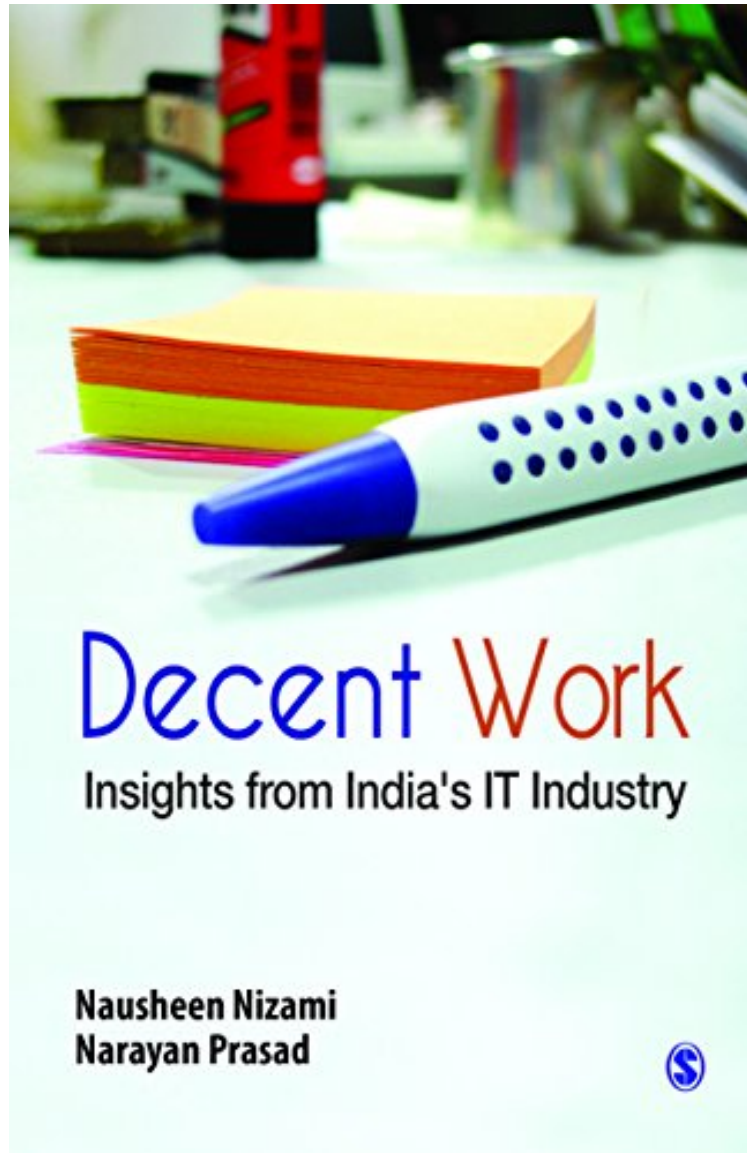


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## Decent Work: Insights from India's IT Industry

*Nausheen Nizami, Narayan Prasad*

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**Nausheen Nizami, Narayan Prasad : Decent Work: Insights from India's IT Industry** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Decent Work: Insights from India's IT Industry:

Isquo;Decent Worksquo; is a concept developed by the International Labour Organisation that sums up the aspirations of people in work life. This book provides a consolidated and encompassing guide to the underlying philosophy,

meaning and theory of the decent work paradigm. It also provides an empirical analysis of the current status of decent work in the Information Technology (IT) industry of India adopting a pragmatic approach towards the measurement of decent work. One of the purposes of this study is to unfold different dimensions of decent work and counter the general perceptions about work conditions in the IT industry. Surprisingly, work was not found to be decent for a majority of Indian IT employees on various indicators. The key features of this book are: a thorough conceptual coverage; rich literature review; cross-examination of decent work indicators in the context of India's IT industry; construction of Decent Work Index (DWI) at the micro-level; indices for each decent work indicator; primary data based on questionnaire responses; and detailed discussion on the implications of deficiency of decent work in India in general and the IT industry in particular.

An in-depth understanding of work culture prevalent in the Indian IT industry...the authors go to great extent to explain the decent work paradigm, starting with ILO definition and then throw light on the philosophy of decent work...gives a good understanding to the newcomer about the working of Indian IT labour market. It raises important issues of Indian education system...it throws light on issues pertinent to human capital perspective and returns of human capital in IT sector in India...from the point of view of policymakers and IT companies, the study holds great importance...the HR policy makers may be forced to take a look at existing employment hours so as to increase the productivity at the workplace...the study is relevant and throws light on areas not dealt before.--Paradigm, Vol 18

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About the Author Nausheen Nizami is an Assistant Professor of Economics in Gargi College, University of Delhi. She is also pursuing her PhD in Economics from Indira Gandhi National Open University (IGNOU). She has written a unit on Economic Reforms in India for IGNOU's self-learning material for MA (Economics) programme and has also contributed to a research paper in the Indian Journal of Labour Economics. Labour economics, human development, econometrics and industrial economics are her areas of interest. Narayan Prasad, Professor of Economics in School of Social Sciences, has been associated with IGNOU since 1992. Prior to IGNOU, he has worked in several reputed organizations, such as, Association of Indian Universities and Monopolies and Restrictive Trade Practices Commission. He has contributed more than 20 research papers in reputed national and international journals. He has completed three research projects and presently engaged in another major Research Project entitled Assessment of Human well-being in India, financially sponsored by ICSSR. He has written two books. Presently, he is the Director Research Unit, and is teaching research methodology and human development courses to MPhil and PhD students. Labour economics, human development, and research methodology are his areas of interest. He was awarded fellowship by UGC for visiting France to conduct a research study and was invited to deliver lectures on Vedanta at various places including New York, Washington and Los Angeles in the USA.