

## **MSWE407 : LABOUR ECONOMICS**

### **Unit 1 : Labour Markets**

Nature and characteristics of labour markets in developing countries like India; Paradigms of labour market analysis — Classical, neo-classical and dualistic economy; Demand for labour in relation to size and pattern of investment; Choice of technologies and labour policies; Supply of labour in relation to growth of labour force; Labour market policies; Mobility and productivity of labour; Rationalization; Methods of recruitment and placement; Employment service organization in India.

### **Unit 2 : Employment**

Employment and development relationship — Poverty and unemployment in developing countries; Unemployment — Concept, Types, and Measurement, particularly in India; Impact of rationalization, technological change and modernization on employment in organized private industry, Public sector and employment in agricultural sector; Analysis of educated unemployment; Employment policy in Five Year Plans and its evaluation.

### **Unit 3 :: Wage Determination**

Classical, neo-classical and bargaining theories of wage determination; Concepts of minimum wage, living wage and fair wage in theory and practice; Discrimination in labour markets; Wage determination in various sectors — rural, urban, organized, unorganized and in informal sectors; Non-wage component of labour remuneration; Inflation-wage relationship at micro and macro levels; Productivity and wage relationship; Analysis of rigidity in labour markets; Asymmetric information and efficiency of labour markets in wage determination; National wage policy; Wages and Wage Boards in India; Bonus system and profit sharing.

### **Unit 4: Industrial Relations**

Theories of labour movement — Growth, pattern and structure of labour unions in India, Achievements of labour unions; Causes of industrial disputes and their settlement and prevention mechanism; Role of tripartism; Current trends in collective bargaining; Role of judicial activism; Labour legislation in India; Indian labour laws and practices in relation to international labour standards.

### **Unit 5 : State and Labour**

State and social security of labour — Concept of social security and its evolution; Social assistance and social insurance; Review and appraisal of states policies with respect to social security and labour welfare in India; Special problems of labour: Child labour, female labour, Discrimination and gender bias in treatment of labour; Receding state and its effect on working of labour markets; Labour market reforms — Exit policy, need for safety nets, measures imparting flexibility in labour markets; Second National Commission on Labour; Globalization and labour markets.

**References:**

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3. Jhabvala, R and R k Subrahmanya (Eds) (2000) The Unorganised Sector: Work Security and Social Protection, Sage Publications , New Delhi.
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5. Papola, T.S, P.P. Ghosh and A.N. Sharma (Eds) (1993) Labour, employment and Industrial Relations in India, B. R. Publishing corporation, New Delhi.
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7. Venkata Ratnam, C.A. (2001) Globalization and labour-Management Relations: Dynamics of Change, Sage Publications/Responses Books, New Delhi
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9. Ramaswamy: Wage and Salary administration, Himalaya Publishing House, New Delhi.
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12. Hamermesh, D. (ch. 8) and Nickell, S. (ch. 9) in Ashenfelter, O. and Layard, R. (eds) (1986) Handbook of Labour Economics, North Holland, Amsterdam
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14. Hamermesh, D. (1993) Labor Demand Princeton University Press, Princeton. Chs 2, 3, 6, 7.
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