

## **Curriculum Vitae**

Name: KINGSHUK SARKAR

Father's Name: Sri Kshitish Chandra Sarkar

Mother's Name: Smt. Sipra Sarkar

Date of Birth: 8<sup>th</sup> April 1971

Sex: Male

Marital Status: Married

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### **Academic Records:**

- Did matriculation from Modern School (under West Bengal Board of Secondary Education) in 1987 with 65.66 % marks
- Completed 10+2 in science stream from Modern School (under West Bengal Council of Higher Secondary Education) in 1989 with 58.60 % marks
- Graduated with Economics (Hons) from Scottish Church College, Calcutta University in 1992 with 58.75 % marks.
- Did post-graduation in Economics from Calcutta University in 1994 with 57.2 % marks with specialization in International & Urban Economics.
- Completed M.Phil in Economics from Jadavpur University in 1998. Topic of dissertation is 'Gender & Development: The Saarc Experience'.
- Awarded PhD in Economics from Jawaharlal Nehru University, New Delhi. The title of the thesis is 'Production restructuring & profitability in tea plantations in West Bengal'.
- Qualified both JRF/NET (UGC) and SLET (West Bengal).

### **Professional Qualifications:**

- Did Post-graduate Diploma in Personnel Management (equivalent to MBA) from National Institute of Personnel Management in 1998 with first class
- Successfully completed 'O' level computer course conducted by the St Xavier's College, Kolkata. Knows packages like SPSS, etc.
- Attended E-governance course conducted by the Administrative Training Institute, Govt. of West Bengal, Kolkata.
- Attended training of trainers on RTI conducted by the Administrative Training Institute, Govt. of West Bengal, Kolkata during 5-9 Sept. 2011.

#### **Fellowships & Scholarships:**

- Qualified NET for lectureship conducted by UGC in 1996.
- Qualified NET and awarded Junior Research Fellowship (JRF) by UGC in 1996. Availed this fellowship during M.Phil at Jadavpur University.
- Qualified SLET conducted by the West Bengal College Service Commission in 1997.
- Selected for Doctoral fellowship in Open category by the Indian Council of Social Science research (ICSSR), New Delhi in 2006 and availed the fellowship for two years during the course of doing PhD in Economics from JNU, New Delhi.

#### **Academic & research experience:**

- Worked as Assistant Professor in the National Institute of Rural Development, Hyderabad on deputation. Joined NIRD, Hyderabad in April 2010. Worked at MoRD, Govt. of India, in connection with works related to BPL Census 2011.
- Worked as guest faculty at the department of Economics, Jamia Millia Islamia, New Delhi, for two years from August 2007 to July 2009. Took courses at the post-graduate level.
- Worked as part-time faculty in Economics at Heramba Chandra College (City College-South) from Aug 1996 to Oct 1998.
- Served as a guest faculty in Economics, Statistics, Personnel Managements, Labour laws at State Labour Institute, Kolkata & Siliguri, Prof. Nurul Hasan Centre for Management Studies (North Bengal University), Central Board of Workers' Education, Siliguri and various other Institutes for twelve years.

- Two years of research experience during M.Phil at Jadavpur University. Studied Demography intensely as part of course work and used demographic technique extensively while writing M.Phil dissertation.
- Five years of research experience during the pursuance of PhD at CESP, Jawaharlal Nehru University, New Delhi.
- Participated in a number of talks and discussions related to labour issues at All India Radio, Siliguri.

#### **Administrative work experience:**

- Presently working as Fellow at the V.V. Giri National Labour Institute, Sector-24, Noida on Deputation from Govt. of West Bengal
- Worked as Deputy Labour Commissioner, Govt. of West Bengal since April 2011 to April 2015 and deputed at Kolkata and also in charge of South 24 Parganas district.
- Worked as Assistant Labour Commissioner in Government of West Bengal for eleven years. Job responsibilities include implementation & enforcement of labour laws, implementation of various welfare schemes, supervision of price collection and last but not the least conciliation.
- Served as a Deputy Director, State Labour Institute, Siliguri for three years between October 2001 to July 2004 while posted at Siliguri as Assistant Labour Commissioner during that period.

#### **Short-term courses, Seminars and Workshops:**

- Attended short-term course of one-month duration titled 'Towards effective labour law enforcement' at the V V Giri National Labour Institute, Noida during Aug 2-28 1999.
- Attended short-term research methodology course titled '**Research Methods in Labour Studies**' at the V V Giri National Labour Institute, Noida during Sept-Oct 2003.
- Attended an UGC-sponsored two-day seminar on 'Emerging issues in development' at the Presidency College, Kolkata during 8-9 Nov 2004 and presented a paper titled '**Present situation of the Indian tea industry and labour**'.

- Attended annual conference of the Indian Society of Labour Economics at Institute of Development Studies, Jaipur Dec 9-11, 2004 and presented a paper titled '**Collective bargaining in the tea plantations in West Bengal**'.
- Attended a consultative meeting titled 'Productivity and Decent Work in the Tea Industry in India-A consultative meeting' involving all stake-holders by the International Labour Organization (ILO), New Delhi on 24<sup>th</sup> March 2005 and worked as a rapporteur for the technical session '**Globalization, productivity and decent work in the tea industry in India**'.
- Attended annual conference of the Indian Society of Labour Economics at Jawaharlal Nehru University, Dec15-17, 2005 and presented a paper titled '**State and tea plantation labour in India**'.
- Attended a workshop titled '**First Asia link workshop on law and economics**' conducted by the Indira Gandhi Institute for Development Research (IGIDR), Mumbai in two phases of one-month duration (Aug 19-sept15, 2006) and one week duration (11 Dec to 15 Dec 2006).
- Attended a course titled '**Qualitative methods in labour research**' conducted by the V V Giri National Labour Institute, Noida during March 19 to March 26, 2007.
- Attended Summer Course on Globalization: A Critique and Possibilities Beyond Present Order 24-30 June, 2007, at Bija Vidyapeeth, Rampur, Dehradun conducted by the Swaraj Bidyapeeth, Allahabad
- Attended and presented a paper titled '**Industrialization has failed to bring development in the tea districts of West Bengal**' at a workshop on Human Development in India conducted by the Indira Gandhi Institute for Development Research, Mumbai during 24-26 Sept 2007.
- Attended and presented a paper titled '**Profitability of Tea Plantations in India: Observations from West Bengal**', at a seminar on Economic Structure and Development conducted by the Centre for economic studies & planning, Jawaharlal Nehru University under SAP-DSA programme during 31 Jan – 2<sup>nd</sup> Feb 2008 at JNU, New Delhi
- Attended and presented a paper titled '**Impact of Panchayats on Rural Development in the Tea Districts of West Bengal**' at the International Conference on Three Decades of Decentralization in West Bengal: Lessons and Future Options conducted by the Institute of Social Sciences and Indian Institute of Management Kolkata at Kolkata during 12-13 Dec 2008
- Attended and presented a paper titled Determinants of '**Profitability of Tea Plantations in India: Observations from West Bengal**' at a seminar on Development Economics conducted by the Economics Department, Jadavpur University during 19-20 Dec 2008 at Kolkata.
- Participated at the Advanced Winter School on "**Philosophy for the Social Sciences**" held at the ICSSR Western Regional Centre, Mumbai between 23<sup>rd</sup> and 31<sup>st</sup> January 2009 organized by Centre for Philosophy, NIAS, Bangalore, ICSSR Western Regional Centre, Mumbai and Rajiv Gandhi Centre for Contemporary Studies, University of Mumbai.

- Presented a paper in the **Development Convention 2009** held at the Council for Social Development, Southern Regional Centre, Hyderabad during March 5-6, 2009.
- Attended a Three Day Course on “**Using Internet for Applied Development Research**” organized by Centre for Development Studies, Trivandrum and ICSSR Western Regional Centre, Mumbai during April 3-5, 2009 at Mumbai.
- Presented a paper titled “**Industrialization yet to bring in Rural Development in Tea Districts of West Bengal**” at the Fourth Annual International Conference on Public Policy and Management held at the Indian Institute of Management Bangalore, India from 9<sup>th</sup> to 12<sup>th</sup> August 2009.
- Presented a paper at the **Development Seminar** organized by the Gujarat Institute of Development Research, Ahmedabad during 26-28 Oct 2009.
- Attended and presented a paper titled, **Diversification of Economic Activities in Rural Areas: The Case Study of Makaibari Tea Estate in West Bengal** at Young Scholar’s Seminar conducted by the Centre for economic studies & planning, Jawaharlal Nehru University under SAP-DSA programme during 15-16 February, 2010 at JNU, New Delhi
- Attended and presented a paper titled ‘**Industrialization is yet to bring development in the tea districts of West Bengal**’ at an International Conference organized by the Geography Department, Burdwan University during 8-9 March 2010.
- Coordinated a training programme on **Pilot for BPL Census 2011** for the State level officers during 29-31 July 2010 at the National Institute of Rural Development, Hyderabad on behalf of the Ministry of Rural Development, Govt. of India.
- Coordinated a **Brainstorming Workshop for Development of PRA Tools for BPL Pilot Study** during 16-21 August 2010 at the National Institute of Rural Development, Hyderabad on behalf of the Ministry of Rural Development, Govt. of India.
- Participated in ‘**Istanbul Seminar**’ 2011 at **Istanbul, Turkey** organized by Istanbul Bilgi University and ReserDoc during 19-24 May 2011
- Participated in the Two Week Summer School on “**Philosophy for the Social Sciences and Humanities**” conducted by Manipal Centre for Philosophy and Humanities, Manipal University, Manipal during 4-15 July 2011.
- Participated in the **Training of Trainers on Right to Information Act 2005** conducted by the Administrative Training Institute, Government of West Bengal from 05.09.11 to 09.09.2011.
- Presented a paper and participated in the two-day UGC-sponsored National Level Seminar on “**Right to Education: An Accelerator of Social Transformation & Economic Development**” held on 18<sup>th</sup> & 19<sup>th</sup> November 2011 at the Department of Economics, Kaliyaganj College, U.D., West Bengal.

- Presented a paper titled “**Restructuring and Relative Profitability of Tea Production System**” at the National Seminar on Building Competitiveness in a Globalised World: Experience of India’s Plantation Sector organized by National Research Programme on Plantation Development at the Centre for Development Studies, Thiruvananthapuram, Kerala
- Presented a paper titled “**Profitability and its determinants in tea plantation in West Bengal**” at the UGC-Sponsored 32<sup>nd</sup> Annual Conference of Bangiya Arthaniti Parishad at the Moulana Azad College, Kolkata on 18-19 February 2012.
- Presented a paper titled “**Restructuring and Relative Profitability of Tea Production System**” at the International Conference on Public Policy at the Indian Institute of Management, Bangalore during 16-18 August 2012.
- Presented a paper titled “**Changing Institutional Architecture and India’s Export Competitiveness in Tea**” at the Tenth Annual International Conference on Public Policy and Management at Indian Institute of Management, Bangalore during Aug 3-5, 2015
- Presented a paper titled **Labour Reforms in India: Context and Contemporary Perspective at the Workshop on Labour Law Reform** organized by the V V Giri National Labour Institute, Noida on August 25, 2015
- Presented a paper titled **Wages, Mobility and Labour Market Institutions in Tea Plantations: The Case of West Bengal and Assam** at the 57<sup>th</sup> Annual Conference of the Indian Society of Labour Economics held during 10-12 October 2015 in Srinagar
- Presented a findings of a project titled **Performance of Labour Administration in India at the National level Tripartite Seminar: Enhancing Labour Administration’s Performance and Strengthening Tripartite Social Dialogue**, held in New Delhi
- Participated in the Workshop on Impact of FDI on Economic Growth: South Asian Perspective: 3 Dec 2015 organized by Teri, New Delhi held at India Habitat Centre, New Delhi
- Represented India in the ILO Conference on '**Labour administration reforms and innovations: Efficiency and Outreach**' held at Prague, Czech Republic, 8-10 Dec 2016 and made presentations on the following three themes on three different sessions on each of the three conference dates
  - Reforms of labour administration on 8th Dec 2016
  - Data, statistics and research: Impact on Policy-making on 9th Dec 2016
  - Informal economy and unregistered work on 10th Dec 2016
- Presented a Paper titled “**Extension of the scope of labour administration to the informal economy in India**”.at the National Industrial Relation Conference at XLRI during 9-10 Jan 2016

- Delivered a talk on “The Emerging Work Culture: Challenges and Opportunities for Social Workers” before the MSW Students of Loyola College, Trivandrun at the Khristiyoti Missiology Centre, Hanumangarh, Rajasthan.

#### **List of Publications:**

- **A bird’s Eye View of the Indian Tea Industry, West Bengal**, May 2003, I & C, Govt of W.B., 2004
- **Present situation in the Indian Tea Industry And Labour**, in *Emerging Issues on Development (Conference Volume)* Edited by Debnarayan Sarkar, Centre for Economic Studies, Presidency College, Kolkata
- **Collective Bargaining in the Indian Tea Industry: A Case Study of West Bengal Tea Plantations: Indian Journal of Labour Economics**, Conference Volume, December 2004
- **Productivity & Labour Welfare: A Study in Tea Gardens: SLI, WB, Research Series Paper**, 01/05
- **State and Tea Plantation Labour in India**, Published in *Abstracts of the Conference Papers*, 47<sup>th</sup> Annual Conference, 15-17 Dec, 2005, The Indian Society of Labour Economics, JNU, New Delhi
- **Labour and HRD in Indian Tea industry: Will they come together?** CMRD Journal of Management Research, Vol 6, No 1, January-June 2007, Pune
- **Diversification of economic activities in rural areas: The case of Makaibari Tea Estate in West Bengal**, published in *Abstracts of the Conference Papers*, 49<sup>th</sup> Annual Conference, 15-17 Dec, 2007, The Indian Society of Labour Economics, CESS, Hyderabad

- **Globalisation, Restructuring and Labour Flexibility in Tea Plantations in West Bengal** *Indian Journal of Labour Economics*, Conference Volume, December 2008, New Delhi
- Discussion Paper No. 23: **TRENDS AND PRICE FORMATION MECHANISM IN INDIAN TEA AUCTIONS**, NRPPD Discussion Paper, CDS, Trivandrum, 2013
- NRPPD Discussion Paper No. 35, **CHANGING INSTITUTIONAL ARCHITECTURE AND INDIA'S EXPORT COMPETITIVENESS IN TEA**, CDS, Trivandrum, 2014
- NRPPD Discussion Paper No. 46 **Wages, Mobility and Labour Market Institutions in Tea Plantations: The Case of West Bengal and Assam**, Centre for Development Studies, Thiruvananthapuram, July 2015
- Export Competitiveness and Internal Consumption: The Case of Indian Tea' was published in the Winter Special Issue 2015 of IMI Konnect, Volume 4, Issue 10 (ISSN 2321-9378)

**Forthcoming Publications:**

- A Chapter in an edited book on Plantations titled “Globalization, Development and Plantation Labour in India” to be published by Routledge commissioned by CDS, Thiruvanthapuram in near future.