

Curriculum Vitae
MANISHA G. SINGH

India Development Foundation
316 Qutab Plaza, DLF Phase I
Gurgaon 122 002, Haryana, India

Phones: 91 124 4389691
Fax: 91 124 4381695
Email: msingh@idfresearch.org

CORE COMPETENCIES

- In-depth Analysis, Paper and Report Writing
- Effective Presentations – Panel Discussions, Seminars and Conferences
- Effective Coordination and Networking
- Participatory and Application-oriented Teaching

CURRENT INTERESTS

- Research and teaching in the areas of firm dynamics, employment adjustment, labour legislation; poverty, health and education; business environment, macroeconomic policy.
- Management and coordination of developmental activities for public, private and NGO-civil society sectors, emphasis on practical applications.

EDUCATIONAL QUALIFICATIONS

Department of Economics, University of Maryland, College Park, Maryland, U.S.A.

Ph.D. in Economics, August 2005

Thesis: 'Labour Adjustment in an Evolving Marketplace' (please see page three for the abstract)

Fields of study: Firm dynamics, Employment adjustment, Macroeconomics, Labour and Development.

M.A. in Economics, May 1996. Field: Macroeconomics.

Faculty of Management Studies, University of Delhi, Delhi, India.

M.B.A., June 1988. Key Subjects: Finance, Marketing.

Lady Shri Ram College, University of Delhi, Delhi, India.

B.A. (Honours) in Economics, June 1986. Key Subjects: Economic Policy, Indian Economics

WORK EXPERIENCE

RESEARCH/CONSULTING

India Development Foundation, Gurgaon, Haryana, India. March 2006 onward.

Fellow (full time consultant). Responsibilities are conducting and managing research studies. Initiatives include research papers on industry, employment, poverty and inequality, education, and health.

Accomplishment: Contributing to producing state-of-the-art research at IDF; contributing to outreach of IDF to other research organizations (e.g., IZA, Bonn, Germany and OECD, Paris, France)

India Development Foundation, Gurgaon, Haryana, India. December 2005-February 2006.

Scholar (short-term consultant). Projects included IT use in India and a workshop on Youth and Employment.

Accomplishment: Substantiating the labour demand-supply skill mismatch for youth in India using NSS data.

The World Bank, Washington D.C., U.S.A.. June 1997 - August 1997.

Consultant, Labour Markets Project. Policy Research and Economic Management Group (P.R.E.M.). A study of employment in Indian industry, with a focus on the effect of mandated job security. Study based on detailed industry data over 25 years.

Accomplishment: Generated a consistent industrial classification mapping NIC 1970 to NIC 1987.

The World Bank, Washington D.C., U.S.A.. June 1995 - August 1995.

Consultant, Severance Pay (VRS) Project, Population and Human Resources Division, Policy Research. Worked on a paper entitled "Cross-Country Evidence on Public Sector Retrenchment" jointly with John Haltiwanger. Conducted a survey of 41 programs across 37 countries. Designed the survey questionnaire, tables' format; collected data and information, conducted interviews; prepared country summaries; prepared drafts and finalized many sections of the paper.

Accomplishment: Contributed to Bank policy change that permitted funding of VRS programs from the earlier policy of no funding.

CV - MANISHA G. SINGH

WORK EXPERIENCE (contd.)

RESEARCH/CONSULTING (contd.)

The World Bank Resident Mission in India, New Delhi, India. July 1988 - August 1992.

Researcher, Economic and Operations Group. Responsibilities included

- X tracking current economic variables, preparing quarterly reports on the industrial and macro-economic situation; conducting research on sectoral topics (e.g., Indian industry, Trends in national aggregates)
- X managing the 'India Database', a comprehensive framework of macro-economic and sectoral data; providing statistical inputs for the World Bank RMSM forecasting model.
- X preparing background papers for the economic and sector reports (prepared three papers entitled "Recent Export Performance", "Aid Practices in India", "The Indian Pharmaceutical Industry")

Accomplishment: Achieved "real-time" economic reporting in the run-up to and during the first phase of economic policy reforms in 1991.

TEACHING

Centre for International Trade and Development (CITD), Jawaharlal Nehru University (JNU), New Delhi, India.

Guest Faculty. Paper: Research Methodologies; M.Phil. program. January 2007–April 2007 (ongoing).

Assignment includes teaching and conducting presentations, assignments, term paper and a final exam. The course is based on research papers in specified areas, highlights learning the methodologies therein, and applying any of these to an original research problem as part of the term paper.

Accomplishment: Motivating the students to bridge the gap from learning to thinking and producing research in specific areas (labour, health, poverty).

Department of Economics, Lady Shri Ram College, University of Delhi, Delhi, India.

Lecturer. Paper: Economics XIII: Indian Economy since Independence; B.A.(Honours) final year. November 2005–March 2006.

Assignment included regular teaching and conducting tutorial group discussions, internal assignments, mid-term exams, and projects; also included mentoring a group of sixteen students for a project "Millennium Development Goals" undertaken as part of the LSR College Golden Jubilee celebrations.

Accomplishment: Motivating the students to think beyond the course material to the issues facing the Indian economy today.

Department of Economics, University of Maryland, College Park, Maryland, U.S.A.

Instructor. Course: ECON 430: Money and Banking. July 1996 - August 1996

Included weekly group discussions and a term project along with the mandatory assignments and a final examination as part of the course structure.

Accomplishment: Enhanced course structure fostered application and problem solving by students.

Teaching Assistant. Course: ECON 201: Principles of Macroeconomics. Several semesters, Sept.'92-May'96.

Taught three sections each semester, administered quizzes (tests) and examinations, coordinated activities among fellow teaching assistants and the professor.

Accomplishment: Effective management in shared-courses and of large classes.

MANAGEMENT

National Institute of Information Technology (NIIT), New Delhi, India. April 1988 - June 1988.

Management Trainee, Software Products Division. Worked on marketing and sale of software products.

Hindustan Lever Limited (HLL), Bombay, India. June 1987 - July 1987.

Summer Trainee. Worked on a sample survey to ascertain potential for tetrapak drinks.

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PUBLICATIONS

“Labour Adjustment in an Evolving Marketplace,” Department of Economics, University of Maryland Ph.D. Dissertation, August 2005.

“Cross-Country Evidence on Public Sector Retrenchment,” Co-authored with John Haltiwanger. The World Bank Economic Review, January 1999, Vol. 13, No.1, pages 23-66.

ONGOING RESEARCH

“Information Technology and Skilled Labour Complementarities in Indian Industry: A Micro-econometric Analysis,” Co-authored with Shubhashis Gangopadhyay and Nirvikar Singh, September 2006

“Employment Avenues for the Youth in India: Some Evidence and Some Options,” December 2005

REPORTS/KEY WORK OUTPUTS: please see **SUPPLEMENTARY DETAILS/ABSTRACTS** (page four)

PRESENTATIONS, WORKSHOPS, CONFERENCES

- Panelist and member, Project Management Team, “Workshop: Promoting Innovative Programs from the Developing World: Towards Realizing the Health MDGs in Africa and Asia,” post-conference workshop, The Eighth Annual Global Development Conference, Global Development Network (GDN), Beijing, China. January 2007. The workshop selected 21 health programs from 40 programs world-wide short-listed through an open call for proposals.
- Speaker, “IZA-World Bank Conference on Employment and Development,” Berlin, Germany, May 2006. Presented a paper entitled “Labour Adjustment in an Evolving Marketplace - an Empirical Investigation.” Other presenters: Dr. Carmen Pages, The World Bank, Washington D.C.
- Speaker, Youth and Employment, IDF-WDR Workshop, New Delhi, December 2005. Presentation of working paper “Employment Avenues for the Youth in India.” Other presenters: Professor Kaivan Munshi, Brown University; Dr. Wilima Wadhwa, Visiting Professor, University of California, Irvine (UCI), USA.
- Judge, Various Events, “Equipoise” Economics Festival, Lady Shri Ram College, New Delhi. Dr. Saroj Gupta Trophy for Paper-Writing Competition, December 2004; Group Discussions’ Contest, September 2003; Group Discussions’ Contest, November 1999.
- Speaker, Panel Discussions, “Equipoise” Economics Festival, Lady Shri Ram College, New Delhi. Topic: RBI, Sterilization, Capital Convertibility. Other Speakers: Prof. Subhashish Gangopadhyay, ISI, New Delhi; Dr. Jairam Ramesh, Congress Party Economic Cell, New Delhi. November 2001. Topic: For the Love of the Subject (Economics). Other Speakers: Prof. M. Aggarwal, JNU, New Delhi; Dr. Subir Gokarn, NCAER, New Delhi; Mr. T.C.A. Raghavan, Business Journalist; Dr. Surendran, Development Banker. November 2000.
- Speaker, Conference on Severance Pay Project, The World Bank, Washington D.C.. November 1996. Joint Presentation of paper “Cross-Country Evidence on Public Sector Retrenchment”, Co-authored with John Haltiwanger. Other presenters: Prof. Kaushik Basu, Cornell University; Prof. Gary Fields, Cornell University.

ASSOCIATIONS

Member, American Economics Association; Indian Economics Association

Member, Vasant Vihar Club, New Delhi; Vasant Kunj Sports Club, New Delhi; DLF City Club, Gurgaon.

REFERENCES (available on request)

SUPPLEMENTARY DETAILS/ABSTRACTS

Abstracts – Research Papers and Publications

“Information Technology and Skilled Labour Complementarities in Indian Industry: A Microeconomic Analysis” Co-authored with Shubhashis Gangopadhyay and Nirvikar Singh, September 2006

This paper provides the first detailed micro-econometric analysis of the factors determining information technology (IT) use in Indian manufacturing industry, and of the impacts of information technology investments. We use plant-level data for about 30,000 units from India’s Annual Survey of Industries for 2003-04. The main estimation consists of a three-equation simultaneous system of IT-investment demand, demand for skilled workers (proxied by salaried employees) and unskilled workers (proxied by wage workers). We find that a greater number of skilled workers increases IT investment demand, and that greater IT investment increases the demand for skilled workers, indicating a clear complementarity between the two. This result is similar to findings for several developed countries, but is the first for a developing country. Our results are also distinguished from previous studies by innovations in the empirical methodology, using an explicit simultaneous system of input demand functions. We also investigate the relationship between IT investment and the use of unskilled workers. Higher levels of unskilled workers decrease IT investment demand, but greater IT investment increases the demand for skilled workers. This latter effect comes about through the effects of the higher productivity and profitability that result from IT investment – an impact strongly identified in the data.

“Employment Avenues for the Youth in India: Some Evidence and Some Options,” December 2005

India is set to experience a demographic dividend. The proportion of youth in total population and the number of youth are projected to rise as mortality rates decline and birth rates remain relatively higher. Even when the proportion of the youth in total population peaks and begins to fall as fertility declines, the youth increment would continue to rise as the base becomes higher. Thus, the number of youth added each year to total population is expected to rise until year 2015 and perhaps a little beyond that. The growing number of youth workers could raise output and GDP growth. Is this an opportunity? An investigation is attempted here. This paper presents attributes of youth workers in terms of education and skills to characterize youth labour supply in India. It also presents attributes of youth employment in terms of industry and occupation to characterize labour demand for youth. These data are sourced from the national sample survey (NSS) quinquennial employment rounds. An attempt is made to identify youth labour supply and demand gaps as well as options for these.

“Labour Adjustment in an Evolving Marketplace”, Department of Economics, University of Maryland Ph.D. Dissertation, August 2005

This thesis is about the process of employment adjustment. It studies adjustment costs and their impact on employment and labour demand. It starts by describing key characteristics of India's labour market; documents legal, economic, and social framework; investigates the impact and finds magnitudes of worker adjustment costs. Then, it estimates econometrically parameters of labour adjustment based on ASI industry data from 1973 to 1997. Specifically effects of the job security regime in India on employment are estimated while accounting for the concurrent impact of product markets’ liberalization. It establishes that adjustment costs are substantial, adjustment is slow, and competition mitigates only some of the adverse impact of adjustment costs. Third, it investigates retrenchment programs across countries. This one-time or episode form of adjustment is a preferred mechanism in the presence of excess labour. Multi-dimensional program designs are found to be more successful. These analyses can be better conducted using a panel dataset based on the unit level data of the ASI.

SUPPLEMENTARY DETAILS/ABSTRACTS (contd.)

Abstracts – Research Papers and Publications (contd.)

“Cross-Country Evidence on Public Sector Retrenchment”, Co-authored with John Haltiwanger. The World Bank Economic Review, January 1999, Vol. 13, No.1, pages 23-66.

This article reports the results from a survey of public sector employment retrenchment episodes across a wide variety of developing and transition economies. The information collected and analyzed are primarily from internal World Bank documents and in-depth interviews with World Bank staff having operational information about experiences in specific countries. Using the information collected on 41 retrenchment programs across 37 countries, the article analyzes the relationships between the factors leading to retrenchment, the scope and nature of retrenchment, and the methods used to accomplish the retrenchment. The discussion of methods includes an analysis of the mix of involuntary and voluntary employment reduction programs, the compensation schemes offered, and the extent of targeting of specific types of workers. Although relevant quantitative information is limited, the article also attempts to evaluate the outcome of the programs on several dimensions. The most striking findings relate to analysis of the factors leading a significant fraction of programs to rehire workers separated from the public sector (thereby defeating the programs’ objective). In addition, the article relates program characteristics to calculated summary financial payback indicators and to the nature of the labour market adjustment.

Abstracts – Reports/Key Work Outputs

“Promoting Innovative Programs from the Developing World: Towards Realizing the Health MDGs in Africa and Asia,” an IDF-GDN research project (ongoing)

This project funded by the Bill & Melinda Gates Foundation aims to evaluate innovative programs with the greatest potential of contributing to the achievement of the three Millennium Development Goals (MDGs) directly related to health in Africa and Asia. The first workshop brought together 40 researchers world-wide short-listed through an open call for proposals and a panel of international experts and policymakers. A final 21 health programs were selected. The researchers will evaluate their specific program selected using an experimental and/or quasi-experimental technique. A tool-kit of appropriate methodologies will be produced based on these 21 programs and evaluations.

“National Human Resources Planning: Developing a new approach,” an IDF Research Project (ongoing)
Human resources are the key to growth and development in today’s services and knowledge driven global economy. The purpose of the exercise underway here is to help in coordinating the composition of human resources – identify current shortages and future gaps, as well as link the growth of industry, agriculture and services to the stock of human capital. The very first step in this endeavour is to take stock of India’s human resources and the second is to determine how much of it is being put to valuable use and how to prioritize expenditures to encourage various specializations at all levels. Human resources are characterised chiefly by – education, skill, and values. While education dominates most discussion, skill is crucial for employability, that is, for putting the human capital to productive use. Values are the qualitative dimension of human resources and very important as human capital translates into productive outcomes through the prism of values, for example, punctuality, discipline and regard for others are crucial for teamwork. This project considers all these three dimensions. Further, differences across gender/sex, age, states, and occupation/employment (and incomes/productivity) are also examined.

The preliminary findings are that education attainment in India is increasing quite rapidly with growth rates being double-digit at the schooling stage and reducing at graduate and technical education stages. However, there exist inter-regional and gender variations -- better performing states in 2001 continue to do well in 2004 and least performing states continue to be least performing. Values also vary across states. There exists an education level – occupation mismatch. In several states, occupational categories such as peons and workers had educational levels of graduates/post-graduates. With 50 percent of the population being young and having global aspirations, a lot more (more schools, more colleges, more teachers; better skill training; more jobs, quality jobs) needs to be done. This exercise informs this process of forward-looking policy making.

Abstracts – Reports/Key Work Outputs (contd.)

“Innovate India,” an IDF-CII Research Project, February 2007

Innovation has been defined as the intersection of invention and insight that leads to commercial and social value. In India, there are many instances where innovation, as defined, has occurred and is occurring. However, these are not enough, given the size of the country and the number of problems India is grappling with as it embarks on a path of rapid, sustainable and inclusive growth. A careful analysis of the innovations suggests that the translation of new ideas into value generation is not a simple process. Though innovation starts with the idea and ends with value, there are a number of intervening steps that an innovator has to go through. There are no roadmaps that a person with ideas can follow to reach one's destination.

To nurture innovative ideas, it is essential to have an innovation eco-system that opens up a large network of roads on which an innovator may possibly travel. Key nodes in this eco-system include a mind-set that provides freedom and encouragement to try, nurtures experimentation and out of the box thinking, and allows failure; skills generation and continual skills upgrading; the development and implementation of new courses that will develop skills required in the future, an example is the new initiative being talked about regarding a services science syllabus; a good research environment; reducing the social and economic costs of failure; open collaboration, standards or common platforms and a patent regime that support open collaboration.

We recommend a paradigm shift in nation's goal-setting (like that happened in 1991 by opening-up the economy) that is not to “drive” innovation but instead generate an attitudinal change in people's mind-sets like greater tolerance to failure, going off the beaten track, looking for solutions encountered in daily life, etc. Simply put, if we do not innovate, we perish.

Periodic reports on the macro-economic situation in India, The World Bank Resident Mission in India, January 1990 - August 1992. These included

BOP Impact of the Gulf Shock (1991)

Trends in Monetary Aggregates (and impact on monetized deficit)

LERMS -The Dual Exchange Rate Scheme

“Recent Export Performance”, Background paper, India Country Economic Memorandum (CEM), The World Bank, May 1992. Co-authored with V.J. Ravishankar and Madhumita Gupta.

The paper assessed the impact of the stabilization and reform program (dual exchange rate system, devaluation, withdrawal of export subsidies) on India's export performance, identified structural constraints in achieving robust growth, and outlined prospects in the near-term as well as the medium-term. The paper was based on both primary (small sample interviews) and secondary data sources. Profitability analysis was used to assess the degree and magnitude of change in profitability and therefore the success of the new macro/sectoral incentives framework. A qualitative assessment was also made to determine improvement in the informal aspects of the trade regime such as ease of licensing. The deceleration in Indian exports during early 1990s was largely a result of external shocks - US recession and collapse of the USSR. The improved incentive framework spurred primary exports, recovery of manufactured exports (also stunted by the severe import compression in 1991/92). A more positive response was expected in 1992/93 and double digit growth was anticipated to resume in 1993/94. In Textiles, India had a comparative advantage due to cotton availability and many years of industrial experience in dealing with fabrics and garments. The constraints were multi-fibre arrangement (MFA) and domestic policies regarding raw material and intermediate products - cotton exports and pricing, yarn exports and excise duties. In Gems & Jewelry, India built her presence in the international market for low-value and small diamonds and gems. Craftsmanship being the comparative advantage, India was expected to have re-surging and expanded exports provided restrictions on import of gold were lifted and adequate infrastructure built up.

Abstracts – Reports/Key Work Outputs (contd.)

“Aid Practices in India”, Mimeo, The World Bank New Delhi Office, September 1991.

The paper documented and examined the procedures and practices followed by bilateral donors and the Government of India (GOI) in extending/utilizing aid, in order to identify bottlenecks causing delays in disbursements and to recommend steps possible to expedite aid flows. The paper was based on both primary (interviews with Aid-India Consortium member country officials) and secondary data sources. The paper adopted a descriptive style for explaining complex procedures using charts. The paper recommended beefing up of aid coordinating departments in the GOI, simplification of multi-layered approvals and decision-making process, better project implementation and sufficient budgetary financing with earmarking of outlays for projects.

“The Indian Pharmaceutical Industry”, Background paper, as a part of the sector report “India: Industrial Regulatory Reform Study,” The World Bank, April 1991.- a paper for the sector report “Industrial Regulatory Reform Study,” 1991.

This paper documented the several regimes of price controls and investment controls imposed on the Indian pharmaceutical industry and evaluated their impact at firm-level on growth of production and investment and on profitability. The paper was based on field surveys and secondary data sources. Convenient sampling was used to maximize benefits of clustering of pharmaceutical units located in the western Indian states of Maharashtra and Gujarat. The choice of firms was guided by factors of ownership-Indian or foreign, size, and degree of backward integration. Elasticities and financial ratios were used to make assessments. The Indian pharmaceutical industry has been one of the most regulated industries in a country known to have one of the most restrictive regimes. Price and quantity controls stunted growth, profit generation and investment. Recommended that the government prune the list of controlled drugs to those necessary for its health programs, allow prices to gradually achieve economic levels, initiate steps to integrate the Indian research and production activities with those of other countries.

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