

Curriculum Vitae: Subesh Kumar Das

Name and Address:

SUBESH KUMAR DAS

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KOLKATA -700098.**

**Ph +91-33-23354030(O), +91-33-23355098(R),
+91-9830033362 (M)**

Date of Birth: 28th December 1955

Service: Indian Administrative Service (1982)

Marital Status: Married

Educational Qualification:

1999- 2003: Cornell University, USA

School of Industrial Relations - Ph.D. Program.

Average grade: A.

2006: Dissertation Submitted & Doctorate Awarded.

Dissertation: Convergences and Divergences in
Indian Employment Relations

1995-1996: University of Swansea, UK

M. Sc. in Economics (Social Development)

-1st Class, Commendation.

1979-1981: Calcutta University, India,

M. Tech in Computer Science- 1st Class

1976-1979: Calcutta University, India, B. Tech in Electronics, -1st Class.

Subesk Kumar Das

Scholarships and Fellowships:

1. National Scholarship and Scholarships throughout B. Tech. and M. Tech.
2. Research grants from Mario Einaudi Centre, Cornell University for fieldwork in India during the summer of 2001, 2002, and 2003.
4. Fellowship from American Institution of Indian Studies for fieldwork in India.
5. Training under Colombo Plan for Study in University of Swansea, UK.
6. Fellowship from Cornell University for the period 1999 –2003.
7. 6th in Civil Services Examination 1982.

Affiliation with Professional Institutions:

1. Life Member of Indian Labour Society
2. Life Member of Indian Industrial Relations Associations
3. Life Member of Indian Institute of Public Administration

Administrative Experience- Present Posting

Present Posting: **Director General, Administrative Training Institute**

Management of the Training Institute including Sponsored Training Programs..

Additional Charge: Additional Chief Secretary, Planning

Head of the department, in overall charge of the department..

Administrative Experience: Past Postings- Senior Most to Junior Most

2011-2014: **Additional Chief Secretary, Forest**

Head of the department, in overall charge of the department.

2008-2011: **Principal Secretary to Chief Minister, West Bengal**

Head of the Department of Chief Minister's Office (CMO), In charge of CMO.

Subesk Kumar Das

Administrative Experience: Past Postings- Senior Most to Junior Most

2006-2008: Principal Secretary Labour, Government of West Bengal

Head of the department, in overall charge of the department. Statutory functions in labour matters.

2003-2006: Secretary, Animal Resources Development, Government of West Bengal

Head of the department, in overall charge of the department

1999- 2003: Study Leave : Ph. D. program at Cornell University, USA.

1996-1999: Labour Commissioner, West Bengal.

Head of the Directorate. Dealt with labour issues including industry-wide agreements, labour law enforcement, and social security

1995-1996: On Training- University of Swansea, UK.

1992-1995: Labor Commissioner, West Bengal.

Head of the Directorate. Dealt with labour issues including industry-wide agreements, labour law enforcement, and social security

1990-1992: District Magistrate and Collector, Howrah

Head of the Office - District Administration

1989-1990: Chief Executive Officer, Haldia Development Authority

Head of the Office. Urban Development Issues - Town and Country Planning

1986-1989: Additional District Magistrate, Asansol

Head of the Office. General Administration.

1984-1986: Sub-Divisional Officer, Asansol

Head of the Office. General Administration.

1982 -1984: Training at LBSNAA and in the State.

Subesh Kumar Das: Publications- Book:

Managing People at Work – Employment Relations in Globalising India. New Delhi, Singapore, London, California: Sage Publications. December 2010. ISBN: 978-81-321-0510-7.

Subesh Kumar Das: Publications- Journals:

1. "Flexible Specialisation - A New Paradigm for Industrialisation in Developing Countries." - **Economic and Political Weekly.** (December 1996, Pages: L-57 -61)
2. "Social Security for the Unorganised Poor" - **Journal of National Institute of Rural Development,** Hyderabad, India. (Vol -15, No-3, July-September, 1996, Pages: 339-355)
3. "Privatisation and its Impact on Labour"- **Management in Government.** Government of India, Department of Administrative Reforms and Public Grievances. (April- June, 1998)
4. "Fixation and Enforcement of Minimum Wages."- **The Indian Journal of Labour Economics,** New Delhi. (Vol-35, No. 2, April-June, 1998)
5. " Wage Policy Issues in the Informal Sector"- In **The Indian Journal of Labour Economics,** New Delhi. (Vol-41, No. 4, 1998)
6. "Collective Bargaining and Productivity- Experiences from West Bengal."–**Productivity,** New Delhi: National Productivity Council. (Vol. 41, No.1, 2000)
7. "Asian Trade Unions: Growth and Decline, Organizational Power, and New Strategies"– Paper presented at the International Conference on Union Growth, Toronto, Canada, April, 2001. Co-authors: Sarosh Kuruvilla, Hyunji Kwon, Soonwon Kwon.

8. “Globalisation and Workers in Developing Countries–Can Social Partnership Become a Model for Industrial Relations?” In **The Indian Journal of Labour Economics**, Vol. 44, 2002.
- 9.” Trade Union Growth and Decline in Asia”. In **British Journal of Industrial Relations**, Vol. 40, No. 3, 2002, Co-authors: Sarosh Kuruvilla, Hyunji Kwon, Soonwon Kwon.
- 10.”Global or Local? – Employment Relations of Japanese Multinationals in India”. Paper for presentation in the IRRA Conference, Seoul, April 2004.
11. “Role of Conciliation Officers in the Resolution of Industrial Disputes”. ILO Workshop on Strategies for Strengthening Conciliation Skills, Kolkata, January 2004.
12. Collective Bargaining for improvement of Productivity, Product Quality, and Labour Flexibility. In **The Indian Journal of Labour Economics**, New Delhi. (Vol-47, No. 4, October – December 2004.
13. Privatisation, In Agarwal, P.K and Vittal, N (2005) *I Am Sorry: Indian Bureaucracy at Cross Roads*. Delhi: Manas Publications.
14. Globalization and Workers in India: Need to Integrate Labour Flexibility with Labour Welfare, In Mitra Parthapratim; Singh C.S.K; and Palit, Amarendra (2006) **Globalisation and the Workplace – Implications for India**. Kolkata: P. M. Bagchi & Co. Pvt. Ltd.
15. Social Security for Workers in the Informal Sector. **Presented in the Conference: Indo-German Dialogue on Social Security, Berlin, Janury 22-23, 2007.**
16. **Employment Growth- the Issues, the Constraints, and the Opportunities** – Key note address presented in the Seminar organized by Federation of Indian Chamber of Commerce in Kolkata on 14th April, 2007.
17. **Social Dimensions of Productivity: Issues at the Organization Level in India** – Paper presented in the Study Meeting on Social Dimensions of Productivity: 28- 31 May 2007, Kuala Lumpur, Malaysia.

18. Trade Unions in India: Union Membership and Union Density. In **The Indian Journal of Labour Economics**, New Delhi. Vol-51, No. 4, October – December 2008.
19. Emerging Patterns of Employment Relations in India. In **The Indian Journal of Labour Economics**, New Delhi. Vol-54, No. 1, January – March 2011.
20. Employment Relations in the Informal Sector -A Study of Small Firms in India, Paper presented in the 7th Asian Regional Congress of the **International Industrial Relations Association (IIRA)**, 20th –23rd September 2010, Bali, Indonesia.
21. **Labour Regulations in India**. Paper presented in the 55th Conference of the Indian Society of Labour Economics, 16th-18th December 2013, JNU Campus, New Delhi.
22. **Global Changes in Employment Practices - Opportunities and Constraints in Implementation of the Practices in Public Sector in India**. Accepted for inclusion in the 2014 EROPA Conference on ‘Public Administration and Governance in the Context of Regional and Global Integration’ to be held in Hanoi, Vietnam in October 2014.

