

DEPARTMENT OF ECONOMICS				CLASS: I M.A. Economics				
Sem	Course Type	Course Code	Course Title	Credits	Contact Hours/week	CIA	Ext	Total
II	Major Elective-2	21P2VME2	Labour Economics	4	5	25	75	100

Nature of Course			
Knowledge and skill	✓		Employability oriented
Skill oriented			Entrepreneurship oriented

Course Objectives
<ol style="list-style-type: none"> To study the nature and scope of Indian labour and welfare funds. To provide manpower training and to remove stress among the workers. To know about role of trade unions ILO and social security measures in India.

Unit	Description	Hours	K-Level	CLO
I	Introduction to Labour Economics Introduction - Nature, Scope and Importance of labour Economics – Characteristics of Indian Labour Market – Philosophy of labour Welfare - Concept - Definition - Scope - Aims and Objectives – Labour Welfare Funds – Centre-wise Labour Welfare funds – State-Wise labour Welfare Funds.	15	Up to K4	1
II	Manpower Training and Employment and Stress at Work Apprenticeship Training – Craftsmen Training - Technician (Vocational) Apprenticeship Scheme - Graduate and Technician Apprenticeship Scheme – Vocational Training – Signs of Stress – Causes of Stress – Costs of stress – Managing stress at Work – Sources of Stress and Control Measures – Stress-Related Problems- Stress Reduction - Unorganized Sector – Inter-State Migrant Workman – Policy on Sexual Harassment.	15	Up to K4	2
III	Social Responsibilities of Industry and Trade Unions Social Welfare- Social Responsibility of Industry – Views of the Industrialists – Corporate Social Responsibility (CSR) – Social Audit – Social Responsibilities of Trade Union – AITUC – INTUC – HMS – BMS – Functions.	15	Up to K4	3
IV	Scheme of Social Security Definition – Aims and Objectives – Social Assistance – Social Insurance – Financing of Social Security Schemes- The Employees’ Provident Fund Scheme and Miscellaneous Provisions Act, 1952 - The Employees’ Provident Fund Scheme- 1952 – The Employees’ pension Schemes, 1995 - The Employee’s Deposit Linked Insurance Schemes, 1976- The Maternity Benefit Act, 1961- Salient Features of the Act - The payment of Gratuity Act, 1972- Main features of the Act.	15	Up to K4	4

V	International Labour Organization – in Pursuit of Labour Welfare Structure and Functions of ILO – ILO’s Welfare Work - Schemes in Different Countries – Ministry of Labour and Employment – Functions – Directorate of Labour Bureau – Labour Statistics – Functions	15	Up to K4	5
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Books for Study

1. Suman Kalyan Chakraborty, (2018) “Labour Economics”, Himalaya Publishing House, Mumbai- 4.
2. Sarma, A.M. (2018) “Aspects of Labour Welfare and Social Security” Himalaya Publishing House, Mumbai-4.

Books for References

1. Prasad, L.S.N (2016) “Labour Economics” (An Introductory Course) Serials Publications Pvt.Ltd, New delhi.
2. Gupta, P.K. (2012) Labour Economics, Vrinda Publications (P) Ltd. New Delhi.
3. Tyagi B.P. (2005) Labour Economics and Social Welfare, A.D. Offset Printers, Meerut.

Web Resources

1. **Labour Economics** : <http://lcwu.edu.pk/ocd/cfiles/Economics/EC/Econ-202/Labor.Economics.7th.Edition.2015.Borjas.pdf>
2. **Perspectives On Labour Economics For Development**
https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_190112.pdf,

Rationale for Nature of the course

The dignity and pain of the labour can be understood only by the labourer. Knowing the problems and prospects of the labour is the pre-requisite of a country to look into their prosperity in terms of income and employment. Social security is the prime responsibility of an employer to see the employee’s welfare after the retirement and during the old age. In this connection, the labour economics subject has been introduced to compare the wage practices of various countries as per the bench mark of ILO along with labour reforms.

Activities having direct bearing on skill development/ Employability / Entrepreneurship

Students are advised to interact with the unorganized workers about their problems and suggest solutions.

Pedagogy

Lecture method, PPT, Quiz, Group discussion, Seminar, Interaction, OOC.

Course Designer

Dr. P. Kannan

Lecture Schedule

Unit	Topics	Hours	Mode
Unit I	Introduction - Nature, Scope and Importance of labour Economics	2	Lecture Method, PPT Seminar, Test
	Characteristics of Indian Labour Market – Philosophy of labour	3	
	Welfare Concept - Definition - Scope - Aims and Objectives	3	
	Labour Welfare Funds and Centre-wise Labour Welfare funds	3	
	State-Wise labour Welfare Funds	4	
Unit II	Apprenticeship Trainin, Craftsmen Training and Technician (Vocational) Apprenticeship Scheme	3	Lecture Method, Seminar, Quiz
	Graduate and Technician Apprenticeship Scheme , Vocational Training and Signs of Stress	3	
	Causes of Stress , Costs of stress and Managing stress at Work	3	
	Sources of Stress and Control Measures , Stress-Related Problems and Stress Reduction	3	
	Unorganized Sector , Inter-State Migrant Workman and Policy on Sexual Harassment.	3	
Unit III	Social Welfare- Social Responsibility of Industry	3	Lecture Method, Seminar, Group Discussion
	Views of the Industrialists	3	
	Corporate Social Responsibility (CSR)	3	
	Social Audit – Social Responsibilities of Trade Union	4	
	AITUC – INTUC – HMS – BMS – Functions.	2	
Unit IV	Definition – Aims and Objectives – Social Assistance – Social Insurance	3	Lecture Method, Seminar, PPT
	Financing of Social Security Schemes	3	
	The Employees’ Provident Fund Scheme and Miscellaneous Provisions Act, 1952 – The	3	
	Employees’ Provident Fund Scheme- 1952 The Employees’ pension Schemes, 1995 - The Employee’s Deposit Linked Insurance Schemes 1976,	3	
	Maternity Benefit Act, 1961, Salient Features of the Act - The payment of Gratuity Act, 1972- Main features of the Act.	3	
Unit V	ILO’s Structure – Functions	3	Lecture Method, Seminar, OOC
	ILO’s Welfare Work - Schemes in Different Countries	3	
	Ministry of Labour and Employment – Function	3	
	Directorate of Labour Bureau – Function	3	
	Labour Statistics – Functions	3	
	Total	90	

Course Learning Outcome:

On successful completion of the course, the student will be able to:

CLO	Course Learning Outcome	Knowledge Level
CLO1	Apply the significance of labour welfare in labour market	Up to K3
CLO2	Identify the causes of stress and suggest measures to overcome it	K4
CLO3	Impart corporate social responsibilities as per government norms	K2
CLO4	Promote social security schemes for the benefit of the employees	K3
CLO5	Use the international labour organization in protecting the labour force.	K3

K1 – Remembering

K2 – Understanding

K3 – Application

K4 – Examining, analyzing and presentation

Mapping of CLOs with POs

#	PO1	PO2	PO3	PO4	PO5
CLO-1	3	2	3	2	2
CLO-2	3	3	2	3	2
CLO-3	2	2	3	3	3
CLO-4	3	3	2	3	3
CLO-5	3	3	3	2	2

Measurement of Scaling : Advanced Application-3, Intermediate Level-2, Basic Level-1.

Learning Outcome Based Education (LOBE) & Assessment**Formative – Blue – Print – Model**

(Articulation Mapping with Course Learning Outcome (CLOs))

Units	CLOs	K-Level	Section - A		Section – B (Either or Choice)	Section – C (Open choice)
			Short Answers			
			No. of Questions	K-Level		
I & II	CLO 1 & 2	Up to K4	2	K2, K3	2 (K3 & K3)	2 (K2, K3)
III, IV	CLO 3 & 4	Up to K4	3	K2, K2, K3	2 (K4 & K4)	1(K3/K4)
No. of questions to be asked			5		4	3
No. of questions to be answered			5		2	2
Marks for each question			2		5	10
Total marks for each section			10		10	20

Learning Outcome Based Education (LOBE) & Assessment
Summative – Blue – Print – Model
(Articulation Mapping with Course Learning Outcome (CLOs))

Unit	CLOs	K-Level	Section – A MCQs		Section – B Short Answer		Section – C (Either or Choice)	Section – D (Open Choice)
			No. of Questions	K-Level	No. of Questions	K- Level		
I	CLO-1	Up to K4	2	K1 & K1	1	K1	2 (K3 & K3)	1 (K3)
II	CLO-2	Up to K4	2	K2 & K3	1	K2	2 (K1 & K1)	1 (K2)
III	CLO-3	Up to K4	2	K2 & K3	1	K1	2 (K4 & K4)	1 (K4)
IV	CLO-4	Up to K4	2	K3 & K4	1	K3	2 (K4 & K4)	1 (K3)
V	CLO-5	Up to K4	2	K2 & K3	1	K2	2 (K2 & K2)	1 (K4)
No. of questions to be asked			10		5		10	5
No. of question to be answered			10		5		5	3
Marks for each question			1		2		5	10
Total marks for each			10		10		25	30

K1 – Remembering

K2 – Understanding

K3 – Application

K4 – Examining, analyzing and presentation

Distribution of Section-wise Marks with K-Levels

K Levels	Section – A (No Choice)	Section – B (No Choice)	Section – C (Either or)	Section – D (Open Choice)	Total Marks	% of Marks without choice
K1	2	4	10	-	16	13.33
K2	2	4	10	10	26	21.67
K3	4	2	10	20	36	30.00
K4	2	-	20	20	42	35.00
Total Marks	10	10	50	50	120	100.00