

## CURRICULUM VITAE



**Name:** A. V. Jose (Varkey Jose)  
**Nationality:** Indian  
**Date of Birth:** 11 May 1948  
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**Professional background:** ILO (UN) Official since May 1980; worked in Bangkok until December 1985, in New Delhi until January 1993; thereafter at the ILO Headquarters in Geneva.  
Retired from the UN service in May 2008

**Positions & responsibilities:** 2001 onwards: Head, Education Programme of the ILO International Institute for Labour Studies, Geneva, with responsibility for organizing all educational activities of the Institute which included: Annual International Internship Courses on Social and Labour Policies, Regional Internship Courses, Training Workshops, ILO Nobel Peace Prize Social Policy Lectures, Public Lectures, Study Visits, Fellowships, Student Internships, and the preparation of pedagogical materials. From January 2007 onwards also served as manager of *The ILO Century Project*, which has been launched to commemorate the 100th Anniversary of the Organization in the year 2019.

1996 onwards: Head, Labour and Society Programme, International Institute for Labour Studies, Geneva. Designed and developed a major research programme on “Organized Labour in the 21<sup>st</sup> Century”; managed numerous studies, regional meetings and on-line conferences; brought out publications based on the output of research; supervised the Library and Documentation Centre of the Institute; guided the research activities of interns; and supported the main education and outreach programmes.

1995-96: Bureau for Active Partnership Policy ILO, Geneva. Developed and monitored programmes for the promotion of a new partnership policy; functioned as the focal point for ILO activities in the African region and Arab States.

1993-94: Remuneration Specialist in the Department of Industrial Relations and Labour Law, ILO, Geneva. Responsibilities included the preparation of Office papers

and analytical studies on issues related to the processes and procedures of wage determination among member-States of the ILO; backstopping of technical co-operation projects in different countries, in particular, a project for the "Development and Administration of Wage Policies in Ethiopia"; and representing the International Labour Office in inter-agency meetings on wages and related issues.

1986-1993: Senior Development Economist with the Asian Regional Team for Employment Promotion (ILO-ATREP) in New Delhi, India.

1980-86: Development Economist, and later Senior Development Economist with the Asian Regional Team for Employment Promotion in Bangkok, Thailand.

Work at the ARTEP involved the following responsibilities: participation in analytical and advisory work; supervision and editing of investigative work done by consultants; organisation of seminars, technical meetings, training workshops and the preparation of reports arising out of them; supervision of the ARTEP library, acquisitions and distribution of publications; editing and publishing of the ILO-ARTEP Quarterly News Bulletin; giving lectures and leading technical discussions at various ARTEP training programmes held in different Asian countries on the following topics: (a) Labour absorption in agriculture, (b) Concepts and measures of labour force, employment and unemployment, and (c) Women in the labour force of Asian countries: trends and prospects.

ARTEP work also involved the management of the following projects:

(i) *Review of labour markets*: Activities included building up a data base on employment and wages in Asian countries; conduct of studies on the structure of employment and trends in wages and the dissemination of findings from the studies among planners and policy makers of the Asian region.

(ii) *Employment and occupational diversification of women*: The project aimed to analyze and identify factors underlying the regional differences in women's participation in non-traditional avenues of employment and to promote innovative ventures for diversification of women's employment.

(iii) *ILO-ESCAP joint project* for the study of employment and mobility in urban labour markets of four major Asian cities (Seoul, Manila, Kuala Lumpur and Bangkok) with special reference to women workers employed in manufacturing industries. The project aimed to strengthen the knowledge base concerning structure of employment,

methods of skill acquisition and patterns of occupational mobility among urban workers, in particular women, and to develop policy guidelines for improving skills and income earning opportunities of women workers.

(iv) *Pilot studies on child labour*: Focused on compulsions and technological factors underlying the wide-spread use of child labour in specific regions and industries.

(v) *Joint project with the ICFTU in the Asian region* for providing technical help and research guidance to trade union organisations for annualizing the changing structure of labour markets.

(vi) *Strengthening employment planning in Lao People's Democratic Republic*: The project involved the conduct of a series of training programmes for senior officials of the Lao Government on aspects of design, appraisal, monitoring and evaluation of regional development plans in LPDR. The work entailed supervision of consultants, liaison with the ministers and senior officials of the Lao Government and international development agencies for the formulation, financing and execution of the various project components.

#### Education:

1982: Ph.D. in Economics for the dissertation: "Agricultural Labour in Kerala: An Historical and Statistical Analysis", prepared at the Centre for Development Studies, Thiruvananthapuram, India under the supervision of Professors K. N. Raj and N. Krishnaji. The degree was awarded by the Kerala University.

1973-80: Research Associate, Centre for Development Studies, Thiruvananthapuram.

1971-73: Research Assistant to Professor K. N. Raj at the Centre for Development Studies, Thiruvananthapuram.

1971: M. A. Economics from Delhi University with specialization in Advanced Economic Theory, Econometric Methods and International Trade; was trained under Professors: Amartya Sen, Sukhmoy Chakravorthy, K.N. Raj K. L. Krishna and Manmohan Singh.

#### Publications:

1. (1973) "Wage Rates of Agricultural Labourers in Kerala", Working Paper (WP.) No. 8, Centre for Development Studies (CDS.) published in *Economic and Political Weekly*, Vol. VIII, Annual Number.
2. (1974) "Trends in Real Wage Rates of Agricultural Labourers", CDS. WP. No. 20; published in *Economic and Political Weekly*, Vol. IX, Review of Agriculture, 31 March.

3. (1975) Participated in the preparation of the volume *Poverty Unemployment and Development Policy: A Case Study of Selected Issues with Reference to Kerala*, (United Nations, New York).
  4. (1976) "The Origin of Trade Unions among the Agricultural Labourers in Kerala", CDS. WP. No.43; published in *Social Scientist*, Vol. V, No. 12, July.
  5. (1978) "Real Wages, Employment and Income of Agricultural Labourers in India", CDS. WP. No. 63; published in *Economic and Political Weekly*, Vol. XII, Review of Agriculture, March 28.
  6. (1978) With A. Vaidyanathan "Absorption of Human Labour in Agriculture: A Comparative Study of Some Asian Countries", CDS. WP. No. 56; published in P.K. Bardhan, et. al. *Labour Absorption in Indian Agriculture*, (ILO-ARTEP, Bangkok).
  7. (1979) "Trade Union Movement among Agricultural Labourers in Kerala: The Case of Kuttanad Region", CDS. WP. 93; presented in a seminar on Adjustment Mechanisms in Rural Labour Market organised by ADC/ICRISAT, August.
  8. (1982) With Chandan Mukherjee *Report of a Survey of Rural Households in the Hat Xai Fong District in Vientiane Province of the Lao People's Democratic Republic*, (ILO-ARTEP, Bangkok).
  9. (1984) "Some Perspectives on Farm Mechanisation in Asian Countries", *Economic and Political Weekly*, Review of Agriculture, June 30.
  10. (1984) "Poverty and Inequality - The case of Kerala".\*
  11. (1984) "Poverty and Income Distribution in Rural West Bengal".\*
- \*Both the papers appeared in a volume *Poverty in Rural Asia*, edited by A.R. Khan and Eddy Lee, (ILO-ARTEP, Bangkok).
12. (1984) "Agrarian Reforms in Kerala, the Role of Peasant Organisations", *Journal of Contemporary Asia*, Vol. XIV, No. 1.
  13. (1987) "Employment and Wages of Women Workers in Asian Countries", Asian Employment Programme Working Paper, (ILO-ARTEP, New Delhi).
  14. (1987) "Employment and Structural Change in Asian Economics", Paper prepared for the Commemorative Conference of "ASIAN RELATIONS 1947", held in New Delhi, 2-5 October.
  15. (1988) "Agricultural Wages in India", Asian Employment Programme Working Papers, (ILO-ARTEP, New Delhi); also published in *Economic and Political Weekly*, June 25, Review of Agriculture.

16. (1989) *Limited Options: Women Workers of India*, Ed. (ILO-ARTEP, New Delhi).
17. (1989) Collaborated with the ICFTU and prepared the volume: *Employment and Structural Change in Indian Industries: A Trade Union View-point*, (ILO-ARTEP, New Delhi).
18. (1990) "Employment Opportunities for Women in Asian Countries, Progress and Prospects", Paper for the Third Meeting of Asian Employment Planners, November 1989 and published in *Employment Challenges for the 90s*, (ILO-ARTEP, New Delhi).
19. (1991) With Sarthi Acharya "Employment and Mobility: A Study among Workers of Low Income Households in Bombay City" Working Paper, (ILO-ARTEP, New Delhi).
20. (1991) "Employment and Mobility in Densely Populated Urban Labour Markets: Some Observations from a Study of Bombay City in India", Paper for the ILO Regional Workshop on "Labour Market Analysis as a Tool for HRD Planning", Beijing, July.
21. (1992) "Earnings, Employment and Productivity Trends in Organised Industries of India", *The Indian Journal of Labour Economics*, Special Issue, edited by L. K. Deshpande and Gerry Rodgers, Volume 35, No. 3, July-September, (New Delhi).
22. (1993) "Employment and Mobility in Asian Countries: Some Gender Dimensions", in *Labour Markets and Human Resource Planning in Asia: Perspectives and Evidence*, edited by M. Muqtada and A. Hildeman, (ILO-ARTEP, New Delhi).
23. (1994) "Social Policy towards Wage Determination: Some Lessons from the Indian States", *Abstracts of the International Congress on Kerala Studies* (AKG Centre for Research and Studies, Thiruvananthapuram).
24. (1999) "The Future of the Labour Movement: Some Observations on Developing Countries", Discussion Paper No.112, Labour and Society Programme, International Institute for Labour Studies (ILO, Geneva).
25. (2002) *Organized Labour in the 21<sup>st</sup> Century*, Ed. (International Institute for Labour Studies, ILO Geneva). The volume was the output of a large research programme dealing with the changing profile of trade unions all over the world, which included a number of country case studies, regional meetings and on-line conferences with world-wide participation of the ILO tripartite constituents and academic scholars. An introductory chapter by the editor titled "Organized

labour in the 21<sup>st</sup> Century: Some lessons for developing countries" gives an extended summary of the main findings from the project.

26. (2003) "The ILO Declaration on Fundamental Principles and Rights at Work: Role of Social Partners in South Asia", paper prepared for a Conference on Globalization, Decent Work and the ILO Declaration on Fundamental Principles and Rights at Work, 24-25 February 2003, Kolkata, India, published in the Papers and Proceedings of the Conference, (ILO, New Delhi).
27. (2004) "Dignity at Work : Strategies for Labour in Developing Countries" *Economic and Political Weekly*, October 2; and published in a volume in honour of Professor K. N. Raj, edited by A. Vaidyanathan and K. L. Krishna, Oxford University Press, 2006.
28. (2006) "Is Legislation the Only Solution?", A comment on the recommendations of the National Commission on Enterprises in the Unorganized Sector, *Economic and Political Weekly*, August 12.
29. (2007) "Globalization and Employment Relations in Transition A case for ensuring equitable outcomes for all in the world of work", Pedagogical notes for the International Institute for Labour Studies in the connection with the annual international internship course on Labour and Social Policies.
30. (2008) "Labour Regulation and Employment Protection in Europe: Some Reflections for Developing Countries", *Economic and Political Weekly*, Review of Labour, Vol. XLIII No. 22, 31 May.

In addition, several review articles, training materials and thematic papers for the ILO Governing Body of the ILO have also been prepared by the author.

Currently working on two papers, both linked to the history of social policy in a global context: (i) From native labour codes to international labour standards: the untold story of standard setting in developing countries; and (ii) Nation states versus economic migrants: changing perceptions on the costs and benefits of labour migration and on the rights and entitlements of migrant workers.