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M.A. (PREVIOUS) ECONOMICS

Optional Paper

Paper-IX-A

LABOUR ECONOMICS

Unit I

Concept and Scope of Labour Economics, Nature and characteristics of labour markets in developing countries like India; Factors affecting Demand and Supply of Labour, Mobility and productivity of labour; Absenteeism and Turn over in Labour Market.

Unit II

Employment and development - Poverty and unemployment in developing countries;

Unemployment- Concept, Types, and Measurement in India, Employment policy of latest five year plan; Rationalization- concept, types and impact. Concept and Role of Personnel Management, Methods of Recruitment and Placement, Employment service organization in India.

Unit III

Wages- Concept, types, theories of wage determination, Classical, Neo-classical and Bargaining Theories. Incentive wage payments; Concepts of minimum wage, living wage and fair wage.

Non-wage component of labour remuneration; Exploitation and wage differential, National wage policy; Wages and Wage Boards in India; Bonus system and profit sharing.

Unit IV

Concept of Industrial Relations; Theories of labour movement - Growth, pattern structure and role of labour unions in India, Causes of industrial disputes and their settlement and their prevention mechanism; Role of tripartism; Workers participation in Management; Indian labour laws in relation to international labour standards.

Unit V

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; Labour market reforms -Exit policy, need for safety nets, measures imparting flexibility in labour market in India. Second National Commission on Labour.

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- Venkata Ratnam, C.S. (2001), *Globalization and labour-Management Relations: Dynamics of Change*, Sage Publications / Response Books, New Delhi.

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- McCormick, B. and Smith (Eds.) (1968), The labour Market, Penguin, Harmondsworth.
- Papola, T.S. and Rodgers, G. (Eds.) (1992), labour Institutions and Economic Development in India, International Institute for labour Studies, Geneva.
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- Deshpande, S., G. Standing, and L.K. Deshpande (1998), Labour Flexibility in a Third World Metropolis, Commonwealth Publishers, New Delhi.
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