AC – 28/03/2025
Item No. – 5.4 (1)

# As Per NEP 2020

# University of Mumbai

| Syllabus for<br>Basket of OE<br>Vertical 3 | |
|---|---|
| **Faculty of Humanities** | |
| **Board of Studies in Economics** | |
| **Second Year Programme** | |
| **Semester** | **III** |
| **Title of Paper** | **Credits** |
| **I) INTRODUCTION TO LABOUR ECONOMICS** | **2** |
| **II) LABOUR ECONOMICS** | **4** |
| **From the Academic Year** | **2025-26** |

**Name of the Course**

# INTRODUCTION TO LABOUR ECONOMICS

# OE (Open Elective)

**SEMESTER-III** **(Credit 2)**

| Sr. No. | Heading | Particulars |
|---|---|---|
| 1 | **Description of the Course:** | Issues about the labour market, wage policy, trade unions and amicable solutions to industrial disputes have become vital for developing countries, especially for India, where the bulk of the labour force is employed in the unorganised sector, and the organised sector is witnessing a phenomenon of 'jobless' growth. This paper intends to provide knowledge of the same and also discusses the importance of labour welfare and social security measures for the growing labour force in India. |
| 2 | **Vertical:** | OE (Open Elective) Course |
| 3 | **Type:** | Theory |
| 4 | **Credit**: | 2 Credits |
| 5 | **Hours Allotted:** | 30 Hours |
| 6 | **Marks Allotted**: | 50 Marks |
| 7 | **Course Objectives**:<br>1. To Introduce the Indian Labour Market and Problems of Labour.<br>2. To Study labour economics with an emphasis on microeconomic theory and empirics.<br>3. To understand the Trade Unions and Problems of Trade Unions in India. | |
| 8 | **Course Outcomes**<br>1. Students will gain a comprehensive understanding of the Indian Labour Market and Problems of Labour.<br>2. Students can learn about labour economics with an emphasis on microeconomic theory and empirics.<br>3. Students can explore Trade Unions and the Problems of Trade Unions in India. | |
| 9 | **Module 1: Introduction – Indian Labour Market** **15 Hrs**<br>Characteristics of the Indian Labour Market - Child Labour and Female Labour – Problems and Measures- Globalisation and Indian Labour Market –Labour Market Reforms – Exit Policy and Need for Safety Nets - Second National Commission on Labour.<br><br>**Module 2: Trade Unionism** **15 Hrs**<br>Definition and Functions of Trade Unions- Historical Evolution of Trade Unions in India and Their Present Status - Problems of Trade Unions in India - Role of Outside Leadership | |

| | |
|---|---|
| **10** | **Text Books:** |
| **11** | **References:**<br>1. Datt R. and Sundaram K.P.M, Indian Economy, S.Chand & Co., New Delhi, 2009.<br>2. Mamoria C.B. and Mamoria S, Dynamics of Industrial Relations, Himalaya Publishing House, Mumbai, 2002.<br>3. Mishra S.K. and Puri V.K, Indian Economy, Himalaya Publishing House, Mumbai, 2002.<br>4. Monappa A, Industrial Relations, Tata McGraw Hill Publishing Company Ltd., New Delhi, 2006<br>5. Ratna Sen, Industrial Relations in India - Shifting Paradigms, Macmillan, New Delhi, 2005.<br>6. Singh J.K, Labour Economics – Principles, Problems and Practices, Deep andDeep Publications Pvt. Ltd., New Delhi, 1998. |
| **12** | **Internal Continuous Assessment: 20** \| **30 marks Semester end Examination** |
| **13** | **Internal Assessment**: **20 marks** (Internal Assessment- without Practical Courses) |

| Sr. No. | Particular | | Marks |
|---|---|---|---|
| 01 | One periodical class test / online examination is to be conducted in the given semester | | 10 Marks |
| 02 | One Project with a presentation based on curriculum to be assessed by the teacher concerned | | 10 Marks |
| | Presentation | 05 Marks | |
| | Written Document | 05 Marks | |

**14**

**External Assessment 30 Marks**

**Marks: 30** **Duration: 1 Hrs.**

| Question No | Particular | Marks |
|---|---|---|
| Q-1 | Attempt Any 1 out of 2<br>A. (Based on Unit I)<br>B. (Based on Unit I) | 10 **Marks** |
| Q-2 | Attempt Any 1 out of 2<br>A. (Based on Unit II)<br>B. (Based on Unit II) | 10 **Marks** |
| Q-3 | Attempt Any 2 out of 4<br>A. (Based on Unit I)<br>B. (Based on Unit I)<br>C. (Based on Unit II)<br>D. (Based on Unit II) | 10 **Marks** |

**************************************

**Name of the Course**

# LABOUR ECONOMICS

## OE (Open Elective)

**SEMESTER-III** **(Credit 4)**

| Sr. No. | Heading | Particulars |
|---|---|---|
| 1 | **Description of the Course:** | Issues about the labour market, wage policy, trade unions and amicable solutions to industrial disputes have become vital for developing countries, especially for India, where the bulk of the labour force is employed in the unorganised sector, and the organised sector is witnessing a phenomenon of 'jobless' growth. This paper intends to provide knowledge of the same and also discusses the importance of labour welfare and social security measures for the growing labour force in India. |
| 2 | **Vertical:** | OE (Open Elective) Course |
| 3 | **Type:** | Theory |
| 4 | **Credit**: | 4 Credits |
| 5 | **Hours Allotted:** | 60 Hours |
| 6 | **Marks Allotted**: | 100 Marks |
| 7 | **Course Objectives**:<br>1. To Introduce the Indian Labour Market and Problems of Labour.<br>2. To Study labour economics with an emphasis on microeconomic theory and empirics.<br>3. To understand the Trade Unions and Problems of Trade Unions in India.<br>4. To understand the Industrial Disputes and Their Settlement Mechanism.<br>5. To analyse the Theories and Principles of Labour Welfare. | |
| 8 | **Course Outcomes**<br>1. Students will gain a comprehensive understanding of the Indian Labour Market and Problems of Labour.<br>2. Students can learn about labour economics with an emphasis on microeconomic theory and empirics.<br>3. Students can explore Trade Unions and the Problems of Trade Unions in India.<br>4. Students can evaluate Industrial Disputes and Their Settlement Mechanisms.<br>5. Students can analyze the Theories and Principles of Labour Welfare. | |
| 9 | **Module 1: Introduction – Indian Labour Market** **15 Hrs**<br>Characteristics of the Indian Labour Market - Child Labour and Female Labour – Problems and Measures- Globalisation and Indian Labour Market –Labour Market Reforms – Exit Policy and Need for Safety Nets - Second National Commission on Labour. | |

| | |
|---|---|
| | **Module 2: Trade Unionism** **15 Hrs**<br>Definition and Functions of Trade Unions- Historical Evolution of Trade Unions in India and Their Present Status - Problems of Trade Unions in India - Role of Outside Leadership<br><br>**Module 3: Industrial Relations** **15 Hrs**<br>Causes of Industrial Disputes and Their Settlement Mechanism - Collective Bargaining – Concept, Features, Importance and Pre-requisites for Successful Collective Bargaining - Collective Bargaining in India - Workers" Participation in Management –Concept, Objectives and Forms of Workers Participation in India.<br><br>**Module 4: Labour Welfare and Social Security** **15 Hrs**<br>Concept, Theories and Principles of Labour Welfare - Agencies for Labour Welfare - Role of the Labour Welfare Officer - Social Security – Concept; Social Assistance and Social Insurance - Social Security Measures in India - International Labour Organization and Its Impact on Indian Labour Legislations. |
| **10** | **Text Books** |
| **11** | **References:**<br>1. Datt R. and Sundaram K.P.M, Indian Economy, S.Chand & Co., New Delhi, 2009.<br>2. Mamoria C.B. and Mamoria S, Dynamics of Industrial Relations, Himalaya Publishing House, Mumbai, 2002.<br>3. Mishra S.K. and Puri V.K, Indian Economy, Himalaya Publishing House, Mumbai, 2002.<br>4. Monappa A, Industrial Relations, Tata McGraw Hill Publishing Company Ltd., New Delhi, 2006<br>5. Ratna Sen, Industrial Relations in India - Shifting Paradigms, Macmillan, New Delhi, 2005.<br>6. Singh J.K, Labour Economics – Principles, Problems and Practices, Deep andDeep Publications Pvt. Ltd., New Delhi, 1998. |
| **12** | **Internal Continuous Assessment: 40** \| **60 marks Semester end Examination** |
| **13** | **Internal Assessment**: **40 marks (**Internal Assessment- without Practical Courses) |

| Sr. No. | Particular | | Marks |
|---|---|---|---|
| 01 | One periodical class test / online examination is to be conducted in the given semester | | 20 Marks |
| 02 | One Project with a presentation based on curriculum to be assessed by the teacher concerned | | 10 Marks |
| | Presentation | 05 Marks | |
| | Written Document | 05 Marks | |
| 03 | Active participation in routine class instructional deliveries and overall conduct as a responsible learner, mannerism and articulation and exhibit of leadership qualities in organizing related academic activities | | 10 Marks |

| | |
|---|---|
| 14 | **Question Paper Pattern** |

# Question Paper Pattern

**External Assessment 60 Marks**

**Marks: 60** **Duration: 2 Hrs.**

| Question No | Particular | Marks |
|---|---|---|
| Q-1 | Attempt Any 2 out of 3<br>A. (Based on Unit I)<br>B. (Based on Unit I)<br>C. (Based on Unit I) | 15 **Marks** |
| Q-2 | Attempt Any 2 out of 3<br>A. (Based on Unit II)<br>B. (Based on Unit II)<br>C. (Based on Unit II) | 15 **Marks** |
| Q-3 | Attempt Any 2 out of 3<br>A. (Based on Unit III)<br>B. (Based on Unit III)<br>C. (Based on Unit III) | 15 **Marks** |
| Q-4 | Attempt Any 2 out of 3<br>A. (Based on Unit IV)<br>B. (Based on Unit IV)<br>C. (Based on Unit IV) | 15 **Marks** |

## Letter Grades and Grade Points:

| Semester GPA/ Programme CGPA Semester/ Programme | % of Marks | Alpha-Sign/ Letter Grade Result | Grading Point |
|---|---|---|---|
| 9.00 - 10.00 | 90.0 - 100 | O (Outstanding) | 10 |
| 8.00 - < 9.00 | 80.0 - < 90.0 | A+ (Excellent) | 9 |
| 7.00 - < 8.00 | 70.0 - < 80.0 | A (Very Good) | 8 |
| 6.00 - < 7.00 | 60.0 - < 70.0 | B+ (Good) | 7 |
| 5.50 - < 6.00 | 55.0 - < 60.0 | B (Above Average) | 6 |
| 5.00 - < 5.50 | 50.0 - < 55.0 | C (Average) | 5 |
| 4.00 - < 5.00 | 40.0 - < 50.0 | P (Pass) | 4 |
| Below 4.00 | Below 40.0 | F (Fail) | 0 |
| Ab (Absent) | - | Ab (Absent) | 0 |

| | | | |
|---|---|---|---|
| **Sign of BOS Chairman<br>Prof. Suresh Maind<br>Board of Studies in Economics** | **Sign of the Offg.<br>Prof Manisha Karne<br>Associate Dean<br>Faculty of Humanities** | **Sign of the Offg. Dr. Suchitra Naik<br>Associate Dean<br>Faculty of Humanities** | **Sign of the Dean<br>Prof. Dr Anil Singh<br>Faculty of Humanities** |