wages and Mobility: Wage rates, quits and retirements by occupations, factories, and industries, establishments and activities, sources of labour supply and methods of recruitment.

Information on (i) to (iv) will be collected through a questionnaire to be canvassed with the sample workers. Factories and establishments from which the workers' sample is taken will be contacted for the information on (v).

Besides, collection of some information from the records of Employment Exchanges, Decasualization Exchanges, and also from various trades associations, may also be necessary and useful for an understanding of the processes in the labour market.

Time Schedule, Manpower and Budget:

The project may be completed in about 28 months as explained below:

Preparatory (listing, sampling, framing of questionnaire and pre-testing)	4 months
Field Investigation	10 months
Coding, Tabulation and Computation	4 months
Drafting	10 months

In the initial stages, the services of one statistician-cum-supervisor, along with the office staff will be needed. On a rough basis the total investigate-months required to complete the investigation are estimated at 100; further the services of six research assistants would be required for a period of 18 months, for checking of schedules and tabulation work. Two Junior Research Officers would be required to supervise the work in the field as well as tabulation and analysis for the last latter 28 months of the project. The workload in connection with coding and punching is estimated at 66-man months. The office staff required would consist of a stenographer, a clerk and a peon.

The budget estimates on salary account worked out on the above basis and other items of expenditure are given below:

	(In Indian rupees)
(i) Personnel Services	289,400
<u>Add 10% for higher start, increment, etc.</u>	<u>28,940</u>
<u>Sub-total salaries</u>	318,340
(ii) Computer Expenses	30,000
(iii) Stationery & Printing	<u>20,000</u>
	368,340
(iv) Overhead (10%)	<u>36,834</u>
<u>Total</u>	<u>405,174</u>

PHASE I OF THE RESEARCH PROJECT ON THE BOMBAY LABOUR MARKET

Phase I of the Study covers the investigation of 1,000 independent wage earners (casual workers) in the unorganized sector of Bombay City. The Study will be conducted within the general framework of the outline for the whole project as given in Part I, Annex II. The sample frame and the questionnaire to be used for this purpose will be determined by the Steering Group mentioned in the Agreement. The present Agreement covers the cost of this phase of the Study only. The breakdown of the total cost involved is as follows:

1. Salaries:	(In Indian rupees)			
	No.	Duration of Employment	Monthly Salary	Total
(i) Senior Research Officer	1	x 12 months	1,100	13,200
(ii) Research Assistant	2	x 12 "	650	15,600
(iii) Investigators	10	x 8 "	650	52,000
(iv) Secretarial assistance	1	x 12 "	600	7,200
(v) Office Peon	1	x 12 "	200	<u>2,400</u>
				90,400
2. Coding, punching and computer time				10,000
3. Stationery and printing				5,000
4. Overhead				7,500
5. Contingencies				<u>7,100</u>
			TOTAL	<u><u>120,000</u></u>

The Bombay University will submit a preliminary analysis of a sample of 250 of interviews by May 1, 1974. The final Report should be submitted by January 1, 1975.

RECENT STATUS REPORT FROM BOMBAY UNIVERSITY

1. This is a comprehensive study of the working of the labour market in Greater Bombay. This market is divided into three sub-markets, namely:

- (i) The market for casual labour
- (ii) The market for labour employed in unorganized sector
- (iii) The market for labour in organized sector

Our aim is to study the working of the labour markets in each of the three sub-sectors as well as in the aggregate.

2. The Local Labour Market:

Defining LIM's has its difficulties. We have decided to restrict ourselves to the municipal limits of Bombay City and Suburbs, hoping that the limits of Greater Bombay coincide more or less with the limits of local labour market as demarcated by the 'journey to work' criterion. The city and its Suburbs cover an area of 609 sq. km. The municipality has divided Greater Bombay into 15 wards which are identified by the letters of the English alphabet, viz.

A through G
H, K, P, R (the Western Suburbs)
L, M, N, T (the Eastern Suburbs)

For the purpose of our survey the municipal wards do not matter analytically but they are useful operationally.

3. Population of the City:

According to the Census of 1971, Greater Bombay had a population of 5.9 millions of which 3.4 millions were males and 2.5 millions females (i.e. 711 females per 1,000 males). The total number of workers i.e. persons who reported work as their main activity, was 2.19 million of which 2.0 millions were males and 0.19 millions females. These workers are divided into ten industries. Table 1 gives the industrial distribution of workers in Bombay.

Since the percentage of workers reported in Divisions I, II, III and IV are very small and since Division X would largely be irrelevant to our study, we decided to leave these divisions alone. For the present study the relevant divisions are V, VI, VII, VIII and IX.

Table 1 : Industrial Distribution of Workers in Greater Bombay 1971

	WORKERS									NON-WORKERS		
	Cultiva- tors	Agricultu- ral Labou- rers	Livestock orchards etc.	Mining Quarrying	Manufactu- ring House- hold & non- household	Constru- ction	Trade & Commerce	Transport, Storage & Communi- cation	Other Services	Total	Total Number of non- workers	Percent to the total population
Males (% age)	2292 (0.11)	2393 (0.11)	18586 (0.92)	1531 (0.07)	880552 (43.90)	61161 (3.05)	464902 (23.17)	226654 (11.30)	317587 (17.32)	2005726 (100.00)	1472650	42.33
Females (% age)	380 (0.19)	565 (0.29)	1502 (0.78)	363 (0.18)	48951 (25.14)	5831 (3.03)	26613 (13.83)	10245 (5.32)	97920 (50.90)	192370 (100.00)	2299827	92.28
Total (% age)	2672 (0.12)	2958 (0.13)	20088 (0.91)	1944 (0.06)	929503 (42.28)	67012 (3.04)	491515 (22.56)	236899 (10.77)	445507 (20.26)	2198098 (100.00)	3772477	63.18

4. Total Sample:

The project proposal submitted earlier, gives the size of our sample and the distribution of our sample in the three sub-sectors referred to in Para I above. This distribution is reproduced below in Table 2.

Table 2: Distribution of Total Sample

	Organized	Unorganized	Total
Manufacturing	1,000	1,500	2,500
Services Trade & Construction	1,000	1,500	2,500
Independent Wage Earners	-	<u>1,000</u>	<u>1,000</u>
Total	<u>2,000</u>	<u>4,000</u>	<u>6,000</u>

Source: Part I, Annex II of the contract.

5. Phase - I:

Given the need for studying the informal sector about which we know very little, it was decided to take up the study of the casual labour market first. This is referred to as Phase I of the project. Neither the total number of casual workers nor their wardwise distribution in Greater Bombay is known. We assumed that the casual workers would be distributed in our five industry divisions, V through IX, and over 15 wards in the same proportion as the total workers. But before we distributed our sample of 1,000 workers wardwise and industry-wise, we had to distribute the sample by sex. Since 9% of total workers are females, our total of 1,000 workers would have to be split into 910 males and 90 females. As it was felt that 90 is rather small sample the number of women to be covered was raised to 200, while that of men was rounded to 900 thereby giving us 1,100 casual workers to be covered in Phase I.

The 900 males and 200 females were then distributed by industries and wards in the same proportion as of total males and females workers. The latter distribution is given in Table 3, the former in Table 4. Finally, as can be seen from Table 4, the number of persons to be covered from some wards was very small. Hence these workers were added to other wards. The reduction of number of wards would help save

Table 3 : Occupational distribution of male and female workers
 worldwide in Greater Bombay. Figures in brackets are
 the percentages of each figure to the Grand Total.

Industry Division	Manufacturing House- hold & non-house- hold Industry		Construction		Trade & Commerce		Transport, Storage & Communication		Services		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
Wards												
Ward A (% age)	12347 (0.62)	1036 (0.55)	1434 (0.07)	138 (0.07)	20825 (1.05)	1303 (0.69)	12883 (0.65)	398 (0.20)	29704 (1.49)	5760 (3.04)	77193 (3.95)	8635 (4.55)
Ward B (% age)	16649 (0.84)	507 (0.02)	1152 (0.05)	34 (0.02)	25342 (1.27)	551 (0.29)	11042 (0.55)	228 (0.15)	9903 (0.49)	2021 (1.06)	64028 (3.20)	31 (1.5)
Ward C (% age)	34719 (1.75)	1246 (0.70)	4773 (0.24)	47 (0.02)	55754 (2.81)	1314 (0.69)	10316 (0.52)	233 (0.12)	17529 (0.88)	3255 (1.72)	123091 (6.20)	6195 (3.25)
Ward D (% age)	39302 (1.98)	2053 (1.50)	4304 (0.21)	326 (2.04)	40483 (2.04)	3117 (1.64)	11028 (0.56)	653 (0.45)	37716 (1.90)	13183 (6.95)	133013 (12.59)	20332 (10.71)
Ward E (% age)	84431 (4.24)	5119 (2.69)	3174 (0.16)	136 (0.07)	45953 (2.31)	2372 (1.25)	28916 (1.46)	784 (0.41)	31456 (1.58)	8369 (4.41)	19398 (9.75)	16720 (8.33)
Ward F (% age)	105864 (5.34)	5224 (3.12)	3852 (0.19)	297 (0.15)	40256 (2.23)	2784 (1.46)	30199 (1.52)	1359 (0.72)	41031 (2.37)	10772 (5.68)	223302 (11.15)	24736 (11.13)
Ward G (% age)	162857 (8.22)	9373 (4.94)	5770 (0.29)	528 (0.31)	49048 (2.47)	1260 (2.24)	26341 (1.32)	1353 (0.71)	45169 (2.28)	12405 (6.54)	236185 (14.53)	27027 (14.74)
Ward H (% age)	65231 (3.29)	4391 (2.31)	6884 (0.34)	617 (0.33)	33846 (1.70)	3135 (1.65)	20520 (1.03)	1146 (0.60)	29454 (1.48)	11935 (6.29)	150935 (7.84)	21204 (11.18)
Ward K (% age)	80552 (4.66)	5691 (3.00)	6858 (0.34)	507 (0.48)	36606 (1.95)	2524 (1.33)	17662 (0.89)	975 (0.51)	26227 (1.42)	9724 (5.12)	170207 (8.64)	29281 (10.44)
Ward P (% age)	49874 (2.51)	2805 (1.47)	4617 (0.23)	735 (0.39)	28779 (1.45)	1163 (0.61)	9813 (0.49)	631 (0.33)	17467 (0.88)	5614 (2.96)	110550 (5.56)	10 (5.76)

(Table 3 contd.)

Wards	Industry Division	Manufacturing Household & non-household Industry			Construction			Trade & Commerce			Transport, Storage & Communication		Services		Total	
		V		H	VI		H	VII		VIII		H	IX		H	F
		H	F		F	F		F	F	F	F					
Ward (S age)	R	30072 (1.51)	1809 (0.95)	3214 (0.16)	166 (0.25)	19823 (1.00)	737 (0.39)	6281 (0.31)	509 (0.26)	9760 (0.49)	3113 (1.65)	69100 (3.47)	6661 (3.51)			
Ward (S age)	L	26030 (1.31)	2486 (1.31)	2379 (0.12)	270 (0.14)	15373 (0.77)	705 (0.37)	10510 (0.53)	411 (0.21)	9751 (0.49)	2220 (1.21)	61013 (3.22)	6162 (3.24)			
Ward (S age)	M	47288 (2.38)	1753 (0.92)	5740 (0.28)	604 (0.36)	14261 (0.71)	941 (0.49)	11636 (0.53)	555 (0.29)	14118 (0.71)	3569 (1.88)	93013 (4.66)	7502 (3.94)			
Ward (S age)	N	80645 (4.67)	2677 (1.41)	5247 (0.26)	416 (0.23)	27422 (1.30)	1204 (0.63)	15515 (0.78)	543 (0.28)	21962 (1.10)	4360 (2.20)	150731 (7.59)	9200 (4.43)			
Ward (S age)	T	17560 (0.88)	1131 (0.62)	1753 (0.08)	161 (0.08)	9126 (0.46)	503 (0.26)	3992 (0.20)	197 (0.10)	4238 (0.21)	1530 (0.80)	36769 (1.82)	3562 (1.86)			
Greater Bombay (S age)		680552 (44.45)	48951 (25.82)	61181 (3.08)	5631 (3.07)	464902 (23.46)	26613 (14.03)	226654 (11.44)	10245 (5.40)	347587 (17.54)	97920 (51.64)	1900876 (100.00)	185310 (100.00)			

Table 4 : Actual distribution of a sample of 900 male workers and 200 female workers according to the percentages of Table 3.

		Manufacturing V		Construction VI		Trade & Commerce VII		Transport, Storage & Communication VIII		Services XI		Total	
		M	F	M	F	M	F	M	F	M	F	M	F
WARD	A	6	1	1	-	10	11	6	-	13	6	36	8
WARD	B	8	-	1	-	11	1	5	-	4	2	29	3
WARD	G	16	1	2	-	25	1	5	-	7	3	55	5
WARD	D	18	3	2	-	13	3	5	1	17	14	60	21
WARD	E	38	5	1	-	21	3	13	1	14	9	67	13
WARD	F	48	6	2	-	20	3	14	1	21	11	103	21
WARD	G	74	10	3	1	33	5	12	1	21	13	132	30
WARD	H	30	5	3	1	15	3	9	1	13	13	70	23
WARD	K	42	6	3	1	18	3	8	1	13	10	84	21
WARD	P	23	3	2	1	13	1	4	1	8	6	50	12
WARD	R	14	2	1	1	9	1	3	1	4	3	31	8
WARD	L	12	3	1	-	7	1	5	-	4	2	29	6
WARD	M	21	2	3	1	6	1	5	1	6	4	41	9
WARD	N	42	3	2	1	12	1	7	1	19	5	73	11
WARD	T	8	8	1	-	4	1	2	-	2	2	17	4
Greater Bombay		400	51	28	7	211	29	103	10	153	103	900	200

time as the investigators would not have to travel far from one ward to another. The final distribution of sample is given in Table 5.

Table 5: The Final Distribution of a Sample of 900
Male Workers and 204 Female Workers

	Manufac- turing		Construc- tion		Trade & Commerce		Transport, Storage & Communica- tion		Services		Total	
	V		VI		VII		VIII		IX		M	F
	M	F	M	F	M	F	M	F	M	F		
Ward C	10	-	12	-	50	-	8	-	15	-	95	-
Ward D	-	5	-	-	-	5	-	-	-	21	-	31
Ward E	44	8	-	-	35	3	20	-	25	13	124	24
Ward F	65	9	12	-	30	4	20	-	30	17	157	30
Ward G	85	15	20	-	40	7	20	-	40	19	205	41
Ward H	-	6	-	-	-	5	-	-	-	19	-	30
Ward K	44	9	30	-	35	4	15	-	25	15	149	28
Ward M	35	-	14	-	8	-	10	-	10	-	77	-
Ward N	42	-	12	-	12	-	12	-	15	-	93	-
Greater Bombay	325	52	100	20	210	28	105	-	160	104	900	204

Allocation of Wards:

Investigators were then asked to choose the wards which they liked to cover. The choice was largely determined by their familiarity with a particular ward.

Selection of Respondents:

Investigators were briefed on the identification of casual workers and were given freedom to select such workers randomly from among those collecting outside factory gates, construction sites, shops and establishments, market

places, railway stations, etc. Some investigators had prior information about places where labour from certain trades collected. All investigators were requested to spread themselves widely in the ward allotted to them so as to avoid any locational bias in the selection of workers.

WORLD BANK GROUP
MESSAGES

TO Mr. Mazumdar

FROM Mr. Segal

DEPT./OFFICE _____

PHONE _____ EXT. 4258

DATE 4/22 TIME 12:45

CALLED

CAME TO SEE YOU

RETURNED YOUR CALL

REQUESTS APPOINTMENT

CALL BACK

WILL CALL AGAIN

URGENT

REMARKS Re the attached

before he wants to

discuss something

first with you

before he signs

it

RECEIVED BY Delia

INTERNATIONAL BANK FOR
RECONSTRUCTION AND DEVELOPMENT

INTERNATIONAL DEVELOPMENT
ASSOCIATION

INTERNATIONAL FINANCE
CORPORATION

April 22, 1974

Mrs. Hughes,

A man, Nick Segal, has just come back to the Bank and phoned me this morning to say that he is not sure that this research project contributes to Bank lending policy. He is going to consult with Gilmartin and phone me back later. This in fact reverses the comments made by Lav on behalf of the South Asia Department earlier.

Could you please advise what we might do. Is it necessary to have South Asia sign the proposal?

for *D. Mazumdar*
D. Mazumdar

Saw. Account No.

0430



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 4/19/1974	Document Type Form			
Correspondents / Participants Yap Lorene				
Subject / Title Consultant - Personnel Action CV				
Exception(s) Personal Information				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 08, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 08, 2020
Withdrawn by Tarsica Morgan	Date January 08, 2020			

Mr. D. Mazumdar, ECD

April 8, 1974

M. Hazzah, VPD

External Research Computer Charges -- July 1973 - February 1974

This is to inform you of the computer charges to date against your external research project:

<u>Research Project</u>	<u>Manpower</u>	<u>B5700</u>	<u>Remote Batch</u>	<u>Total</u>
RPO-245	(1,060.24)	(23,85)	327.48	\$327.48

MH/wg

OFFICE MEMORANDUM

TO: Mr. Ralph Hofmeister, Employment & Rural Dev. Div. DATE: March 29, 1974

FROM: Mark W. Leiserson, Employment & Rural Development Division

SUBJECT: Possible Appointment of Miss Lorene Yap

1. I have asked Dipak to pursue this matter. In addition to the Brazil migration study there are a number of possibilities for using Miss Yap in association with the working group on urban poverty or with the work on migration being undertaken in Timothy King's division. Miss Yap is coming to the Bank, I understand, on April 8 to discuss these possibilities with Dipak.
2. Dipak and I are agreed that a summer consultancy arrangement should probably be offered to her provided a satisfactory work program can be established.
3. Meanwhile, during my stay in Geneva I will be talking with Harold Lubell and Konnie Schaefer about the IIO's proposed research and what possibilities there might be for cooperative efforts. Lubell is also planning to visit the Bank (in mid-April, I think).

cc: Mr. Dipak Mazumdar

R.S.-L-1
C.R.S.-L-2

Mr. Leiserson, ECDAR

March 7, 1974.

Dipak Mazumdar, ECDAR

Back-to-Office Report (RPO 243 and 245) - Mission to India and Malaysia

1. I visited Bombay, Delhi and Kuala Lumpur during the period January 13 to February 13, 1974, in connection with the two ongoing research projects RPO 243 and 245.

Bombay

2. The framework for the survey of the unorganized (informal) sector of the labor market of Bombay City was established sometime ago, but the permission from the Government of India was obtained recently. My first task in Bombay was to discuss with the researchers in the Economics Department of the University of Bombay if there had been any development of thought in the long period of gestation, which necessitated substantial modifications to the original scheme. The planned survey was to consist of 1,100 casual workers selected from the markets in which casual workers are known to gather every day (Phase I); and of 2,500 workers each from firms from the unorganized and organized sectors respectively (Phase II). The frame for the sample for Phase II was to be the establishment frame maintained by the Bureau of Statistics. We were aware of the fact that as far as the sample of Phase I was concerned, there was no frame available. Consequently, the Survey was to be viewed as a case study of 1,100 workers rather than a "scientific" sample survey.

3. The alternative to this approach was to adopt a survey based on the household frame for all types of workers. Since this issue had been discussed in the Bank and elsewhere in the previous months, we spent a long time with the staff of Bombay University thrashing out the pros and cons of the alternative approaches. We decided in favor of sticking to the original scheme. The main reason for this was that it was felt that any available household frame would be very unlikely to combine the many transient places of residence which is a characteristic of the City of Bombay. The casual workers who are known to be an important part of the "informal" sector of the City might not be properly represented in such a survey. An added advantage of an establishment based survey -- if the project goes into Phase II -- is that one can ask some questions on the character of the establishment and of the labor force from the employers as well.

4. The rest of my discussions in Bombay were taken up with the draft questionnaire. We were able to draw upon a fair sample which have been tried out in other places, and which were discussed in a conference in Geneva last October. I am satisfied that the

Mr. Leiserson

March 7, '74.

questionnaire adopted for the Bombay Survey is one of the better ones I have seen.

5. The final report on Phase I is expected in January 1975, but a preliminary report based on a sub-sample will be submitted in May or June of this year.

Delhi

6. I wanted to obtain from the offices in Delhi material to form some idea of the size of the unorganized sectors and the relative earnings of labor in this sector for urban India with a view to comparing with the data from Malaysia. Arrangements were made with the Central Statistical Office to extract data on earnings in the small-scale sector from the working sheets used for the preparation of National Accounts. The final tabulations for the 1971 Census, on which we have to depend for the qualitative assessment of the size of the unorganized sector have been delayed and will not be available until the end of the year.

7. I also explored with the Registrar General's Office making use of the 1% sample tape of the 1971 Census for the Bombay Metropolitan Area, which would provide useful additional material for the Bombay project. This seems to be feasible only if staff time is available for working with it either here or in Bombay.

Kuala Lumpur

8. I discussed with the Malaysian officials, and particularly with Mr. Pathmanaban, the Head of the Manpower Section of the EPU, our view that the two streams of research involved in the two projects should be combined (and slightly extended, if necessary) so as to give a fairly complete picture of the urban labor market and its working. This suggestion was welcomed because no such study exists for Malaysia as of today. It is also of importance for policy makers since the rate of urban unemployment is probably the highest among Asian countries (even though the economy has not been growing slowly by any means), and the duration of unemployment, particularly among young school leavers, seems to be longer than in any other country whose statistics I have looked at.

9. My task during this visit was threefold:

- (i) to collect secondary data from Malaysian government sources;
- (ii) to organize the material from the survey of school leavers by mailed questionnaire which was carried out by myself and Shigeo Asher last summer (Phase I of RPO 243); and

Mr. Leiserson

March 7, '74.

(iii) to plan the work on Phase II of RPO 243.

10. As regards (i) I was able to get some basic tabulations from the Census of 1971 and the files on earnings of the employed population kept in the office of EPF (Employees Provident Fund). Further material from these sources, as well as the Manpower Survey of the Malaysian government will be available in the coming months. The various officials concerned showed great willingness to provide us with some special tabulations which I have discussed with them.

Regarding (ii), the response rate from our mailed questionnaire survey was unexpectedly high (65%), partly because of the official backing given to the Survey. Unfortunately the coding of the material which was done by coders hired by our local consultant (Dr. Lourdesamy) was probably not supervised as carefully as it might have been. When a sample of cards was checked for consistency, it showed a high rate of rejection. There also seemed to be a bottleneck threatening to develop in having the cards punched privately. I, therefore, decided to have the whole material rechecked by a professional survey organization (Survey Research Malaysia) who also contracted to have the cards punched, checked for consistency and transported to Washington by April 15. The delay of approximately two months and the additional cost are, I feel, justified in view of the initial success of the Survey.

In regard to (iii), Phase II of RPO 243 will be dealing with a survey of employers and a sample of the employed. (The Survey of Phase I was largely of job seekers). It was originally intended to use the frame of establishment maintained by the Department of Statistics to get an adequate representation of both small and large firms. The examination of the frame and discussions with a number of people revealed that small firms were very poorly represented in the Statistics Department frame. My present views are, therefore, that the sample of the employed shall be first surveyed using the Household frame which the SRM (Survey Research Malaysia) have been updating and using for their regular series of Surveys. The information given by the employed about the establishments could then provide a frame for the survey of employers. Mr. Patmanaban and some senior staff members of the EPU (for example, Paul Clark) seemed to welcome this approach. I do not expect the work on this phase to start before June. There will need to be extensive discussions on the questionnaire with Malaysian officials as well as outsiders. My preliminary investigations about the costs with the SRM, as well as two other survey organizations in Malaysia, revealed that the budget for the project may be just adequate.

cc: Messrs. Gulhati, King, Hofmeister, Visaria, Ahluwalia,
Hasan, Kraske, Swayze.

DMazumdar:bnd.

5
WORLD BANK GROUP

ROUTING SLIP

DATE

March 4, 1974

NAME

Dr. M. Leiserson

ROOM NO.

544

APPROPRIATE DISPOSITION

APPROVAL

COMMENT

FOR ACTION

INFORMATION

INITIAL

NOTE AND FILE

NOTE AND RETURN

NOTE AND SEND ON

PER OUR CONVERSATION

PER YOUR REQUEST

PREPARE REPLY

RECOMMENDATION

SIGNATURE

REMARKS

Here is the draft of
the proposed outline of
the study. We can
discuss modifications,
if any.

FROM

S. P. Chaudhri

ROOM NO.

542

EXTENSION

3688

DRAFT
DPChaudri:ago
March 4, 1974

Optimum Farm Size Distribution in the Context of Productivity, Employment and Equity Objectives: A Methodological Exercise with Indian Data

During the last few years Indian government, like many others in developing countries, has been concerned about the problems and progress of small farmers. The empirical and theoretical foundations for these policies are rather precarious. Very little is known beyond the following:

- (a) During 1950s all farm management studies relating to Indian agriculture indicated that size productivity relationship is negative in Indian agriculture:
- (b) In the recent years (1967-69), another round of farm management studies indicated that size productivity relationship in the wheat belt of Panjab and Haryana is probably positive while in the rest of India the inverse relationship still continues.
- (c) Employment per unit of land declines as the farm size increases.

The relationship between farm size and productivity and farm size and employment has been studied in a single objective context only. There is need to explore the conflicts and complementarities involved in productivity, employment and equity objectives in a given pattern of operational holdings and a given level of technology. These questions are important for a farm size policy.

Proposed Study. We propose to examine the following questions:

- (i) What is the precise size productivity relationship in different States of India in the pre-green revolution period (1955-1957) and in the post green revolution period (1967-1970)?
- (ii) What is the relationship between farm size and employment in these two periods?
- (iii) What happened to Income Shares between these two periods?

We shall obtain optimum farm-size distribution according to productivity, employment and equity considerations.

(iv) Combine these into a composite objective and examine the questions of optimum farm size in the context of this composite objective with "assumed weights".

(v) Finally we shall test the sensitivity of the optimum to changes in the weights of the composite objective.

Coverage. We shall collate evidence for different States of India. But for detailed exploration we shall use Panjab data from Farm Management Studies and other micro level studies.

Methodology. We shall examine these questions by studying relationship between Farm Size and important economic indicators like

- i. Output per acre
- ii. Output per worker
- iii. Output per unit of Labour
- iv. Employment per acre
- v. Variable inputs per acre

The object is to obtain optimum farm size distribution from empirically observed relationships. We do not propose to estimate production functions due to methodological problems and strong assumptions involved in estimation of Production functions. We may, however, end up by identifying one from observed empirical relationships.

Sources of Data: We propose to use data collected in the Farm Management Studies in different States of India and additional micro studies data for Panjab collected by Panjab Board of Economic Enquiry and Agro Economic Research Centre, Delhi University.



Record Removal Notice



File Title RPO Number 670-45 - Labor force Participation - Income and Unemployment - Volume 1		Barcode No. 1043366		
Document Date 7/9/1975	Document Type Memorandum			
Correspondents / Participants To: Mr. Henk Busz, ECDDR From: D. Mazumdar, ECDER				
Subject / Title Appointment of research assistant and secretary at the London School of Economics				
Exception(s) Personal Information				
Additional Comments		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
		<table border="1"><tr><td>Withdrawn by Tarsica Morgan</td><td>Date January 07, 2020</td></tr></table>	Withdrawn by Tarsica Morgan	Date January 07, 2020
Withdrawn by Tarsica Morgan	Date January 07, 2020			

OFFICE MEMORANDUM

OP-LIAISON

RS-6-1

TO: Files

DATE: January 22, 1974

FROM: Ravi Gulhati, ECDDR

SUBJECT: Visit to Bombay

1. I visited the Bombay School of Economics and met the director, Prof. D.T. Lakdawala, and his associates. The Center of Advanced Study in Economics, which is part of the Bombay School, specializes in the fields of industry and public finance. However, research has been carried out on many other topics as described in the Bombay School's Yearbook for 1973 which is attached.
2. We discussed the status of the joint Bank-Bombay School Study of the Bombay Labor Market (part of RPO 245). Considerable progress has been made in designing a questionnaire and selecting a sample. The latter is not easy as there is no obvious frame of reference available. When Deepak Mazumdar returns we should discuss this point and consider implications for the interpretation of survey findings. R.S.L.I
3. Prof. Lakdawala expressed a desire to participate in the Documents Exchange Program of the World Bank and I promised to write to him after returning to Washington.
4. J.C. Sandesara is proposing to undertake an intensive empirical study of economics of scale in 50 industrial products covering 500 units. An outline of the study is enclosed; a request for funding Rs 308,000 has been submitted to the Indian Council of Social Science Research. Mr. Vinod Prakash should consider whether he would be prepared to support this project if the need arises.
5. L.K. Deshpande and J.P. Ambannavar are likely to embark on what is a fascinating study of Rural-Urban Migration in India. An outline is enclosed; it is expected that ILO will bear a large part of the cost (Rs 109,000) of this study. Amongst others, the study will explore the hypothesis that migration is a selective process. Poor rural areas send out more migrants than rich ones. Incidence of migration is higher among households of landless labour than among farmers. Finally, the rate of migration is higher for males than females, higher for age group 15-34 than for other groups, higher for the educated than for others. The Todaro view about the nature of the migration process will also be tested empirically. Timothy King, Doug Keare and Mark Leiserson should consider whether this kind of study in other countries has relevance for the ECD.

Attachments

cc: Mrs. Hughes, ECDDR (w/o attachments)
Division Chiefs, ECD (attachments to Messrs. Keare/King/Leiserson
Mr. Ahluwalia, DRCID (w/o attachments) & Prakash)
Mr. Rao, VPD (w/o attachments)
Mr. Raj Krishna, ECDRD (w/o attachment)

WORLD BANK GROUP
CONSULTANT - PERSONNEL ACTION

DEPT. AND DIV. CODES: 670-45	DEPARTMENT NAME: Development Economics	DIVISION NAME: Population & Human Resources	EXTENSION: 3994
CONSULTANT'S NAME (Last name first): B O M B A Y U N I V	SPECIALTY CODE: E C N	SPECIALIZED FIELD:	SOCIAL SECURITY NO.: (U. S. Nationals only)
University of Bombay, Kalina Bombay (India)	NATIONALITY:	COUNTRY OF RESIDENCE: India	

TYPE OF ACTION (15): (Check one)

Appointment Extension (Commitment No. _____) Termination (Commitment No. _____) Correction (Reference No. _____)

PAYMENT TERMS: FEE AND DURATION OF APPOINTMENT

120,000 Indian Rupees as follows: 1. Personnel salaries - Rupees 90,400 2. Computer Services - Rupees - 10,000 3. Stationery, printing and overheads - Rupees 12,500 4. Contingency - Rupees 7,100. Upon signing of this Agreement the Bank shall disburse Rupees 50,000 to a Bank account specified by the Director, Department of Economics, University of Bombay. (cont'd below)

PROPOSED EFFECTIVE DATE: December 15, 1973	TIME AND COST ESTIMATE					
COUNTRY:	CURRENT	From	To	No. of Billing Days	Rate per Day	Cost
PROJECT OR MISSION ID NO.:	FY 7 4	Dec. 15	June 30	117	\$ 100	\$ 11,700
R P 0 2 4 5	NEXT	July 1	June 30	48	\$ 100	\$ 4,800
					TOTAL	\$ 16,500

ACTIVITY CODE (22 - 24): (Check one)

Economic Mission REM Preappraisal Work PRE Technical Assistance TAS
Sector Mission RSM Appraisal & Negtn. ANB Research RES
Project Identification RSL Supervision SPN Other (Specify below) GEN

COMMENTS:

Two further payments of Rupees 35,000 each will be made by the Bank to Bombay University respectively on May 1, 1974 and January 1, 1975. US\$ cost approximate at exchange rate of approximately 1US\$ = 7.27 Indian Rupees.

DATE: **0 1 1 8 7 4** SIGNATURE OF DEPARTMENT HEAD:

M M D D Y Y

To be filled in by Personnel

DATE: SIGNATURE: EFFECTIVE DATE OF ACTION:

To be filled in by Programming and Budgeting

DEPT. CODE 31 33	DIV. CODE 34 35	COUNTRY CODE 36 38	COMMITMENT NUMBER 39 44	REFERENCE NUMBER: 0211
			X V	

G/L NUMBER 45 48	EXPENSE CATEGORY 49 50	CREDIT 53	COMMITMENT AMOUNT 54 64	COMMITMENT TYPE: (Check one)
			17 480000	<input type="checkbox"/> 2 Consultant <input type="checkbox"/> 3 Contractual Services
			CURRENT FY NEXT FY	

OFFICE MEMORANDUM

Files 247
and 245

TO: Mr. D. Mazumdar, ECDPH

FROM: Ernest Stern, Senior Adviser, VPD

SUBJECT: Computing Charges for RPO 247
Charged to RPO 245

DATE: January 17, 1974

It has come to my attention that \$1,103.86 in charges for computing services performed for RPO 247 (an FY73 funded research project) have been charged to RPO 245. Since the Costa Rica Unemployment Survey (RPO 247) is not funded for FY74 any expenditures on behalf of this project must be disbursed from sources other than the External Research Program. Therefore, I recommend that one of the following options be selected:

- A) Secure computing funds from the Division or Departmental budget and transfer the charges from RPO 245 to the Departmental or Divisional account.
- B) Leave the charges on the account of RPO 245 and if that project requires any further funding, the first \$1,103.86 will have to come from the Divisional discretionary budget.

As a general rule, any project not funded by the Research Committee cannot have access to External Research monies. Likewise, the budget allocated to RPO 245 (Labor Force Participation, Unemployment and Income) should under no circumstances be allocated to perform other research tasks.

In the future, please contact the Secretary to the Research Committee if you have any questions related to research projects.

cc: Messrs. Rao, King, Smith, Busz

12-15-73

AGREEMENT FOR SERVICES

Between

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT

And

UNIVERSITY OF BOMBAY, KALINA, BOMBAY (INDIA)

AGREEMENT FOR SERVICES

AGREEMENT (hereinafter, together with all Appendices attached hereof, called the "Agreement") dated as of December 15, 1973 between the INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT (hereinafter called the "Bank") and the University of Bombay, Kalina, Bombay (India) (hereinafter called "Bombay University").

ARTICLE I

The Study

Section 1.01. The Study to be carried out by Bombay University under this Agreement (hereinafter called the "Study") is described in the Terms of Reference set forth in Appendix A hereto. The Agreement at the moment covers the completion of the part of the Study called Phase I.

Section 1.02. (a) Bombay University undertakes to carry out the study in accordance with the highest standards of professional competence having due regard to the nature and purposes of the Bank as an international organization whose members are governments and to ensure that the staff assigned to perform any services under this agreement will conduct themselves in a manner consistent therewith. For your guidance, I enclose a statement of "Duties and Obligations of Staff Members" of the Bank indicating in a general manner the standards of conduct of the Bank staff in similar positions as the staff of Bombay University to be made available for this study.

(b) Upon completion of the preliminary analysis of the Study, Bombay University shall submit to the steering group a summary report. Upon review of the said summary report the steering group shall determine the contents of the final report.

Section 1.03. Bombay University shall assign such personnel to the carrying out of the Study as is listed in Appendix B hereto.

Section 1.04. The carrying out of the Study shall be supervised by a steering group consisting of (i) the Director of the Department of Economics, Bombay University, or his designated representative and

(ii) at least one representative of the Bank to be nominated by the Director of the Development Economics Department.

Section 1.05. The Director of the Department of Economics, Bombay University, or his representative shall be responsible for the proper management and disbursement of all funds paid by the Bank to Bombay University in accordance with the provisions set forth or referred to in Article II hereinafter.

ARTICLE II

Costs and Payments

Section 2.01. The Bank shall pay Bombay University for its expenses incurred in carrying out the Study an amount not exceeding Indian Rupees 120,000, as follows:

1. Personnel salaries	Rupees	90,400
2. Computer services	"	10,000
3. Stationery, printing and overheads	"	12,500
4. Contingency	"	7,100
	Total	<u>120,000</u>

(a) Upon signing of this Agreement, the Bank shall disburse Rupees 50,000 to a Bank account specified by the Director, Department of Economics, University of Bombay.

(b) Two further payments of Rupees 35,000 each will be made by the Bank to Bombay University respectively on May 1, 1974 and January 1, 1975. Bombay University shall render to the Development Economics Department of the Bank a quarterly statement of all monies disbursed by it from the funds provided by the Bank. The first payment will be made on receipt of the first report mentioned in Appendix B, and the final payment on receipt of the final report and its acceptance by the Bank and the Steering Committee as being satisfactory.

Section 2.02. Payments pursuant to Section 2.01(b) above will be made by the Bank to Bombay University, provided that Bombay University carries out the Study in accordance with the Terms of Reference for the Study, as assessed by the steering group periodically.

Section 2.03. In the event of major delay in the work of Bombay University hereunder, Bombay University shall promptly notify the Bank. Payments pursuant to Section 2.01 may then be suspended, in which case Bombay University shall prepare a modified schedule of payments, which shall take effect after approval by the Bank, and payments shall then be resumed in accordance therewith.

Section 2.04. (a) The Bank shall be entitled by notice to Bombay University to suspend in whole or in part the disbursement of funds hereunder if Bombay University shall have failed to carry out any obligation of Bombay University under this Agreement or if any other condition arises which interferes, or threatens to interfere, with the successful carrying out of the Study or the accomplishment of the purpose thereof.

(b) Bombay University shall be entitled by notice to the Bank to suspend work on the Study if the Bank shall have failed to carry out any of its obligations under this Agreement.

Section 2.05. (a) The costs presented in the quarterly statements shall be in sufficient detail for the Bank to determine that the costs are reasonable and have been incurred for the purpose of the Study.

(b) If any of the costs presented for payment are determined by the Bank to be ineligible under the Agreement, the Bank shall notify the Bombay University and the steering group of such determination. The Bank may thereafter deduct the amount paid by the Bank for such costs from a subsequent payment.

ARTICLE III

Use and Publication of Reports

Section 3.01. (a) Bombay University may use or publish any reports, materials or information obtained in carrying out the Study, provided that prior approval of the steering group for use or publication shall have been obtained. The cooperation of Bombay University and the Bank in carrying out the Study shall be mentioned in any material published by the Bombay University and related to the Study.

(b) The Bank may use any reports, materials or information obtained in the course of the Study and may publish material using the data from the Study.

(c) All data and work papers of the Study shall be submitted in English. The data sets will be available for any further processing by scholars (including the staff of the two institutions).

ARTICLE IV

Authorised Representatives, Notices and Requests; Effectiveness

Section 4.01. Any action required or permitted to be taken, and any document required or permitted to be executed under this

Agreement may be taken or executed on behalf of Bombay University by Mr. D. T. Lakdawala, or his designated representative.

Section 4.02. Any notice or request required or permitted to be given or made in this Agreement shall be in writing. Such notice or request shall be deemed to be duly given or made when it shall have been delivered by hand, mail or cable to the party to which it is required to be given or made, at such party's address specified below or at such other address as the party shall have specified in writing to the party giving such notice or making such request.

For the Bank:

Development Economics Department
International Bank for Reconstruction and Development
1818 H Street, N.W.
Washington, D.C. 20433
United States of America

Cable address: INTBAFRAD, Washington, D.C.

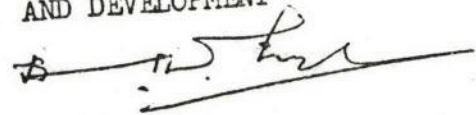
For Bombay University:

Department of Economics
Bombay University
University Campus
C.S.T. Road
Kalina
Bombay 29
India

Section 4.03. This Agreement shall enter into force and be effective upon signature by both parties.

IN WITNESS WHEREOF, the Bank and Bombay University have caused this Agreement to be signed in their respective names in Washington, D.C. and in Bombay, India.

INTERNATIONAL BANK FOR RECONSTRUCTION
AND DEVELOPMENT



B.H. De Zoysa
Chief, Consultants Section

Date:

BOMBAY UNIVERSITY - Department of Economics
University of Bombay
Kalina, Bombay

D.T.Lakdawala
Date:



INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT

1818 H Street, N.W., Washington, D. C. 20433, U.S.A.

Area Code 202 Telephone - EXecutive 36360 Cable Address - INTBAFRAD

November 27, 1973.

Prof. D.T. Lakdawala
Director, Economics Department
Bombay University
University Campus, C.S.T. Road
Kalina
Bombay 29 (India)

Dear Prof. Lakdawala:

I am very glad to hear that the Bombay Study is about to take off.

I am enclosing two copies of a contract drawn up by the Personnel Department of the Bank, in consultation with me. You will see that it is a simplified version of the contract with the Brazilian University, a copy of which I had sent to you earlier. Could you please sign both the copies, keep the original with you, and return the second copy to Mr. B.H. De Zoysa, Chief, Consultants Section, Personnel Department, International Bank for Reconstruction and Development, Room D1042, 1818 H Street, NW, Washington, D.C. 20433.

In the Terms of Reference I have indicated the completion date for the 1st Phase of the project as January 1, 1975, and also included a provision that a preliminary report of a small sample should be available for us by May 1, 1974. I think this timetable is extremely important for securing further funding for the project, for which the application will have to be made by early May at the latest. I have accordingly taken the liberty of indicating that more money will be spent on Investigators than what was provided in your original proposal. I hope this is satisfactory.

I am also including in Appendix A the framework of the original proposal for the entire Study, including a slightly revised time schedule as on page 6.

I am myself proposing to visit India on the way to Malaysia towards the middle of January and will stopover in Bombay. In the meantime, if Messrs. Papola and Deshpande have had time to draw up a draft questionnaire, and also had some more thoughts on the sampling frame after the conversation with Mr. King, please send me the relevant material. I think the whole Study will be a real contribution to the economics of the urban labour markets in less

Prof. D.T.Lakdawala

November 27, 1973

- 2 -

developed countries and I am looking forward very much to its successful completion.

Yours sincerely,



Dipak Mazumdar
Population and Human Resources Division
Development Economics Department

Enclosure

cc: Mr. B.H. De Zoysa
Mr. T. King
✓ Mr. H. Busz

DMazumdar:bnd

OFFICE MEMORANDUM

TO: Mr. A. Ray, VPD
FROM: T. King, ECDPH
SUBJECT: Material for the Board Paper (Research Projects on Employment)

DATE: September 28, 1973.

The attached narrative describes our research on labor markets, for inclusion in the paper being prepared for the Board. It has been prepared in the desired format.

Attachment

cc: Messrs. Stern, Gulhati, Mazumdar

Material for the Board Paper (Research Projects on Employment)

1. History

RPO 243 and RPO 245 were approved by the Research Committee about two years ago. Some preparatory work had been done, but owing to staff changes, the projects had to be virtually re-started earlier this year under new supervision. This provided an opportunity to link the projects with two other relatively new projects sanctioned by the Research Committee, RPO 247 and RPO 290. The four projects concerned with different LDC's differ from each other in detail, but have a substantial common element.

2. Description

The main focus of these studies is the "urban poor". There has been growing concern among students of LDC's recently that the urban labor market in many of these countries has been showing a tendency towards breaking up effectively into two sectors -- an organized or formal sector in which wages and working conditions are institutionally determined, and an informal sector which is free from institutional protection. The formal sector is typically not only a small part of the urban labor market, but is also often the sector which grows relatively slowly in terms of the number employed. The "urban poor" are, besides the unemployed (who are often substantial in number), a significant part of those who are concentrated in the low-income "informal" sector. Several studies and reports have drawn attention to this problem (notably the ILO employment mission to Kenya), but until now the information available about the earnings, occupations and labor force characteristics of the informal sector is very small.

In studying the characteristics of the urban poor it is important to think of the household rather than the individual as the appropriate unit. A special topic of study is the relationship between participation rates, individual earnings and family income among households in different sectors of the urban economy.

Our material for the analysis of the urban labor market is mainly household surveys which provide information both on labor force characteristics and income. In most cases, the raw data available from the surveys have to be analysed by us from our own point of view. Not all of the surveys have been financed by the Bank. Two countries in Asia are definitely being covered so far under RPO 245 -- Malaysia and Korea. The countries provide interesting contrasts in so far as Korea has experienced in recent years a large expansion of the demand for labor with rising real wages, while Malaysia continues to be an apparently "labor surplus" economy with a high rate of unemployment. Latin America is represented by two countries -- Costa Rica (where the Bank financed the survey under RPO 247) and Belo Horizonte in Brazil. The Brazil case study is a specially interesting one because the survey

conducted by the local university is more detailed and wider in scope than the others mentioned above. It enables us to go into questions involving migration and occupational mobility in the urban labor market as well as detailed examination of important sectors of the market. The work is being done in collaboration with a team in the local university under RPO 290. We are hoping to promote another detailed survey on the Belo Horizonte model in a large metropolitan city in Asia, but this particular project (as part of RPO 245) is dependent on obtaining approval from the national government concerned.

In Malaysia the work is being extended in another direction under RPO 243. A peculiarity of the Malaysian labor market is the very high rate of unemployment among school leavers -- particularly among those who have completed lower secondary education. The research project seeks to throw light on the nature and causes of this type of employment. Apart from the household survey already mentioned, we are conducting, with the help of the Malaysian government, a special survey of a sample of school leavers and of a sample of employers.

3. Relevance for work inside and outside the Bank

The projects will lead to a better understanding of the working of the urban labor market, and therefore of an important aspect of the process of absorption of labor in LDC's in recent years. Within the Bank the results should be of interest to country economic missions who have at the moment very little guidelines as to how to interpret the relatively high rate of growth of employment in the urban informal, and in particular, the tertiary sectors in many countries. Outside the Bank it is hoped this group of studies will be welcomed as a contribution to the understanding of the development process. The research project on Malaysia has more specific policy implications for Bank projects. It would throw light on the implications of expansion of secondary education, and on the cost-effectiveness of different types of secondary education (e.g. vocational schools).

4. Collaboration with LDC institutions

In almost all the cases the projects mentioned depend on close collaboration with local institutions and personnel. The survey in Costa Rica which the Bank financed was conducted by the University of San Jose. Some of the analysis of the material is being undertaken by them, and they are very keen that we should supplement their work with further analysis of the data. In Belo Horizonte, Brazil, the basic analysis of the data is being undertaken by several local professors and a team

of graduate students of the University of Minas Gerais. We are collaborating with them on substantive issues of the analysis. As far as Malaysia is concerned, the project is heavily dependent on the active co-operation of the government. Apart from providing us with the raw data for their household survey, they have been very liberal in the help given to us in terms of staff time, office space and so on.

BUDGET AND PROGRAM FOR RPO 245

Over view

The research program in the Employment Unit is concerned with a comparative analysis of selected urban labour markets in different regions of the developing world. For Latin America we have the continuing urban survey in Costa Rica being supported by the Bank, and the analysis of the data for an urban survey in Belo Horizonte to be started in Fiscal Year 1974. In East Africa we shall be making use of a study of Dar es Salaam undertaken by R. Sobot of the Institute of Statistics (Oxford), and another of Nairobi by Professor Whitlaw of the University of Oregon. The program under RPO 245 is designed to provide material for Asia. It is proposed to:

- (i) promote a new survey in Bombay in cooperation with the Department of Economics of Bombay University, and
- (ii) to undertake further analysis of data already available from urban surveys in Malaysia and Korea along with such material from the 1970 Census and the wage surveys as are relevant.

I. The Bombay Survey.

Lengthy discussions have taken place with the Bombay University on the proposed survey, and a copy of this proposal, which has been agreed on, is enclosed. (No travel costs were involved in FY 73 for Bank staff because the discussions in Bombay were held in the course of undertaking other missions to Asia.) There is an elaborate procedure for obtaining permission from the Government of India, and the Bombay University is currently involved in this process. Because of the delay in this process,

the survey could not be started before the monsoon season (June-August) as originally planned. It is expected to begin in September. The survey is planned in two phases. We are at the moment supporting Phase I during the coming fiscal year, and depending on results obtained, further consideration will be given for support of Phase II.

Budget for the Bombay Study

Cost of the Survey, Phase I	\$16,000
(see attachment for details)	
Travel and subsistence for supervising staff from the Bank	<u>\$4,000</u>
	<u>\$20,000</u>

II. Malaysia and Korea

Tapes containing data from the urban surveys in Malaysia and Korea have been obtained. Processing of the Malaysia data has started (in cooperation with the DRC). Results from the 1970 Census will be available in the Autumn of this year.

Budget

Cost of computing, xeroxing, etc.	\$5,000
Cost of one visit to the region (including subsistence)	<u>\$4,000</u>
	<u>\$9,000</u>

THE MALAYSIA LABOR MARKET STUDY (RPO 243)

Program of Work:

1. We have started the first phase which is a survey by mailed questionnaire of various groups of school leavers. The answers received will be coded in Malaysia under the supervision of a local consultant, and further processing will be done in Washington.
2. If the response rate is too low there will have to be a follow-up survey by personal interviews of some of the addressees in the sample.
3. In the second phase of the study we will be making use of the results of the establishment survey at present being undertaken by the Malaysian Government. But it will be necessary to supplement this by an intensive enquiry (probably by personal interview and the use of enumerators) of a sample of firms.

Budget

Travel (3 visits by 2 members of staff)	\$7,500
Subsistence (180 days @ \$35 per day)	\$6,300
Local consultant in Malaysia	\$5,000
Field assistance in Malaysia	\$5,000
Data Processing	<u>\$5,000</u>
	\$28,800

This narrative is to reach
Mr. Stern's desk by Oct. 8

DRAFT:
D. Mazumdar:bnd.
September 26, '73.

History

1. RPO 243 and RPO 245 were approved by the Research Committee about two years ago. Some preparatory work had been done, but owing to staff changes, the projects had to be virtually re-started earlier this year under new supervision. This provided an opportunity to link the projects with two other relatively new projects sanctioned by the Research Committee, RPO 247 and RPO 290. The four projects concerned with different LDC's differ from each other in detail, but have a substantial common element.

Description

2. The main focus of these studies is the "urban poor". There has been growing concern among students of LDC's recently that the urban labour market in many of these countries has been showing a tendency towards breaking up effectively into two sectors -- an organised or formal sector in which wages and working conditions are institutionally determined, and an informal sector which is free from institutional protection. The formal sector is typically not only a small part of the urban labour market, but is also often the sector which grows relatively slowly in terms of the number employed. The "urban poor" are, ~~then not only~~ ^{beyond} the unemployed (who are often substantial in number), ^{a significant part of} ~~but also~~ those who are concentrated in the low-income

"informal"

"informal" sector. Several studies and reports have drawn attention to this problem, (notably the ILO employment mission to Kenya), but until now the information available about the earnings, occupations and labour force characteristics of the informal sector is very small.

In studying the characteristics of the urban poor it is important to think of the household rather than the individual as the appropriate unit. A special topic of study is the relationship between participation rates, individual earnings and family income among households in different sectors of the urban economy.

Our material for the analysis of the urban labour market is mainly household surveys which provide information both on labour force characteristics and income. In most cases, the raw data available from the surveys have to be analysed by us from our own point of view. Not all of the surveys have been financed by the Bank. Two countries in Asia are definitely being covered so far under RPO 245--Malaysia and Korea. The countries provide interesting contrasts in so far as Korea has experienced in recent years a large expansion of the demand for labour with rising real wages, while Malaysia continues to be an apparently "labour surplus" economy with a high rate of unemployment. Latin America is represented by two countries -- Costa Rica (where the Bank financed the survey under RPO 247) and Belo Horizonte in Brazil. The Brazil case study is a specially interesting one because the survey conducted by the local university is more detailed and wider in scope than the others mentioned above. It enables us to

go into questions involving migration and occupational mobility in the urban labour market as well as detailed examination of important sectors of the market. The work is being done in collaboration with a team in the local university under RPO 290. We are hoping to promote another detailed survey on the Belo Horizonte model in a large metropolitan city in Asia, but this particular project (as part of RPO 245) is dependent on obtaining approval from the national government concerned.

In Malaysia the work is being extended in another direction under RPO 243. A peculiarity of the Malaysian labour market is the very high rate of unemployment among school leavers -- particularly among those who have completed lower secondary education. The research project seeks to throw light on the nature and causes of this type of unemployment. Apart from the household survey already mentioned, we are conducting, with the help of the Malaysian government, a special survey of a sample of school leavers and of a sample of employers.

Relevance for work inside and outside the Bank

3. The projects will lead to a better understanding of the working of the urban labour market, and therefore of an important aspect of the process of absorption of labour in LDC's in recent years. Within the Bank the results should be of interest to country economic missions who have at the moment very little guidelines as to how to interpret the relatively high rate of growth of employment in the urban informal, and in particular,

the...

the tertiary sectors in many countries. Outside the Bank it is hoped this group of studies will be welcomed as a contribution to the understanding of the development process. The research project on Malaysia has more specific policy implications for Bank projects. It would throw light on the implications of expansion of secondary education, and on the cost-effectiveness of different types of secondary education (e.g. vocational schools).

Collaboration with LDC institutions

4. In almost all cases the projects mentioned depend on close collaboration with local institutions and personnel. The survey in Costa Rica which the Bank financed was conducted by the University of San Jose. Some of the analysis of the material is being undertaken by them, and they are very keen that we should supplement their work with further analysis of the data. In Belo Horizonte, Brazil, the basic analysis of the data is being undertaken by several local professors and a team of graduate students of the University of Minas Gerais. We are collaborating with them on substantive issues of the analysis. As far as Malaysia is concerned, the project is heavily dependent on the active co-operation of the government. Apart from providing us with the raw data for their household survey, they have been very liberal in the help given to us in terms of staff time, office space and so on.

Pravin Visaria
Professor of Demography

Bandy file

RPO 243

August 20, 1973

Dear Dipak,

Many thanks for your letter of August 7, 1973.

I share your anxiety. Even before your letter came, I had reminded Dr. Lakdawala at least thrice to try to follow up the proposal when he visited Delhi. Unfortunately, it is not always possible to contact or meet the people at one's own convenience, i.e. when one can snatch a few minutes from another meeting.

I know that Lakdawala had written to Minoo Shroff but the letter was not even acknowledged. He spoke to J.P. Naik, and a few weeks ago, sent him a copy of the entire proposal. Last week, he also mentioned the subject to Man Mohan Singh, who expressed his apologies and promised to look into the matter.

But the GOI machinery is simply a maze. Two weeks ago, the University received a reply to a reminder that our proposal had not reached them. A second copy has been despatched. I do not really know when a final green signal will come because no one wants to take any responsibility.

I fully appreciate the predicament you face. I told Lakdawala that you would probably be pressed to switch to some other country. He also appreciates the possibility. In the past also, funds for projects (or even a whole Institute of Management) offered to the University have been lost or missed because of rigidities or delays. In many of those cases, the fault lay with the University administration. Over the past six to eight years, internal problems have been resolved; but now the GOI puts up hurdles for many such things.

I must admit being in a pessimistic mood. The whole climate is suffocating. To attend a seminar or conference abroad, one needs a GOI clearance. But a letter sent in May to permit me to participate in the conference organised by the International Economic Association in the first week of September has not been replied so far. The time and energy one has to spend on such trivial formalities tends to be exhausting.

contd..... 2

However, so far as the project proposal is concerned, you should apply all the pressure that the Bank can command. At my instance, Lakdawala has sent you a cable to this effect. I shall call up Dr. Radcliffe in Delhi also to tell him the same thing.

I plan to reach Washington by the end of November and will join the Bank most probably on December 3, 1973. Unless you pass through Bombay before then, Leela and I will look forward to meeting you and your wife then.

Yours sincerely,

Pravin Visaria

Dr. Dipak Mazumdar,
International Bank for Reconstruction and
Development,
1818 H Street,
N.W. Washington, D.C. 20433, U.S.A.

OFFICE MEMORANDUM

TO: Mr. M. Ahluwalia, DRC

DATE: September 21, 1973.

FROM: D. Mazumdar, ECDPH

SUBJECT: Use of Malaysian tapes.

I had a discussion with Sudhir Anand about the Malaysian tapes. It was agreed that Anand would be working on these tapes through October and that I would be able to use them for the study of the Urban Labor Market in Malaysia in November. According to my tentative schedule, I should be going to Malaysia in the last week of November (this will, however, depend on the progress of the work being done in Malaysia on RPO 243). In view of the tight schedule, it will be a great help if the Research Assistant who is helping Anand with the tapes could be made available to work on my part of the job for the first three weeks in November as, otherwise, the time involved in training somebody else in the use of these particular tapes would delay the output significantly. I am sure we can sort out any inter-departmental problems if you agree to this suggestion in principle.

cc: Mr. Sudhir Anand, DRC
✓ Mr. Ravi Gulhati
Mr. T. King

Attachment

D.Mazumdar:bnd

RESEARCH PROJECT:

I: Time Table Urban Labour Market in Malaysia

	FY74						FY75													
	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	
Researchers Time*																				
1 Mazumdar					---	XXX													---	A
2																				
3																				
4																				
5																				
6																				
Timing Of Output**																				

II: Working Papers Forthcoming

- A. Unemployment, Participation rate and income in the urban sector of West Malaysia
- B.
- C.

* Please indicate time spent as follows:

_____ = Full Time
 ----- = Part Time
 xxxxxxxxxxx = Mission

** Please add A, B, C, etc. in appropriate month and list the titles of these papers in the space provided.

OFFICE MEMORANDUM

TO: Mr. T. King, ECDPH

DATE: August 28, 1973

FROM: A. Ray, VPD 

SUBJECT: Material For the Board Paper

We should like to include a description of your research on labor markets in a paper on the research program being prepared for the Board. Although the projects RPO 243, 245, 247 and 290 have not yet progressed very far, an organized decision of the research strategy motivating these studies should be very useful.

Attached is the recommended format. In view of our tight schedule, the narrative should reach Mr. Stern's office by October 8.

Attachment

cc and cleared with: Mr. Stern

cc: Messrs. Gulhati, Mazumdar

OUTLINE FOR NOTES ON RESEARCH PROJECTS

(Length: not more than three pages)

1. Brief history of the project, reference to earlier Bank work, etc.
2. Description of the program: objectives, method, work in progress. References to completed output, other present and intended studies in the Bank.
3. Expected benefits to Bank and non-Bank users. Link with operations and policy formulation. Examples of use already. Please be as specific as possible.
4. Nature and extent of collaboration with LDC counterparts.

OFFICE MEMORANDUM

TO: Mr. Stevenson, Director-ECD

FROM: A. Ray, VPD

SUBJECT: FY74 Allocations From the Research Budget

DATE: August 1, 1973

1. Please find attached a table showing the FY1974 authorizations for each of the research projects in your department. Projects not listed do not have any budgetary authorization during FY1974. I shall be glad to consider any comments on these authorizations if submitted to me in writing by August 8.
2. The authorizations are for this fiscal year only. New authorizations will be made next fiscal year, based on expenditure data, funds availability and project performance.
3. The Committee may revise the allocations, in both directions, during the course of this fiscal year, in which event project sponsors will be duly notified. Requests for supplementary allocations, if any, should be submitted in writing as much in advance as possible.
4. The Committee will not fund any spending in excess of authorized levels.
5. As I am not separately notifying individual staff members, I shall appreciate your bringing this memo to their attention promptly.

cc: with attachment Messrs. Gulhati, Hawkins, Busz, Keare,
King, Prakash, Rao, Reutlinger,
Yenal, Mrs. Hughes
Project Files

EXTERNAL RESEARCH PROGRAM

FY74 AUTHORIZATIONS

Development Economics Department

<u>RPO</u>	<u>Title</u>	<u>Amount</u> (\$,000)
241	Urban Data Needs (Keare)	11.0
270	Urban Public Finance (Keare)	34.2
290	Urban Labor Market (Keare)	28.7
243	Labor Market and Education in Malaysia (King)	28.0
245	Labor Force Participation, Unemployment (King)	29.0
291	Benefits of Schooling (King)	29.0
275	Public Works (King)	101.0
277	Small-scale Industry (Hughes)	35.0
295	Capacity Utilization in Malaysia (Hughes)	33.4
280	Comparative Analysis of Land Reform (Reutlinger)	43.3
289	Small-Holder Agriculture: Yugoslavia (")	35.7
293	Lilongwe Land Development (")	23.4

File

OFFICE MEMORANDUM

TO: Mr. T. King, ECDPH ✓

DATE: July 11, 1973

FROM: A. Ray, VPD *AR*SUBJECT: RPO 243 and 245

Upon review of the material you submitted we have allocated \$28,000 for RPO 243 and \$29,000 for RPO 245 during FY74. \$9,000 of the latter allocation is for the processing of the Korean and Malaysian tapes and the rest for the Bombay survey.

The progress of the studies should be reported in detail in the status reports. The next status report will ask for your estimates of the quarterly disbursement schedule during FY74. While this may be too speculative for RPO 245 at this stage, firmer schedule for that project should be submitted as soon as the project starts.

In scheduling disbursements, I shall appreciate it if you postpone as much of the total cost to FY75 as possible without affecting the work program in any way. This is in view of the extremely tight budgetary situation that has developed this fiscal year.

cc and cleared with: Mr. Stern *ES*

cc: Messrs. Stevenson, Hawkins, Mazumdar

OFFICE MEMORANDUM

TO: Mr. T. King, ECDPH

DATE: July 3, 1973

FROM: Ernest Stern, Senior Adviser, VPD

SUBJECT: RPO Projects 243 and 245

Thank you for your note of June 28 on Projects 243 and 245. I will ask Mr. Ray to review the material upon his return, and we can then meet to discuss any outstanding problems.

The schedule for RPO 245 is depressing. According to Mr. Mazumdar's note, funds have been tied up since "late 1971", while the design of the survey was not agreed on until April 1973. We must make sure that project designs are ready before projects are submitted; and if the system fails and projects are approved too early, the Department should take action to suspend approvals until the project is ready for implementation.

cc: Mr. Ray
Project Files 243 & 245

DRAFT
ARay/mp
7/2/73

TO: Mr. Ernest Stern, Senior Adviser-VPD
FROM: A. Ray, VPD
SUBJ: RPO 243 and 245

I discussed these projects with Messrs. King and Mazumdar yesterday.

RPO 243 (Labor Market and Education in Malaysia) has just started with a contract for \$3,000 with a local professor and the initiation of a mail questionnaire survey.

RPO 245 (the Bombay Study) has not yet begun but negotiations with Bombay University has been completed and final approval of GOI is awaited.

These projects need a review of work program, time schedule and budget and perhaps also of methodology. I have asked for full submission of the necessary material which should shortly be forthcoming. Pending this, I reserve judgment as to whether these projects should be put back into competition for funds.

The RPO 243 should be reviewed in the contest of the Malaysia research program priorities, and such a review may suggest changes in its scope and/or in methodology. Although we are committed to the completion of the mail survey and its evaluation, this is only a small step in the study. It is also asking \$28,000 for FY74, rather than the \$13,000 I have provisionally allocated.

The RPO 245 also may be fruitfully reviewed as the survey has not yet started. It is almost identical in conception to the Belo Horizonte project although our involvement begins before the implementation of surveys.

BUDGET AND PROGRAM FOR RPO 245

Over view

The research program in the Employment Unit is concerned with a comparative analysis of selected urban labour markets in different regions of the developing world. For Latin America we have the continuing urban survey in Costa Rica being supported by the Bank, and the analysis of the data for an urban survey in Belo Horizonte to be started in Fiscal Year 1974. In East Africa we shall be making use of a study of Dar es Salaam undertaken by R. Scot of the Institute of Statistics (Oxford), and another of Nairobi by Professor Whitlaw of the University of Oregon. The program under RPO 245 is designed to provide material for Asia. It is proposed to:

- (i) promote a new survey in Bombay in cooperation with the Department of Economics of Bombay University, and
- (ii) to undertake further analysis of data already available from urban surveys in Malaysia and Korea along with such material from the 1970 Census and the wage surveys as are relevant.

I. The Bombay Survey.

Lengthy discussions have taken place with the Bombay University on the proposed survey, and a copy of this proposal, which has been agreed on, is enclosed. (No travel costs were involved in FY 73 for Bank staff because the discussions in Bombay were held in the course of undertaking other missions to Asia.) There is an elaborate procedure for obtaining permission from the Government of India, and the Bombay University is currently involved in this process. Because of the delay in this process,

the survey could not be started before the monsoon season (June-August) as originally planned. It is expected to begin in September. The survey is planned in two phases. We are at the moment supporting Phase I during the coming fiscal year, and depending on results obtained, further consideration will be given for support of Phase II.

Budget for the Bombay Study

Cost of the Survey, Phase I	\$16,000
(see attachment for details)	
Travel and subsistence for supervising staff from the Bank	<u>\$4,000</u>
	\$20,000
	<hr/>

II. Malaysia and Korea

Tapes containing data from the urban surveys in Malaysia and Korea have been obtained. Processing of the Malaysia data has started (in cooperation with the DRC). Results from the 1970 Census will be available in the Autumn of this year.

Budget

Cost of computing, xeroxing, etc.	\$5,000
Cost of one visit to the region	
(including subsistence)	<u>\$4,000</u>
	\$9,000
	<hr/>

OFFICE MEMORANDUM

247/hs

TO: Mr. E. Stern, DPS .

DATE: June 28, 1973

FROM: Timothy King - P&HRD ^{TKK}

SUBJECT: Labour Market and Education in Malaysia - RPO-243
Bombay Labor Market Study - RPO-245

Mr. Ray, Mr. Mazumdar and myself have had discussions about these projects, which are not yet completed. We agreed that Mr. Mazumdar should prepare an extended status report for each project in which he would put forward the justification for continued financing. These are enclosed.

Mr. Mazumdar has today departed for Brazil from where he will return on July 15. If, in the meantime, I can be of any assistance, please let me know.

TKing/hs
Encl.

June 28, 1973
Dipak Mazumdar

RPO 243

The project RPO 243 was started by Mr. Hans Thias and Mrs. Shigeo Asher in the summer of 1972. Since its inception, Mrs. Asher, who holds a Ph.D., has been working continuously on the project and will continue to work full time on it. I took over responsibility for the project from Mr. Thias in May, 1973, when it became known that Mr. Thias was leaving the Department. Some of the data collected by Mrs. Asher from school registers during the first exploratory mission to Malaysia in 1972 are being used in our on-going survey. There has been no change in the original proposal for a survey by mailed questionnaire of a sample of those with lower and upper secondary qualifications, although the details of the sample have been redefined. It is explained in the section on project organization that a slightly larger budget than envisaged by Mr. Thias may be required in FY74 if the proposed second phase of this study is to be completed satisfactorily. But the project is very much an on-going one, with the basic financing already approved by the Research Committee, and the support of the Malaysian government was obtained on this basis.

Review number

Project number

WORLD BANK RESEARCH PROGRAM
Project Proposal

Date of Submission

June 27, 1973

PART I. PROJECT IDENTIFICATION

Title: LABOR MARKET AND EDUCATION IN MALAYSIA.

Department Responsible:

3. Staff Member Responsible:
Mr. Dipak MAZUMDAR

No. of Contracts:

5. Total Estimated Cost: \$29,000

Total Estimated Staff Time:

Professional: 6 man-months

Special Services: 12 man-months

Part II. COORDINATION AND APPROVAL

Interdepartmental Coordination:

Department

Name & Signature

Support Project

Do not Support Project-Comments Submitted

Approval:

Division Chief

Department Director

PART III. IMPLEMENTATION

1. Date Work to Start:

2. Date First Draft Expected:

3. Final Report Due:

4. Implementation Method:

- a. Bank Staff.
- b. Individual Consultants.
- c. LDC Contractor/Institute.
- d. Developed Country Contractor/Institute.
- e. Seminar

5. Reports Expected in Current Fiscal Year:

PART IV. FINANCIAL AND STAFF DATA

1. Dollar Costs (Estimated Disbursements by Fiscal Year):

	FY 74	FY	FY	After FY	Total
a. Contractual	10,000				
b. Travel	14,000				
c. Data Processing	5,000				
Total	\$29,000				

2. Staff Requirements (man-months):

	FY 74	FY	FY	After FY	Total
a. Professional	6				
b. Special	12				

PART V. PROJECT SUMMARY
(Use Additional Sheets if Necessary)

1. Research Objectives:

Support basis for Bank Policy

Support for Bank Operation in Projects or Sectors 2

Support for Country Economic Work 3

Increase Knowledge of the Basic Development Process 1

Develop Institutional Capacity for Research in LDC's

2. Description:

a. Problem

b. Method

c. Coordination

d. Implication for Bank Policy and Operations

e. Project Organization

D. Mazumdar
June 27, 1973

The proposed survey of the unorganized sector of the Bombay labour market is part of the research project RPO 245 approved in late 1971. The original proposal had made provisions for a survey but the country or institution was not determined. Consultations with Bombay University on the proposal was started by me in December 1972, on my way back from Malaysia where I had gone as part of the economic mission some weeks after joining the Bank. The content planning and design of the Survey were agreed on by April 1973. But the procedure for obtaining the approval of the Government of India turned out to be a lengthy one, and it soon became apparent that the Survey could not be started before the end of the Monsoon. The University of Bombay is expecting to get formal clearance from the government any day now. We have agreed on starting the project in September of this year.

Review number

Project number

WORLD BANK RESEARCH PROGRAM
Project Proposal

Date of Submiss.

June 27, 1973

PART I. PROJECT IDENTIFICATION

Title: A survey of the unorganized sector of the labour market in Bombay (being a part of the research project RPO 245)

1. Department Responsible: Economics

3. Staff Member Responsible: D. Mazumdar

2. No. of Contracts: 1 (one)

5. Total Estimated Cost: \$20,000

4. Total Estimated Staff Time: 1 1/2 man-months

Professional:

Special Services:

Part II. COORDINATION AND APPROVAL

Interdepartmental Coordination:

Department	Name & Signature	Support Project	Do not Support Project-Comment Submitted

Approval:

Division Chief

Department Director

PART III. IMPLEMENTATION

1. Date Work to Start: Sept. 1973

2. Date First Draft Expected:
April 1974

3. Final Report Due: December 1974

4. Implementation Method:

- a. Bank Staff.
- b. Individual Consultants.
- c. LDC Contractor/Institute.
- d. Developed Country Contractor/Institute.
- e. Seminar

5. Reports Expected in Current Fiscal Year: An analysis of a portion of the sample will be submitted in April 1974.

PART IV. FINANCIAL AND STAFF DATA

1. Dollar Costs (Estimated Disbursements by Fiscal Year):

	FY 74	FY	FY	After FY	Total
a. Contractual	\$16,000				
b. Travel	4,000				
c. Data Processing					
Total	20,000				

2. Staff Requirements (man-months):

	FY 74	FY	FY	After FY	Total
a. Professional	1 1/2 months				
b. Support					

PART V. PROJECT SUMMARY
(Use Additional Sheets if Necessary)

1. Research Objectives:

Support basis for Bank Policy

4

Support for Bank Operation in Projects or Sectors

Support for Country Economic Work

2

Increase Knowledge of the Basic Development Process

1

Develop Institutional Capacity for Research in LDC's

3

2. Description:

a. Problem

b. Method

c. Coordination

d. Implication for Bank Policy and Operations

e. Project Organization

Problem:

The research program in the Employment Unit is concerned with a comparative analysis of selected urban labour markets in different regions of the world with particular emphasis on the "informal" sector in which the underemployed and low income groups are concentrated. A statement of the issues is given in the research proposal on Belo Horizonte (Brazil) which was recently approved by the research committee (RPO 290). The present survey is expected to yield information on a metropolitan labour market in Asia which could be used for a comparative study.

Method and Organization:

The survey will be carried out by the Department of Economics. Bombay University "informal" sector has been divided into three segments:

- (1) Independent casual workers;
- (2) Small-scale manufacturing establishments;
- (3) Small-scale "service" establishments:

Phase I is concerned with the first group only. If the survey proves promising, further application will be made to the Research Committee for funds to support Phase II covering the other two groups. No commitment has been made with respect to Phase II. The results from Phase I should be interesting in themselves, since no information exists on this important sector of the labour market.

THE PROBLEM

Malaysia has one of the highest rates of measured unemployment in Asia (around 10 per cent), and the incidence of unemployment is most pronounced among the secondary school leavers. This project seeks to throw light on the nature and causes of unemployment among this group. The problem has general relevance for LDC's other than Malaysia. Similar problems were noticed and stressed by the I.L.O. mission in Sri Lanka, and there have been reports for a long time about growing unemployment among school leavers in a number of African countries. But little has been done in the nature of a systematic investigation of the problem.

This study is closely related to the research being done under RPO 245 by the same investigator on the "informal" sector of the urban labor market, and the incidence of unemployment/underemployment by family income groups. Together the two studies will provide an overview of the working of the Malaysian labor market as a whole (barring the segment of technical/professional manpower), which may provide more information on labor markets than exists at the moment for any LDC.

METHOD

The first phase of the study, which has already been started, is a survey by mailed questionnaire of various groups of school leavers, selected from school registrars and Employment office registrants. The survey covers such topics as the school-leavers' job-experience, period of waiting, initial and expected earnings, nature of job search as well as their family and school background. Results from this Survey are expected to be available by the end of 1973.

In the second phase we will be looking at the labor market for school-leavers from the viewpoint of the employers. An important source will be the large-scale survey of establishments being currently undertaken by the Malaysian Government to provide information on the employed labor force by skill and educational levels. This will be supplemented by our own survey of a sample of employers expected to be undertaken early in 1974.

PROJECT ORGANIZATION

a. The survey by mailed questionnaire of a sample with secondary school qualifications is now under way. Mrs. Asher will be in Malaysia until the first batch of questionnaires has been returned. She will establish a coding system with the help of our local consultant, Dr. Lourdesamy, and the coding sheets sent to us for processing in Washington. The results for this phase are expected by the end of 1973. The budget for this phase during FY 74 is as follows:

Fees for local consultant	\$3,000
Miscellaneous items	\$1,000
Computation costs	<u>\$3,000</u>
	<u>\$7,000</u>

Commitments for this phase (other than computation costs) have already been made). In FY 1972 approximately \$7,000 was spent on this from Departmental funds. In FY 1973 roughly \$10,000 came from the research budget.

b. If the response rate is low, it will be necessary to mount a follow-up survey by personal interview of a sample of the addressees. The budget for this contingency is as follows:

Travel by 1 member of staff	\$2,500
Subsistence (6 weeks)	\$1,500
Local assistants	\$2,000
Local consultant	<u>\$2,000</u>
	<u>\$8,000</u>

It should be noted that should this phase be necessary, the staff members' visit to Malaysia can be used to obtain relevant data about the skill and educational requirements of the employed labor force from the Malaysian government's Survey of Manpower, at present under way.

c. As a second phase of this project, it is proposed to undertake an intensive survey of a sample of firms. The purpose of this survey is to:

- (i) obtain information on the institutional aspects of hiring practices, training methods and employer's attitudes towards school leavers, particularly from vocational schools;
- and (ii) to obtain a limited amount of statistical data on voluntary and involuntary quit rates, and of life-time earning profiles in broad occupational groups for the employees of the sampled firms. (These data will be needed to assess the permanence of different occupations and hence the expected gains from job search).

The budget for this phase is as follows:

Travel (2 members of staff)	\$5,000
Subsistence	\$4,000
Field assistance (enumerators)	\$3,000
Data processing	<u>\$2,000</u>
	<u>\$14,000</u>

Thus, the grand total for the three separate budgets for FY 74 works out at \$29,000. If the follow-up survey mentioned in (b) is not needed the cost will be less. But not all of this money budgeted for under (b) will be saved. This is because it is necessary for one staff member to visit Malaysia to collect relevant material from the Malaysian government's Manpower Survey when the results become available, and to prepare the ground for the second phase of the project in the light of these results.

Expected completion date of the project is October 1974.

Please Note

According to Mr. Thias' original budget for this project (which was approved), \$13.5 thousands should be available for FY 74. In addition, he had last year put in a request for \$10 thousand for data processing. The present budget thus has a request for additional funding to the extent of \$5.5 thousand only.

D. Mazumdar
June 27, 1973

The proposed survey of the unorganized sector of the Bombay labour market is part of the research project RPO 245 approved in late 1971. The original proposal had made provisions for a survey but the country or institution was not determined. Consultations with Bombay University on the proposal was started by me in December 1972, on my way back from Malaysia where I had gone as part of the economic mission some weeks after joining the Bank. The content planning and design of the Survey were agreed on by April 1973. But the procedure for obtaining the approval of the Government of India turned out to be a lengthy one, and it soon became apparent that the Survey could not be started before the end of the Monsoon. The University of Bombay is expecting to get formal clearance from the government any day now. We have agreed on starting the project in September of this year.

2 yrs

WORLD BANK RESEARCH PROGRAM
Project Proposal

Date of Submission

June 27, 1973

PART I. PROJECT IDENTIFICATION

1. Title: A survey of the unorganized sector of the labour market in Bombay (being a part of the reserach project RPO 245)

2. Department Responsible: Economics

3. Staff Member Responsible: D. Mazumdar

4. N of Contracts: 1 (one)

5. Total Estimated Cost: \$20,000

6. Total Estimated Staff Time: 1 1/2 man-months

Professional:

Special Services:

Part II. COORDINATION AND APPROVAL

7. Interdepartmental Coordination:

Department

Name & Signature

Support Project

Do not Support Project-Comments Submitted

8. Approval:

Division Chief

Department Director

PART III. IMPLEMENTATION

1. Date Work to Start: Sept. 1973

2. Date First Draft Expected:

April 1974

3. Final Report Due: December 1974

4. Implementation Method:

a. Bank Staff.

b. Individual Consultants.

c. LDC Contractor/Institute.

d. Developed Country Contractor/Institute.

e. Seminar

5. Reports Expected in Current Fiscal Year: An analysis of a portion of the sample will be submitted in April 1974.

PART IV. FINANCIAL AND STAFF DATA

1. Dollar Costs (Estimated Disbursements by Fiscal Year):

	FY 74	FY	FY	After FY	Total
a. Contractual	\$16,000				
b. Travel	4,000				
c. Data Processing					
Total	20,000				

2. Staff Requirements (man-months):

	FY 74	FY	FY	After FY	Total
a. Professional	1 1/2 months				
b. Special Services					

PART V. PROJECT SUMMARY
(Use Additional Sheets if Necessary)

1. Research Objectives:

- Support basis for Bank Policy 4
- Support for Bank Operation in Projects or Sectors
- Support for Country Economic Work 2
- Increase Knowledge of the Basic Development Process 1
- Develop Institutional Capacity for Research in LDC's 3

2. Description:

- a. Problem
- b. Method
- c. Coordination
- d. Implication for Bank Policy and Operations
- e. Project Organization

Problem:

The research program in the Employment Unit is concerned with a comparative analysis of selected urban labour markets in different regions of the world with particular emphasis on the "informal" sector in which the underemployed and low income groups are concentrated. A statement of the issues is given in the research proposal on Belo Horizonte (Brazil) which was recently approved by the research committee (RPO 290). The present survey is expected to yield information on a metropolitan labour market in Asia which could be used for a comparative study.

Method and Organization:

The survey will be carried out by the Department of Economics. Bombay University "informal" sector has been divided into three segments:

- (1) Independent casual workers;
- (2) Small-scale manufacturing establishments;
- (3) Small-scale "service" establishments:

Phase I is concerned with the first group only. If the survey proves promising, further application will be made to the Research Committee for funds to support Phase II covering the other two groups. No commitment has been made with respect to Phase II. The results from Phase I should be interesting in themselves, since no information exists on this important sector of the labour market.

LDC 1970-71

Labour force participation, income and unemployment. (RPO 245)

1. The project seeks to further our understanding of urban labour markets in LDC's. It will concentrate on two specific areas of the subject:

(i) Employment and earnings in the "informal" sectors of the labour market in which the underemployed and the urban poor are concentrated;

and (ii) The relationship between participation rates, individual earnings and family income among households in different sectors of the urban economy.

Both these topics are of crucial importance in clarifying the nature of urban unemployment and underemployment in LDC's.

The research consists of analysis of material collected through urban surveys which provide information on labour force as well as income. It will be supplemented by data available from the 1970 census expected to be released during the year and other relevant material from wage surveys.

2. In the first phase of the study an analysis is being undertaken of urban survey data available to us on tapes for two countries-- Malaysia and Korea (for recent years). The countries provide interesting contrasts in so far as Korea has experienced in recent years a large expansion of the demand for labour with rising real wages, while Malaysia continues to be an apparently "labour surplus" economy with a high rate of unemployment.

We expect to start a special survey of the unorganized sector of Bombay in co-operation with the Department of Economics of Bombay University. The survey will cover a sample of independent workers in the casual labour market during this phase of the study, but may be extended to include workers in small-scale enterprises if the results prove promising.

3. The material thrown up in this project, relating to countries in Asia, will be comparable to material obtained from two other research projects of this Division--the urban survey in Costa Rica (RPO 247), and the analysis of urban survey data in Belo Horizonte in Brazil (RPO 290). In the second phase of the study it is

proposed to undertake a comparative study of these labour markets to provide points of comparison and contrast between the Asian and Latin American case studies. It is possible that at this stage, we shall also be utilizing some work on African cities being done outside the Bank with which we are keeping in close touch.

4. Two theoretical papers by D. Mazumdar are available for distribution:

(1) The Theory of Urban Underemployment in LDC's

(2) The Rural-urban Wage Gap, Migration and the Shadow Wage

Expected completion date of the paper on Korea and Malaysia is June 1974, and that of the first phase of the Bombay Survey December 1974.

5. Bank staff: D. Mazumdar

Research Institute: Department Of Economics, Bombay University

OFFICE MEMORANDUM

TO: Mr. E. Stern

DATE: June 20, 1973

FROM: A. Ray *AR*SUBJECT: RPO 243 and 245

Attached is the material on RPO 243 and 245 which Mr. Mazumdar has sent me and his back to office report. Despite the fact that RPO 243 was first authorized by the Committee on July 16, 1971 and RPO 245 in October 1971, the projects still appear to be in their formative stages. The projects and their FY74 budget requests are summarized below:

	<u>FY74 Cost</u>
RPO 243 Labor Market and Education (Malaysia)	28,800 *
RPO 245 Labor Market Participation	
i) Bombay Proposal	20,000 *
ii) Malaysia and Korea Processing of Tapes	<u>9,000</u>
Total	29,000
Total 243 and 245	<u>57,800</u>

2. This is a large amount for projects which are not more advanced than some of the new proposals reviewed by the Committee in June. Although substantial negotiations appear to have taken place already, the situation is certainly not more "committed" than ARDS, N-E Brazil, Indonesia, Capacity Utilization, etc. were at the time of review.

3. Consequently, one legitimate option is to cancel these projects, except for RPO 245 (ii), and suggest a new submission on Bombay, i.e. RPO 245 (i), and another one on Malaysia (RPO 243). The Malaysia one superficially appears to overlap with the Ahluwalia proposal on "Employment and Income Distribution in Malaysia" to be considered in July, and if this is correct, the two projects might be merged.

Attachments

BUDGET AND PROGRAM FOR RPO 245

Over view

The research program in the Employment Unit is concerned with a comparative analysis of selected urban labour markets in different regions of the developing world. For Latin America we have the continuing urban survey in Costa Rica being supported by the Bank, and the analysis of the data for an urban survey in Belo Horizonte to be started in Fiscal Year 1974. In East Africa we shall be making use of a study of Dar es Salaam undertaken by R. Sobot of the Institute of Statistics (Oxford), and another of Nairobi by Professor Whitlaw of the University of Oregon. The program under RPO 245 is designed to provide material for Asia. It is proposed to:

- (i) promote a new survey in Bombay in cooperation with the Department of Economics of Bombay University, and
- (ii) to undertake further analysis of data already available from urban surveys in Malaysia and Korea along with such material from the 1970 Census and the wage surveys as are relevant.

I. The Bombay Survey.

Lengthy discussions have taken place with the Bombay University on the proposed survey, and a copy of this proposal, which has been agreed on, is enclosed. (No travel costs were involved in FY 73 for Bank staff because the discussions in Bombay were held in the course of undertaking other missions to Asia.) There is an elaborate procedure for obtaining permission from the Government of India, and the Bombay University is currently involved in this process. Because of the delay in this process,

the survey could not be started before the monsoon season (June-August) as originally planned. It is expected to begin in September. The survey is planned in two phases. We are at the moment supporting Phase I during the coming fiscal year, and depending on results obtained, further consideration will be given for support of Phase II.

Budget for the Bombay Study

Cost of the Survey, Phase I	\$16,000
(see attachment for details)	
Travel and subsistence for supervising staff from the Bank	<u>\$4,000</u>
	<u>\$20,000</u>

II. Malaysia and Korea

Tapes containing data from the urban surveys in Malaysia and Korea have been obtained. Processing of the Malaysia data has started (in cooperation with the DRC). Results from the 1970 Census will be available in the Autumn of this year.

*What about
Sri Lanka?*

Budget

Cost of computing, xeroxing, etc.	\$5,000
Cost of one visit to the region (including subsistence)	<u>\$4,000</u>
	<u>\$9,000</u>

Department of Industries

Ministry of Industries
GOVT. OF BOMBAY
BOMBAY 22
INDIA

Dr. D.T. Lakdawala
Director.

No. R.16/S/Labour/1424/73

7365
23rd April, 1973.

Dear Dr. Muzumdar:

I am enclosing herewith a rough time schedule of the First Phase of Bombay's Labour Market Study as well as an estimate of costs.

The time schedule is so prepared that we shall give you the preliminary tables for a subsample of 250 by April, 1974 and complete report by December 1974. The total cost is estimated at Rs. 1.20 lakhs.

With best wishes.

Yours sincerely,

D T Lakdawala
D T Lakdawala
Director.

<u>I. Preliminary work</u>	<u>Time</u>	<u>From</u>	<u>To</u>
1. Analysis 1971/ census to have 2077 broad idea of Bombay's unorganized labour force and its characteristic.	2 months	September	October end
2. Contacting agencies and individuals connected with employment of casual labour.			
3. Collecting information regarding different centres where casual labourers gather and their approxi- mate numbers at each place. This is necessary to draw the sample.			
4. Drawing a schedule and pretesting.			
5. Staffing and instructing the staff.			
<u>II. Field work.</u>			
1000 interviews to be completed.	60 man Months	November	May
a). Subsample of 250 to be tabulated.	2 months	January	February
b). To be sent to IBRD with comments.	2 months	March	April
<u>III. Tabulation of 1000 sample and analysis.</u>	5 months	May	September
Writing the Report and submission to IBRD.	3 months	October	December.

First Phase to be completed by December, 1974.

Estimate of Cost.

	No.		Duration of Employment	Salary Rs.	Total Cost
1. Senior Research Officer.	1	x	16 months x	1100 p.m.	17,600
2. Research Assistants	2	x	16 months x	650 p.m.	20,800
3. Investigators	10	x	6 months x	650 p.m.	39,000
4. Secretarial Assistance	1	x	16 months x	600 p.m.	9,600
5. Office Peon	1	x	16 months x	200 p.m.	3,200
<u>TOTAL SALARY BILL</u>					<u>90,200</u>
Coding, punching and computer time					10,000
Stationery and Printing					5,000
					<u>105,200</u>
Overheads					7,500
Contingency					7,500
					<u>120,200</u>
Rounded to:					<u>1,20,000</u>

Mr. Turnham, ECDPH

June 11, 1973

A. Ray, VPD

RPO 245, RPO 242

The last status report on the Labor Force Participation study (RPO 245) and our subsequent records show that the FY73 authorization of \$32,000 for this study has not been utilized. On June 30, this allocation lapses. In view of the uncertain financial planning for this project, no FY74 funds will be allocated until a new financial plan has been prepared, submitted and reviewed - together with the substantive progress in this project.

cleared with Mr. Stern
cc: Messrs. Stevenson
Gulhati
Hawkins
Mazumdar
P. Smith

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT

RESIDENT REPRESENTATIVE IN INDIA

53 Lodi Estate, New Delhi 3

Telephone 619441/130 Cable Address - INTBAFRAD NEW DELHI - Postal Address - P.O. Box 416

May 15, 1973

Letter No. 240

Mr. Jochen Kraske
South Asia Department
International Bank for Reconstruction
and Development
1818 H Street NW
Washington DC

Dear Jochen,

You really should have been told some months ago about the discussions that have been taking place between Dipak Mazumdar, of the Population and Resources Division of the Development Economics Department, and the Economics Department of Bombay University on the possibility of collaborative research on labour markets. The Research Committee have sanctioned a pilot project in this area, with the likelihood of more to come, and case studies are being planned in Malaysia, Costa Rica and Brazil as well as in Bombay. The Bombay proposal is to make surveys of the unorganised sector of the economy, beginning as a pilot project with a survey of the self-employed. So far the steps taken have only involved some discussions between Dipak and Prof. Laxdawalla, with myself acting some times as a channel of information. As you know, before Indian universities can accept any foreign money a good deal of red tape is involved, and permission to collaborate with the bank was only obtained both from the Ministry of Education and the Department of Economic Affairs. Laxdawalla has started to try to obtain this permission.

I am writing to you now both in my capacity as the economist working on employment in this office (probably my last official act, since I leave on Thursday) and as the future Chief of the Division involved. In the former capacity, let me say that the project is a very good one in an important area about which very little is known, and I think it should receive the encouragement of the South Asia Department. In the latter capacity, I should apologise for not having sought your blessing before. The reason you were not alerted at the Research Committee stage was that the original proposal was not country-specific. Though the area department - i.e. myself in NDC - was kept in the picture by Dipak, even though it was known that I should return to the Division, your approval should have been sought earlier. I do hope you can give it. If you have any problems with this I shall be glad to discuss it with you when I get back to Washington in June.

With best regards,

Yours sincerely,

Timothy
Timothy King

1973 MAY 15 8:32 AM


KZ

THE BOARD FOR REGIONAL DEVELOPMENT
OF THE STATE OF TEXAS
REGISTRATION OF THE STATE



REGISTRATION
COMMERCIAL
1970 MAY 23 AM 9:35



OFFICE MEMORANDUM

TO: Mr. Martin Schrenk

DATE: October 19, 1971

FROM: Robert McPheeters

SUBJECT: The Labor Force Research Project

As requested, I have reviewed the proposed project with my staff, and offer the following comments:

1. We support the objectives of the project enthusiastically. Our own experience with data on labor force and employment leaves us with grave misgivings as to the quality and consistency of such international statistics as now exist in this area. Such data are, however, increasingly in demand for analytical purposes in the Bank and elsewhere, and every indication I have points to an accelerating growth in this demand.

2. We also feel that the approach outlined in the project description is sensible. Clearly the first step is an exhaustive search and analysis of existing documentation on sources and methodology. Proceeding from this task through design and testing of an empirically acceptable framework for longer run data collection and analysis would seem logical. We would want to stress that close coordination should be established at the outset with both FAO and ILO, in order both to take advantage of their experience and to avoid duplication of work which they are already doing. This is implied in the proposal, but should be made absolutely clear. The same, of course, applies to other international institutions and national authorities which may become involved.

3. We have some doubts as to the adequacy of the budget estimate for a project of this magnitude. In particular, although the FY 1973 estimate of manpower required seems reasonable if a consultant is brought in during that period, I suspect that at least another year's work at about that level would eventually be required.

The Economic and Social Data Division is quite prepared to assist to the extent that our resources permit. In particular, we would appreciate having an opportunity to comment on the methodological analysis at an appropriate time and to consider the selection of priority sectors and countries. In addition we would hope to be able to help in the processing and storage of whatever hard data emerge from the research.

Att.

cc: Messrs. Hayes/Lerdau
King
Leoni

Cat. VIII

Revised

RPO 245

Approved: ~~October~~ 1971

STARTED:

LABOR FORCE PARTICIPATION, INCOME AND UNEMPLOYMENT

Development Economics Department

Background

The study of urban labor markets has an important role in improving the design of development projects that are aimed at improving the productivity of the poor in urban areas. In many cities recent migrants from rural areas constitute a significant proportion of the increase in the urban labor force. Thus, these studies are also useful in improving our understanding of the economic impact of rural development projects. Several research projects -- RPO's 243, 245, 290 -- have been developed in this area. The emphasis ^{IN} for this project has been placed on employment and earnings in the "informal" sector of the market, and on the relationship between participation rates, individual earnings and family income among households in different sectors of the economy.

Objectives and Methodology

The research effort will be ^{mainly} most concerned with the contrast between the "formal" and "informal" sectors, as well as linkages between the two. ^{✓ R} In addition, ^{will analyse related} A portion of the study consists of an analysis of data from urban household surveys in Malaysia and Korea. The ^{COUNTRIES} two target areas have quite diverse labor markets. In recent years, Korea has experienced a large expansion of the demand for labor with rising real wages. On the other hand, Malaysia is a "labor surplus" economy with a high rate of unemployment.

The major part of the project is devoted to a new survey of the labor market in Bombay. In the first phase, which began in January 1974, a survey of ^{1,000} casual workers was taken. The results and final report ^{OK} of this phase are expected by the end of 1974. The second phase will be a survey of 2,500 workers in establishments in the "informal" sector and of another 2,500 workers in establishments in the "formal" sectors.

Staffing

The survey work in Bombay will be undertaken with the cooperation of the Economics Department of Bombay University. Dipak Mazumdar, a Bank staff member, has the major responsibility for the project.

Schedule

The first phase of the project is expected to be completed in February 1975; the second phase in September 1976.

Reports and Publications

D. Mazumdar, "The Theory of Urban Underemployment in Less Development Countries".

D. Mazumdar, "The Rural-Urban Wage Gap, Migration and the Shadow Wages".

PART I IDENTIFICATION

- 1. Title: Labor force participation, unemployment and income.
- 2. Department initiating Proposal: Economics
- 3. Department Responsible for the Project: Economics
- 4. Responsible Staff Member: D. Turnham
- 5. Research to be done:
 - a. by Bank Staff only
 - b. by collaboration with a research institute
 - c. by consultants
 - d. by a combination of Bank Staff & consultants

PART II PROJECT SUMMARY (attach full details as indicated in Instructions)

- 1. Problem to be analyzed: The utility of the labor force approach to investigations of urban employment conditions in LDC's; alternative approaches (likely to involve income measurements) will be developed and tested.
- 2. Proposed research method: Initially, an in-depth analysis of past labor force survey results, with special attention to those countries with some history of regular or repeated enquiry. Subsequently, the practicality of alternative approaches will be assessed through results obtained for a particular case using a field survey.
- 3. Objective:
 - a) Establish factual or conceptual basis for Bank policy
 - b) Support Bank operations in particular sectors
 - c) Increase knowledge of the basic development process
 - d) Develop institutional capacity for research in LDC's

PART III COORDINATION AND APPROVAL

- 1. Interdepartmental Coordination:
 - a. Department: Economic Program , Coordinator: Robert McPheeters
 Comments: See attached
 - b. Department: , Coordinator:
 Comments:
 - c. Department: , Coordinator:
 Comments:
- 2. Initiating Department Signature:..... Date:
- 3. Responsible Department Evaluation:
 - a. Comments: *Alexander Shuen*
20 Oct 1971
 - b. Priority: Very High High Medium Low
 - Signature: *Alexander Shuen*
 - Date: 4 October 1971 20 Oct. 1971

PROJECT DESCRIPTION

- (a) Labor force participation, unemployment and income.
- (b) D. Turnham and D. Mazumdar (prospective staff member) ECDPH
- (c) Analysis of the employment problem is hampered both by conceptual difficulties about the nature of the problem as it appears in LDC's, and, partly in consequence, by a lack of relevant and meaningful statistics. Many observers are highly sceptical, sometimes totally disbelieving, concerning the numbers which emerge from the standard labor force survey. Nevertheless, such surveys have been, and so far continue to be, the main source of primary data; they are being conducted either regularly or irregularly in a large and increasing number of countries; and they doubtless tie up a significant share of available statistical resources.

Clearly, if the conventional labor force survey is incomplete or inadequate then it needs to be modified or transformed; and in view of the resources tied up in running such surveys, and the importance of getting better information about labor market conditions, the quicker this is done the better.

Put formally, the aims of the research proposed are:

- (i) To produce a framework for empirical investigation of labor market conditions in LDC's, incorporating such modifications to standard procedures as may be found necessary or desirable.
- (ii) Incidental to this objective, to evaluate the utility of existing procedures and the results to which they give rise and to investigate the costs of obtaining reliable information, whether it be of the conventional or other kinds.

We propose to proceed as follows:

(1) In-depth analysis of existing survey data taken from irregular or ongoing labor force surveys in less developed countries, but confining attention initially to urban areas. The analysis would attempt to throw light on two sorts of problems. Firstly, the uses or potential uses of such information for policy guidance, including applications in practical or day-to-day work of government departments as well as for economic analysis and research in a broader or longer-term framework. It is thought likely that a useful approach here will be to apply certain hypothesis developed and tested in developed countries involving labor survey data to the quite long time series now available in some less developed countries - (e.g. in Colombia, India, Taiwan, the Philippines, South Korea, Chile and Argentina) - for example, the interrelationship of labor force participation to unemployment and hours worked. It is also hoped to throw light upon some of the larger differences in measured rates of unemployment and participation between countries - for example, in unemployment, between urban Ceylon and India, and between Lima and Bogota. Partly emerging from the findings of this sort of detailed examination, a second focus will be an evaluation of the practical problems in data gathering and the extent to which they affect the reliability of the results. Problems of this sort involve determining the sample size, sample frame, design, enquiry procedures, etc., which are often raised in discussions about such surveys but rarely properly evaluated with actual cases.

(2) Proposals to modify or transform current procedures will emerge — from these investigations. We strongly suspect that much more emphasis on income will be one such modification, though there may well be others. But it is likely that those responsible for the ongoing survey programs in LDC's will be reluctant to change procedures without some basis for believing that they are practical. Since the adoption of our proposals in ongoing survey work is perhaps the major test for the success of the project as a whole, it therefore seems very desirable that some attempt be made to obtain field experience with new methods, as part of the project. Such tests would also be invaluable in working out such practical modifications to the method as may be necessary: one suspects that improvements due to 'learning by doing' may well be important in this area.

(3) Basically, it is hoped through this research to develop a method which makes possible a better appreciation of the dimension of the employment problem than is provided by the current methods, relating mainly to open unemployment and underemployment. As such, there should be considerable benefit for various areas of Bank work, but perhaps most particularly for the economic appraisals carried out by the area departments and in the broader studies of performance criteria. Development of institutional capability for research is not a major objective, though in the conduct and design of the field survey local assistance will be sought.

Note on Costs:

For the survey work, costs cannot easily be determined since they will vary considerably according to the country chosen and with such cooperative arrangements as may be entered into. It is however likely that the survey work would involve 6 months middle level local consultancy assistance plus two field trips for a staff member of four to six weeks each, plus some data processing at headquarters. Outlays for these purposes would not, however, occur before FY 1972/73, probably not before the fall of 1972. What is needed now is a decision in principle on the project, together with authority to negotiate with interested bodies who might be prepared to cooperate and to share costs. Perhaps ideally, such an arrangement should include a statistical authority or body already conducting labor force investigations and who might be persuaded to adjust one of its ongoing surveys in line with our proposals: this and other possibilities can be investigated in the course of future Bank missions involving staff from the Population and Human Resources Division.

PART IV BUDGET

1. Budget Unit to be charged: Department # 610 Division # 40

Item	FY 71/72		FY 72/73		FY —		T O T A L	
	Amt	\$	Amt	\$	Amt	\$	Amt	\$
2. Staff (manmonths)								
a. Professional	1		16					
b. Special Services	1		8					
Total	2		24					
3. Consultants (manmonths & \$)								
a. Senior Researcher @\$2500/mo*	Nil		7 ^{3/}					
b. Researcher @ \$1400/mo*								
c. Res. & Cleric. Asst.								
Total								
4. Travel (mantrips & \$) <u>1/</u>	Nil		To be determined					
5. Data Processing <u>2/</u>								
a. Inhouse		Nil	To be determined					
b. External								
Total								

*Use this cost estimate when actual costs are not known.

1/ Use Annex I to develop travel cost estimates. Figure staff and consultants together. All travel is charged to Department's Travel Budget.

2/ Use Annex II to develop data processing cost estimates in collaboration with the Computing Activities Department.

3/ See last paragraph of description