

# A III.8: Land, Labour and Migration

## Introduction

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**INDIAN INSTITUTE OF PUBLIC ADMINISTRATION, NEW DELHI**

Public Policy Module: Critical Concerns in Governance  
A III.8: Land, Labour and Migration- Introduction

- Credit:0.5
- Sessions:10

# Introduction

## Land Reforms Policy and Practice in India

- ▶ Factors of production are the resources people use to produce goods and services; they are the building blocks of the economy.
- ▶ Economists divide the factors of production into four categories: land, labour, capital and entrepreneurship.
- ▶ Land reforms constitute one of the major institutional reforms for ushering in egalitarian growth in India.
- ▶ Land reform is basically a state-subject.

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▶ The main components of the land reforms are: abolition of *zamindari/jagirdaris* and other intermediaries; regulation of tenancy; consolidation of landholdings; and distribution of ceiling surplus land to the landless and marginal holders.

▶ A Digital India Land Records Modernisation Programme(DILRMP) is the latest initiatives of the Central Government to bring transformation in the land governance and management system in India.

## Labour Law Reforms

- The labour market in India is characterized by wage based inequalities, informalisation, migration, gender based labour segmentation and social discrimination.
- Labour law seeks to cater to the needs of the industry and the workers.
- As per the scheme of the Indian Constitution, labour is in the 'Concurrent list'.

▪The Central Govt. has initiated a comprehensive process of labour law reforms by undertaking the exercise of codification of large number of existing labour legislations in four major Labour Codes:

- Code on Wages(CoW)
- Occupational safety, health and working conditions code(OSHWCC)
- Code on Social Security(CoSS)
- Industrial relations code(IRC)

▪These codes seek to amalgamate, simplify and rationalize the core features of various central labour legislations.

## **Labour Migration and Governance**

- The 2030 Agenda of SDGs recognizes for the first time the contribution of migration to sustainable development.
- By adopting the 2030 Agenda, Member States have committed to leave no one behind in their implementation of the SDGs.
- Labour Migration in India is increasingly a key livelihood strategy for households across the country.
- An important voice in the debate on 'circular migration' has been that of Jan Breman, a sociologist who advocated a concept 'foot loose labour'.

## Objective of the Course

- The course is designed to orient the participants with the land reforms policy and practice in India.
- To analyse the dynamics of labour market inequality in India.
- To provide an understanding of the context, overview and implications of codification of the labour laws in India
- To provide a critical appraisal on labour migration and governance in India.



# Course Content

## **Module 1: Land Reforms Policy and Practice in India**

Factors of Production: Land, Labour, Capital and Entrepreneurship

Institutional Reforms: Land Reforms in India since 1950s

Abolition of Intermediaries, Tenancy regulation, Land Ceiling,

Consolidation of desperate land holdings, Reasons for failure of land reforms

Digital India Land Record Modernisation Programme

Land Titling; Uniform Coding Scheme for Computerization of Land Records

Agrarian Reforms Land rights; Land Acquisition; Land Acquisition, Rehabilitation and Resettlement Act, 2013 (LARR Act, 2013)

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## **Module 2: Labour Laws Reforms**

Sociology of Labour; Dynamics of Labour Market Inequalities; Labour Laws in India; Codification of Labour Laws; Labour Code on Wages; Labour Code on Industrial Relations; Labour Code on Occupational Safety, Health and Working Conditions; Labour Code on Social Security; Enforcement Mechanism under various Labour Codes

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## **Module 3: Gender, labour laws and International Labour Standards**

Gender and the labour market; Inequalities with regard to wages, working conditions, employment security; Impact of COVID-19 on Women and Migrant Workers; Intersections of paid and unpaid work; Existing legislative framework and International labour standards towards promotion of gender equality at work place

## **Module 4: Labour Migration and Governance**

Migration: Concepts and leading theories; Internal Labour Migration in India; Governance of Labour Migration; Evidence-based Policies on Migration and Development; Employment and Migration; Migration and Health; Migration and Gender; Displacement and Migration; Migration, Poverty and Inequalities; Migrant Workers and Human Rights; Migration and Remittances; Migration Policies

## Session Wise Details

### Session 1: Land Reform Policy and Practice in India

- Prospects and Problems of Land Reforms in India
- Abolition of Intermediaries
- Tenancy Regulations
- Ceiling on Landholdings
- Consolidation of Landholdings
- Landholdings Status of Scheduled Castes and Scheduled Tribes
- Land Rights of Women
- Case Studies on Implementation of Innovative Land Redistribution Schemes
- Conclusion and Future Policy Direction

## Session 2: Digital India Land Records Modernisation Programme(DILRMP): A Public Policy Analysis

- Transformation in Land Governance Management System in India
- Historical backdrop on Computerization of Land Records in India
- Components of DI-LRMP
- Progress of Components under DILRMP
- Issues in the Process of Implementation
- Public Policy Initiatives towards improving the implementation of DI-LRMP
- Conclusion and Policy Implications

## Session 3: Land Alienation, Displacement and Forced Migration

- Land and Social Hierarchy
- Constitutional Provisions for Development of STs
- Right to Land
- Land Acquisition Act, 1894: 'Eminent domain' and 'Public purpose'
- Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (LARR) Act, 2013
- The Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006
- Tribal Land Alienation
- Process of Involuntary Displacement
- Forced Migration for Economic Survival
- A Case Study on Vedanta Alumina Ltd (VAL), Kalahandi District, Odisha

## Session 4: Dynamics of Labour Market Inequality in India

- Social Inclusion and Exclusion: A Conceptual Framework  
(Labour Market, Norms & values, State, Civil Society Organisations and Sub-national Identities)
- Characteristics of Indian Labour Market
- Dimensions of Labour Market Inequalities
- Labour Market Inequalities among Social Groups
- Policy Implications
- Conclusion



## Session 5: Labour Law Reforms in India: The Code on Wages, 2019

- Labour related Constitutional Provisions and Legislations
- Evolution of Minimum Wage Policy
- Need and Context of Reform in Wage Policy
- Key Features of the Code on Wages, 2019
- Implications of the Code on the Labour Market

## Session 6: Dynamics of Migration: Concepts and Theories

- Migration and the 2030 Agenda for Sustainable Development
- Concepts and meaning of migration
- Census and NSSO definitions on migration
- Theories of Migration
- Dimensions of circular migration
- Conclusion

## Session 7: Circular Internal Migration in India

- Circular Migration and Development
- Conceptual Definition of Circular Migration
- Typologies of Circular Internal Migration
- Coping and Accumulative Migration
- Dimensions of Circular Migration
- Policies impacting on circular migrants

## Session 8: Gender and Migration in India

- Evolution of Gender Analysis in Migration Studies
- Migration and Gender Dynamics
- Female labour Migration- Trends and Patterns
- Women Workers in labour Codes

## Session 9: Labour Migration in India: Trends and Patterns

- Labour Migration: Trends and Patterns
- Trends and Patterns of Labour Migration across Regions
- Labour Migration among Social Groups in India
- Migration and Educational Attainment
- Migration and Labour Market Outcomes

## Session 10: Migration and Reverse Migration amid COVID-19

- Source and Destination Streams in different Regions of India
- Effects of the Lockdown
- Impact of COVID-19 on the Indigenous People in India
- India: COVID-19 Government Intervention Schemes

## Session details

- Every session's Power Point will have a quiz of MCQ's and three references at the end of the presentation. The answers to the Quiz are embedded in the PPT.
- Webinars will be organized during the course to discuss topics of contemporary relevance.
- Mode of final evaluation : Group Report and Presentation



**Thank you**