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**The Transformation of  
an Indian Labour Market :  
The Case of Pune**



# **The Transformation of an Indian Labour Market :**

**The Case of Pune**

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## FOREWORD

The present study is an outcome of a very fruitful and long standing association of the Institute with one of the authors of this book, Professor Richard D. Lambert.

Professor Lambert was a Visitor at the Institute in 1956-57. He made an extensive survey of workers employed in 5 long-established, stable but mainly low-technology factories in Pune in 1957. The results of this survey were published in 1963 in the now classic case study in industrial sociology entitled, *Workers, Factories and Social Change in India*, also published in India by the Institute. During 1963, Professor Lambert resurveyed the same workers, painstakingly tracing those who had left the old factories; and during 1965, he conducted another survey, this time focussing attention on 13 factories in medium and high-technology industries which had rapidly developed in the Pune region during the period, again concentrating on those workers who had recently left their factories. This survey was supplemented by another one involving a sample of applicants for jobs in the 13 factories. The results of these three surveys are here pulled together for an in-depth analysis of the characteristics and motivations of the workers belonging to three segments of the labour market, the stayers, the leavers and the fresh entrants of a factory. This examination is conducted against the backdrop of rapid development of medium and high technology industries alongside the traditional, low technology industries in the region. The study thus forms a valuable addition to the relatively small number of labour market studies for India which have been carried out during the last decade or two.

Professor Lambert's has been a relationship of warm affection towards the Institute and of deep respect for its tradition. It is because of these sentiments that he expressed his desire to bring out an edition of the present monograph for the readers in India as a publication of the Institute. The book is being published by John Benjamins B.V. for the University of Pennsylvania. Dr. Lambert arranged to send for this purpose the negatives of the book for printing it here. We are grateful to Professor Lambert, and the co-authors of the book, Ralph B. Ginsberg and Sarah J. Moore for this. We are also thankful to John Benjamins B.V. for agreeing to allow us to publish this book as a publication of the Institute for the readers in India. We have great pleasure in publishing this important study.

Gokhale Institute of  
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June 26, 1987

V.S. Chitre  
Director



## Table of Contents

### List of Tables

Preface	1
<b>Chapter I. The Problem and the Data</b>	<b>9</b>
Data Sources (10) – Data Coverage and Analysis (15)	
<b>Chapter II. Leaving a Job in the Old Labor Market</b>	<b>19</b>
Who Left and Why (24) – Separations Predicted by One Variable at a Time (27) – Voluntary Versus Involuntary Departure (34) – Regression Analysis (46)	
<b>Chapter III. Getting Another Job in the Old Market</b>	<b>53</b>
Leaving the Factory (53) – The Unemployed (56) – Time Until Next Job (57) – Looking for a Job (58) – Who Was Hired First (60) – Residence and Job Changes (64) – The Old Job and the New Job (68) – Leaving the Factory Sector (69) – Non-Factory Jobs (73) – Factory Jobs (75) – Skill Transfer (78) – Wages and Job Change (85) – Interrelation of Job Change Features (89) – Subjective Job Comparisons (90) – Summary of Old Labor Market (97)	
<b>Chapter IV. Applicants and Hired in the New Labor Market</b>	<b>100</b>
Aggregate Supply and Demand (103) – Occupation-Specific Supply and Demand (105) – The Geographic Domain of the Market (110) – The Growth of an Educated Manpower Supply (116) – Applicants Without Job Experience (119) – Experienced Applicants (124) – Occupational Inheritance (128) – Current Generation Occupational Specificity (130) – Market Stratification by Jobs Applied for (132) – Who Was Hired? (144) The Hired As Job Changers (154) – The Job Search Among Those Hired (155) – Skill Transfer by Those Hired (159) – Wage Gains (164) – Summary (165)	
<b>Chapter V. Job Changing in the New Market</b>	<b>169</b>
The Volume of Turnover (170) – Why Workers Changed Jobs (172) – Discharged Workers Versus Quits (176) – Who the Leavers Were (178) – Unemployment (181) – Predictors of Unemployment (182) – Job Search Strategies (185) – Time Between Jobs (187) – Localization of the Market (187) – Factory-to-Factory Re-employment (188) – Who Remained in the Factory Sector? (188) – Comparing Jobs (191) – Skill Transfer (191) – Wage Changes (194) – Comparative Job Satisfaction (196) – Interrelationships Among Job Change Features (201) – Summary (202)	



# Transformation of an Indian Labor Market

<b>Chapter VI. Summary and Conclusions</b>	<b>204</b>
The Old and the New Market Compared (204) – Selectivity (207) – Caste (209) – Education (210) – Migration History (211) – Age (212) – Sex (212) – Family Characteristics (212) – Attitudes (214) – Last Job (214) – Job Search Strategies (216)	
<b>Chapter VII. An Agenda for Future Research</b>	<b>218</b>
<b>Appendix A. A Note on Methods of Data Analysis</b>	<b>223</b>
Logit Regression, Ordinary Least Squares, and Discriminant Analysis (224) – Other Methods: Structures We Failed to Find (227)	
<b>Appendix B. Survey of Factory Labor in Pune, 1963-1964, Questionnaire</b>	<b>233</b>
<b>Appendix C. Applicant Questionnaire</b>	<b>241</b>
<b>Index</b>	