

Stellingen behorende bij het proefschrift van Rahul Sapkal

- 1) Advances in theoretical models and empirical studies on assessing the impact of labour laws (*de jure*) have largely overlooked the role of effective enforcement (*de facto*). The interactive effects of both measures provide a nuanced understanding of dynamics of labour market institutions which takes into account the local economic environment, and enable us to study-how the complex interaction of both measures help shape the economic behaviour of individuals in labour markets.
- 2) The demand for temporary contract workers has not only resulted from the rigidity in employment protection laws that protect regular workers, but rather it is derived from variable enforcement intensities which create heterogeneity in the degree of employment protection available to each type of workers.
- 3) Owing to a system that relies heavily on the adjudication method, the mandatory conciliation method as compared to non-mandatory conciliation method provides efficient ways to resolve labour disputes through promoting the settlement and reduces the case disposition time.
- 4) The gendered outcome of labour markets such as female labour force participation and their educational attainments is largely triggered by the women's economic status and their bargaining powers that they effectively hold through the equal inheritance property rights within and outside the household.
- 5) To design an evidence based labour market policy, it is desirable to assign equal weights to both labour market and non-labour market institutions, which facilitates better understanding of how legal changes regulating a subsection of the society can have far reaching consequences on another subsection of the society.
- 6) Existing empirical evidence largely drawn from the developed countries has become a basis for the policy prescription for developing countries. Hence, there is an urgent need to work on the robust empirical evidence that aptly suits the needs and experiences of developing countries.
- 7) All legal interventions in the well functioning labour markets are generally perceived to be bad for the economy. However, it may not always be the case, due to the heterogeneity in legal, economic and social context in which the labour market operates.
- 8) The discipline of labour law and economics has tremendous potential to introduce the critical legal insights to challenge the conventional wisdom of neo-classical labour economics which argues that the legal intervention is a major source of inefficiency in the labour market.
- 9) A perfectly flexible labour market would no longer interpose obstacle to the frictionless matching of an unfilled job and an unemployed worker with the appropriate skills unless it mandate a minimum amount of employment protection to all types of workers.
- 10) The global debate is definitely not restricted to which type of workers will be protected or not protected. The debate is whether every worker holds his/her legal rights to claim the decent working conditions in the competitive world.
- 11) During the initial stages, one would realise that every time new ideas are often being rejected for something good, but towards the end, it is being redirected towards something better.