

St. Xavier's College (Autonomous), Ahmedabad
Syllabus of Semester VI of the following departments under the Faculty of Arts
based on Under Graduate Curriculum Framework - 2024 to be implemented
from the Academic Year 2026-27

FACULTY OF ARTS
DEPARTMENT OF ECONOMICS

Course	Title	Content	Hours/week	Credit
Sub Minor EC MN 661C	Labour Economics	Unit I: Introduction to Labour Economics and the Indian Labour Market Unit II: Some Theories Unit III: Labour Issues and Labour Policies in India Unit IV: Industrial Relations, Social Security and Emerging Labour Issues	4hrs	4

Sub Minor EC MN 661C Labour Economics

CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITES OF THE COURSE

Course Title & Code	Credit Distribution of The Course (Total Credit-04)			Eligibility Criteria	Prerequisite(s) of the Course (if any)
	Lecture	Practical	Experiential Learning		
Labour Economics Sub Minor ECMN 661C	4	0	4		Should have completed introductory and intermediate microeconomics

I. Learning Objectives (LO):

LO1:	Explain the fundamental concepts of labour economics and analyse the structure, characteristics and changing trends of the Indian labour market.
LO2:	Analyse employment, unemployment, wages, labour mobility and migration, with particular reference to contemporary labour-market issues in India.
LO3:	Examine major labour issues and policies in India relating to informal employment, women workers, child labour, vulnerable groups, employment generation and labour-market reforms.
LO4:	Evaluate industrial relations, social security systems and emerging labour-market challenges, including the gig economy, automation, artificial intelligence, changing work arrangements and the future of employment.

II. Course Outcomes:

CO1:	Explain the fundamental concepts, nature, scope and functioning of labour economics and analyse the major characteristics and structural changes in the Indian labour market.
CO2:	Analyse major labour-market issues in India, including informalisation, vulnerable employment, gender disparities, child labour and the employment challenges faced by disadvantaged groups.
CO3:	Evaluate industrial relations, trade unions, collective bargaining, labour disputes and the major social-security policies and programmes in India.
CO4:	Assess emerging labour-market issues such as the gig and platform economy, automation, artificial intelligence, remote work, globalisation, green jobs and changing skill requirements.
CO5:	Critically evaluate Indian labour policies and reforms and develop an informed understanding of the balance between employment generation, labour-market flexibility, worker protection, social security and inclusive growth.

Unit I: Introduction to Labour Economics and the Indian Labour Market

Meaning, Nature and Scope of Labour Economics: Labour as a factor of production, Labour market and its distinctive characteristics, Labour supply and labour demand, Elasticity of demand for Labour and its application, Determinants of labour-force participation, Human capital and labour productivity.

The Indian Labour Market: Characteristics and structure of India's labour market, Labour force, workforce and worker-population ratio, Organised and unorganised sectors, Formal and informal employment, Rural and urban labour markets, Trends in employment and labour-force participation in India

Indian focus: Changing structure of employment in India; formalisation versus informalisation; demographic changes and labour-market participation.

Unit II: Some Theories: Gravity models of migration, Becker's theory of discrimination, the efficient bargaining model, efficiency wage theory, and principal-agent theory, Hedonic Wage Function

Unit III: Labour Issues and Labour Policies in India

Informalisation and Vulnerable Employment: Nature and characteristics of informal employment, Informal workers and the unorganised sector, Casualisation and contractualization of labour, Precarious employment and working conditions, Problems of informal workers in India

Women and Labour Markets: Female labour-force participation, Gender wage gap, Occupational segregation, Unpaid care and domestic work, Women workers in the informal sector, Maternity protection and workplace safety

Child Labour and Vulnerable Groups: Causes and consequences of child labour, Constitutional and legislative provisions, Rehabilitation and elimination of child labour, Labour issues concerning persons with disabilities and other vulnerable workers

India Focus: Major Labour Policies and Programmes: Employment policy in India, Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), Skill development and employment programmes, Labour-market interventions for women and youth, Labour reforms and the changing regulatory framework, Child labour acts

Unit IV: Industrial Relations, Social Security and Emerging Labour Issues

Industrial Relations and Trade Unions: Meaning and importance of industrial relations, Trade unions: objectives, functions and problems, Collective bargaining, Industrial disputes and their causes, Strikes, lockouts and dispute settlement, Changing nature of trade unionism in India

Social Security in India: Concept and importance of social security, Social insurance and social assistance, Provident fund, pension and health insurance, Social security for unorganised workers, Major social-security schemes in India, The Social Security Code and its implications

Contemporary Labour-Market Issues: Gig and platform economy, Automation, artificial intelligence and the future of work, Remote and hybrid work, Platform workers and social protection, Labour-market implications of globalisation, Green jobs and just transition, Skills, employability and lifelong learning

Emerging Labour Policy Challenges: Balancing labour-market flexibility and worker protection, Formalisation of employment, Decent work and social protection, Inclusive employment growth, Future directions of labour policy in India

Indian focus: Gig workers, platform economy, labour codes, social security, automation, changing nature of work and the future of employment

(Major Sources of Labour Market Data)

- Population Census
- Periodic Labour Force Survey (PLFS)
- Employment-Unemployment Surveys
- Administrative and other sources of labour statistics
- Basic issues in measuring employment and unemployment)

IV. Teaching Methodology: Apart from the conventional blackboard teaching, other modes of teaching that will be adopted are power points, group discussions, quizzes, class tests. Experiential learning, analysis and discussions will form an important part of studying this paper.

V Suggested Readings

- Venkata Ratnam, C. S. — *Industrial Relations*
- Papola, T. S. and Sharma, Alakh N. — works on labour and employment in India
- Datt, Gaurav and Mahajan, Ashwani — *Indian Economy*
- Government of India — *Economic Survey*
- Ministry of Statistics and Programme Implementation — **PLFS reports**
- Ministry of Labour & Employment — labour legislation, employment and social-security reports
- ILO — reports on employment, decent work and labour markets
- Labour Economics by Chakraborty
- Labour Economics by M. V. Joshi