

Master of Arts in Labour Studies (MLS)

Courses of Study

**Master's Degree Programme under Dean's Office
Faculty of Humanities and Social Sciences
Tribhuvan University**



2076 (2019)



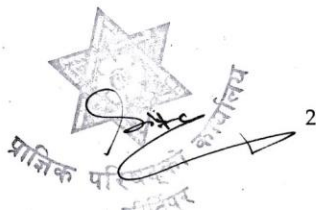
**Master of Arts in Labour Studies under Dean's Office of the Faculty
of Humanities and Social Sciences
Tribhuvan University**

1. The Context

Population of all age, sex and ability/disability is consumer of produced goods and services, but only a segment of the population produces it, hence the producers of such goods and services is called the labour. Labour is not confined in production of economic goods and services; it is equally responsible to generate social capital and activities that have no economic price tag. Thus, labour is a dynamic field of study, distinguished by its focus on work and labour relations. Work affects everyone and everything and determines how working people spend many of their waking hours and shapes position in society, it determines ones health and economic well-being, and her/his self-image. It determines the structure of a society and economy.

Dean's Office of the Faculty of Humanities and Social Science in Tribhuvan University introduced Master's degree in 'Labour Studies' as an interdisciplinary academic program and get endorsed from the faculty board and academic council in July 2019. The subject is established drawing on history, sociology, economics, population and demography, political economy, women's studies, industrial relations, labour migration and human security, relationship between human rights and labour right; labour justice and labour law; food, nutrition and labour productivity; labour statistics and research methodology; and other fields in assessing the place of labour and working people in society. The course is needed to make students to know more about the position of labour and working people in society. Further, the course will be of particular interest to trade unionists at the leadership, activist, and general membership levels.

The Master's programme in labour studies and nature of its course deal with conceptual, theoretical and practical issues concerning the functioning and dynamics of work, labour and livelihood. Nature of employment patterns and employment relations are changing due course of time. The employment is characterised by growing informality and various forms of work related insecurities in the developed as well as developing nations. Workers in the developing countries are facing effects of globalisation and international restructuring of the global labour market in forms of sub-contraction, casualisation and contractualisation. Models of social protection make work and employment vulnerable or secure with the market fluctuation across the globe. Therefore, it is imperative to understand how working class- both in the formal and informal sectors is managing their social security needs including benefits from employers, work safety, wages and also state assured benefits need to be prime focus of the labour study.


प्रान्तिक परिसर कार्यालय
काठमाडौं


मानविकी तथा सामाजिक शास्त्र संका
डीनको कार्यालय
काठमाडौं

In this connection, the course highlights the conceptual/theoretical and practical issues such as globalization and its impact on employment generation; social history and theoretical foundation and labour economics; role of trade union and collective bargaining; labour movement, labour migration and human security; role of human capital formation (health, education) and social structure (caste/ethnicity) in demand and supply of labour; class and gender in labour market; role of corporate governance in labour rights and security; occupational safety and health. The course further covers issues such as research methodology and labour statistics; human rights and labour rights; care economy and informal sector; human resource projection and strategy; social dialogue and negotiation; labour diplomacy and human security; labour movements and social transformation in Nepal; poverty, inequality and employment in Nepal; food, nutrition and labour productivity; labour demography and labour mapping and GIS. The course has also an intense debate surrounding the impact of labour laws and bi-lateral labour agreements on employment generation in the country.

2. MLS PROGRAM

The two year Master of Labour Studies with a Major (specialisation) provides solid and balanced academic and professional teaching/training in theory and methods relevant to labour studies. The programme in general and its Majors (specialisation) in particular, are designed to endow students with theoretical and methodological capabilities to conduct policy analysis and academic research. Applied theories, techniques and tools are situated within a deeper understanding of their theoretical and methodological settings. Therefore, Master of Labour Studies teaching establishes a balance between academic depth and professional relevance.

Salient Features of MLS Program

Total credits = 60

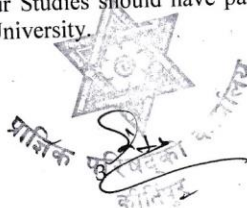
Thesis writing is compulsory, which carries weight of Six (6) credits

English as medium of instruction

Class hours: Flexible – morning or evening

Admission Process and Number of Students

Admission for each batch of MLS programme will be opened once a year. A candidate shall apply in the prescribed form, obtained from the office of the Programme Coordinator or Dean's Office, following payment of necessary fees. In order to take an admission, Dean's office or the office of the programme coordinator will run an eligibility test/qualifying examination as entrance exam. Name list of students to be admitted will be published on the basis of merit of entrance test. Marks obtained by the student at bachelor level could also be another basis of framing merit for admission. There will be scope of admission of 50 students in one batch. Prospective students of MA in Labour Studies should have passed the bachelor's level in any disciplines recognized by Tribhuvan University.



Teaching Hours

Total credit of the Master in Labour Studies course is 60. One credit equals 16 hours of teaching. Each paper will be of maximum 3 credit or 48 hours of teaching (including assignments, project works and internal assessment). Thesis writing carries weights of six (6) credits. The first three semesters, offer five papers of equally three (3) credits. Fourth semester offer three (3) papers of 3 credits each and a thesis writing of 6 credits. Teaching load of thesis supervision include three students equals three credits or 48 teaching hours in a semester. In this way the course offer 18 teaching papers including both compulsory and major streams (equally of 3 credits each = 54 credits) and thesis of six credits.

The Evaluation Scheme

Evaluation schemes differ by the nature of paper. Practical papers like labour mapping and GIS may give more weight in internal evaluation and less in external exams/evaluation. In general there will be 40:60 percentage ratio of evaluation scheme i.e. 40% to internal evaluation and 60% to external evaluation/exam.

Nature and Structure of Course

The teaching modules of the MLS programme comprises of (a) compulsory/core courses, (b) specialization courses, and (c) options. The core courses are offered in the first and second semesters while the rest – core courses and specialization courses including options – are offered in the third and fourth semesters. The Master of Labour Studies is structured as follows:

MA in Labour Studies (MLS) – Course Structure

List of Courses by semester

First Semester: 5 courses x 3 credits = 15 credits

Code No.	Subject Title	Credits
Compulsory/core subjects		
MLS. 551	Introduction to Labour Studies	3
MLS. 552	Theoretical Foundations of Labour Studies	3
MLS. 553	Society, Culture and Labour	3
MLS. 554	Economics of Labour Market	3
MLS. 555	Labour Migration	3

Second Semester: 5 courses x 3 credits = 15 credit

Code No.	Subject Title	Credits
Compulsory/core subjects		
MLS. 556	Labour Standards and Labour Law	3
MLS. 557	Globalisation and Labour	3
MLS. 558	Labour Statistics	3
MLS. 559	Human Rights and Labour Rights	3
MLS. 560	Gender and Labour	3

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Third Semester: 5 courses x 3 credits = 15 credit

Code No.	Subject Title	Credits
Compulsory/core subjects		
MLS. 561	Care Economy and Informal Sector	3
MLS. 562	Labour Research Methodology	3
MLS. 563	Occupational Health Safety and Social Security	3
Major /Optional Papers (one paper from each of 564 and 565)		
MLS. 564.1	Social Dialogue and Negotiation	3
MLS. 564.2	Labour Movements and Social Transformation in Nepal	
MLS. 565.1	Human Resource Projection and Strategy	3
MLS. 565.2	Labour Demography	

Fourth Semester: 3 courses x 3 credits = 9 credits and Thesis 6 credits = 15 credits

Code No.	Subject Title	Credits
Compulsory/core subjects		
MLS. 566	Labour Diplomacy and Human Security	3
MLS. 567	Poverty, Inequality and Employment in Nepal	3
MLS. 568.1	Planning, Monitoring & Evaluation (PM&E) of Employment	3
MLS. 568.2	Food Nutrition and Labour Efficiency	
MLS. 568.3	Labour Mapping and GIS	
MLS. 569	Thesis	6



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1. Introduction to Labour Studies

Course No.: MLS 551

Nature of the Course: Theory and Practice

Semester: First

Period per Week: 3

Total teaching hours: 48

The purpose of this paper/module is to familiarise students with the main analytic debates in the field of labour and development. Four institutional domains that have labour implication to intermediate development outcomes are 1) households, family and kinship; 2) the community 3) the market, and 4) the state. Population processes i.e. fertility, Mortality and migration and its age sex composition determines the supply of labour force. Structure of labour market and nature of work determines its demand. Employment is the source of social justice/injustice and the level of wellbeing. This paper begins with an introductory survey of conceptual approaches to labour followed by a treatment of central topics which include: classification of population by participation status; composition of workforce; labour and social justice/social protection; labour/employment and poverty/development.

Objectives and learning outcomes of the module are

By the end of this course students should be able to command and demonstrate the following knowledge and skills in the field of gender and labour relations:

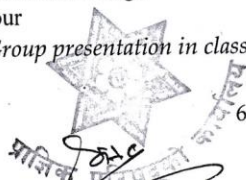
- familiarity with key analytic debates in the field of labour and development
- an ability to relate these debates to development theory, policy and practice
- an ability to evaluate the impact of development interventions (policies, projects and institutional reform) on issues of labour justice.

Unit	Unit Outline	Teaching Hours
1	Definition, Classification and Composition of Labour	10
2	Supply and demand of Labour	10
3	Labour standards and Labour market Measurement	10
4	Descent work and labour justice	9
5	Composition and characteristics of Nepali labour force	9

Unit 1: Definition, Classification and Composition of Labour

- Economic definition and classification of labour
- Sociological definition of labour
- Historical meaning of labour
- Labour as integrating activity
- Classification of population by labour force participation and employment status
- Employment and social change
- Division of labour

Internal Assessment: Group presentation in class by sub units



Readings

- Franz Baermann Steiner. (1957). Towards a Classification of Labour. *Sociologus, Neue Folge / New Series*, Vol. 7(2), pp. 112-130. <https://www.jstor.org/stable/43643911>. Accessed: 21-07-2019.
- Henry S. Shryock, Jacob S. Siegel and Associates. (1976). Economic characteristics, in *The Methods and Materials of Demography (Chapter 12)*. London Sydney Tokyo Toronto: Academic Press Inc.
- ILO. (2012). International Standard Classification of Occupations ISCO-08. Geneva: International Labour Office.
- ILO. (2019). World Employment and Social Outlook: Trends 2019. Geneva: International Labour Office.
- Jukka Gronow (2016). *On the formation of Marxism: Karl Kautsky's theory of capitalism, the Marxism of the Second International and Karl Marx's Critique of political economy (Chapter – 16- The Principle of Labour)*. Leiden/Boston: Brill. Stable URL: <https://www.jstor.org/stable/10.1163/j.ctt1w8h23p.20>.

Unit 2: Supply and demand of Labour

- The demand of labour
- Population processes and supply of labour (Fertility, mortality and migration)
- Age/sex composition – determinants of labour supply
- Working age population and family support system

Internal Assessment: Class test and project works

Readings

- Sydney H. Coontz. (1998 Reprint). Population theories and economic interpretation (Chapter-8: The demand for labour). London: Routledge & Kegan Paul Ltd.
- David E. Bloom, David Canning and Jaypee Sevilla (2003). *The Demographic Dividend (A New Perspective on the Economic Consequences of Population Change)*. A RAND Program of Policy-Relevant Research Communication.
- Chris Robinson and Nigel Tones. (1982). Family Labour Supply and Fertility: A Two-Regime Model. *The Canadian Journal of Economics*, 15(4) pp. 706-734. Stable URL: <https://www.jstor.org/stable/134923> Accessed: 26-07-2019.

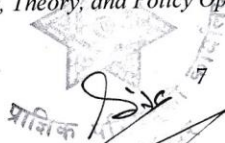
Unit 3: Labour standards and Labour market Measurement

Participation rate, work and employment, unemployment, time and income rate of employment; key labour market indicators (KILM); labour standards; ---

Internal Assessment: Class test and project works

Readings

- Kaushik Basu, Henrik Horn, Lisa Román and Judith Shapiro (2003). *International Labor Standards: History, Theory, and Policy Options*. Blackwell Publishing Ltd.



- ILO. (2012). International Standard Classification of Occupations ISCO-08. Geneva: International Labour Office.
- ILO. (2019). World Employment and Social Outlook: Trends 2019. Geneva: International Labour Office.
- ILO (2016). *Key Indicators of the Labour Market*, (Ninth edition). Geneva: International Labour Office (ILO).

Unit 4: Decent work and labour justice

- Concept and definition of decent work
- Labour justice: The four traps of neo-liberal theories and policies; issues of labour justice (The meaning of full employ, The working of labour markets, The organisation of work, Household organisation, social provision and self-sufficiency)
- Climate change and job resilience
- Labour issue in Sustainable Development Goals (Goal 8)
- Labour, poverty and social exclusion

Internal Assessment: Class test and project works

Readings

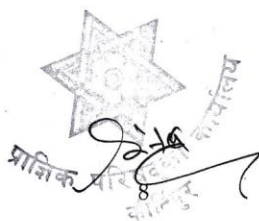
- ILO. (2019). *Time to Act for SDG 8: Integrating Decent Work, Sustained Growth and Environmental Integrity*. Geneva: International Labour Office (ILO).
- Michael Kitson, Ron Martin and Frank Wilkinson. (2000). Labour markets, social justice and economic efficiency. *Cambridge Journal of Economics*, 24(6), pp. 631-641. Stable URL: <https://www.jstor.org/stable/23600417> Accessed: 26-07-2019.
- Sen, A. (2000). *Social exclusion: Concept, application, and security*. Asian Development Bank, Social Development Papers No. 1.
- Jean-Philippe Deranty and Craig MacMillan. (2012). The ILO's Decent Work Initiative: Suggestions for an Extension of the Notion of "Decent Work". *Journal of Social Philosophy*, 43(4), pp. 386-405.

Unit 5: Composition and characteristics of Nepalese labour force

- Reading guided teaching and project work

Readings

- CBS. (2019). *Report on the Nepal Labour Force Survey (I, II & III), 2017/18*. Kathmandu: Central Bureau of Statistics (CBS).
- CBS. (2011). *Nepal Living Standard Survey* (Vol. 1 and Vol 2). Kathmandu: Central Bureau of Statistics (CBS).
- CBS. (2014). *Population Monograph of Nepal (Vol. 3): Economic Demography*. Kathmandu: Central Bureau of Statistics (CBS).



2. Theoretical Foundations of Labour Studies

Course No.: MLS 552

Nature of the Course: Theory and Practice

Total credit: 3

Total teaching hours: 48

Teaching hours per Week: 3

Semester: First

Theoretical Foundations of Labour Studies is the most prominent issues in philosophical and scientific thoughts on labour studies. The aim of studying a wide variety of theories on Labour Studies is to make more intelligible and better understood. This master's course will introduce students to the different school of thoughts and also the different waves and thoughts of value of labour in the pre capitalist and capitalist society. By the end of this course, students are expected to be conversant in different labour theories and have the intellectual equipment to understand critically, logically and coherently.

Objectives:

- To introduce students with the major theoretical concepts of work and value of the Labour
- To expose strong academic and theoretical perspectives and also making able to see analytically and critically
- To make the skill of recognizing behavior patterns and their comparison with the theories learned.

Class Format:

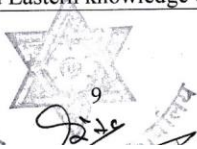
Classes consist of lectures, presentations and discussions. Occasionally, experts from outside, practitioners and experts on labour market will invite as guest lectures. Typically, an hour lecture is followed by one or two class presentations and also followed by class discussion.

Assessment Method:

Grading consists of one set examination at the end of the course, one analytical essay or policy brief or book review, one group assignment, class presentations and class participation.

- ❖ Attendance (10%)
- ❖ Internal Assessment (20%)
- ❖ Group Assignment (10%)
- ❖ Final Exam (60%)

Unit	Unit Outline	Teaching Hours
1	Introduction to theories of labour	4
2	Nature and organization of work and value of labor	6
3	Division of Labour before Marx	12
4	Marx and the Division of Labour	14
5	Durkheim, Max Weber and Eastern knowledge on Division of labour	12



Course Content:

Unit 1: Introduction to theories of labour

4 hours

Reading Guided teaching and classroom works

Readings:

- Meek R. L. (1973). *Studies in the Labour Theory of Value*, 2nd edition. London: Lawrence & Wishart.
- Vianello, F. (1987). "Labour theory of value", in: Eatwell, J. and Milgate, M. and Newman, P. (eds.): *The New Palgrave: A Dictionary of Economics*, Macmillan & Stockton, London & New York.

Unit 2: Nature and organization of work and value of labor

6 hours

Reading Guided teaching and classroom works

Readings:

- G.A. Cohen (1979). *The Labour Theory of Value and the Concept of Exploitation*, in his *History of Labour and Freedom*.

Unit 3: Division of Labour before Marx

12 hours

- Concepts of Division of Labour
- Classical Greece: The Division of Labour as Justice
- The Scottish Inquiry: The Division of Labour and Modes of Subsistence
- Hegel
- The Early Socialists
- The Deskilling of Labour and the Factory System: Ure and Babbage
- Mercantilism

Readings:

- V. Foley, (1974). *The Division of labour in Plato and Smith*, *History of political economy*, vol. 6.
- R. J. Littman, (1974). *The Greek experiment: Imperialism and social conflict 800-400BC* London: Thames & Hudson,
- J. A. Schumpeter, (1954). *History of Economic Analysis*. London: Allen & Unwin.
- Adam Smith, (1961). *The Wealth of Nations*, ed. E. Cannon (London: Methuen, 1961) Vols. 1 & II.



Unit 4: Marx and the Division of Labour

14 hours

- The Prelude to 1844
- The Economic and Philosophic Manuscripts of 1844
- The German Ideology
- The Poverty of Philosophy (1847)
- The Transition from 'Market' to 'Production'
- Division of Labour and the Theory of Surplus Value
- Production in General, the Labour Process and the Division of Labour
- Large-Scale Production and the Duality of the Capitalist Production Process
- The Capitalist Transformation of the Division of Labour
- Critiques of Marx on division of labour

Readings:

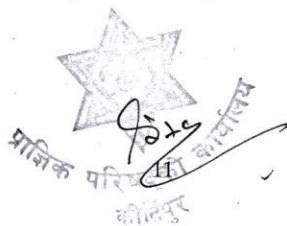
- Lenin, (1975). *The three sources and three component parts of Marxism*, Selected Works, vol.1 Moscow: Progress Press.
- Marx, (1970). *Economic and philosophic manuscripts of 1844*, ed. D. Struik. London: Lawrence & Wishart.
- Marx and Engels, (1965). *The German ideology*. London: Lawrence & Wishart.
- Meszaros, (1970). *Marx's theory of alienation*. London: Merlin Press,
- Marx, K. (1978). *Wages, labour and capital* in R. Tucker (ed), *The Marx and Engels Reader*, Penguin, London.

Unit 5: Durkheim, Max Weber and Eastern knowledge on Division of labour 12 hours

- Durkheim on division of labour
- Max Weber on labour
- Confuciasm/Kautilya/Ambekar
- Socialism with Chinese Characteristics

Readings:

- Emile Durkheim, (1984). *The division of labour in society*, Macmillan Society, UK.
- Weber, M. (1978). *Economy and society: An outline of interpretive sociology*. University of California Press.



3. Society, Culture and Labour

Course No.: MLS 553

Nature of the Course: Theory and Practice

Total credit: 3

Total teaching hours: 48

Teaching hours per Week: 3

Semester: First

Unit I: Concepts of Human Society

9 hrs.

- a) Fundamentals of human society
- b) Production of human society
- c) Change and Transformation of human society
- d) Concept of production: (production of society and production in society)

Readings:

Maciver, R. M. and Charles H. Page (1962). *Society: An Introductory Analysis*
Marx, Karl & Fredrik Engels. (1965). *The German Ideology*. New York : International Publishers
Marx, Karl. (1887). *Capital: A Critique of Political Economy*. Vol. 1 Pp. 1-102

Unit II: Understanding of Culture

12 hrs.

- a) Definition and characteristics of culture
- b) Evolution, change and transformation of culture
- c) Culture as capacity [for production, reproduction and perpetuation of society]
- d) Culture and labor
- e) Theoretical perspectives on labor

Readings:

Kottak, Conrad Phillip, (2018). *Cultural Anthropology*
Geertz, Clifford. 1973. The Impact of the Concept of Culture on the Concept of Man in
Interpretations of Culture: Selected Essays. New York: Basic Books. pp. 33-54
Geertz, Clifford. 1973. The Growth of Culture and the Evolution of Mind in *Interpretations of*
Culture: Selected Essays. New York: Basic Books. pp. 55-86
Harvey, David (2006) *Limits to Capital*. Verso

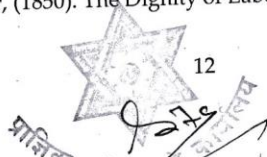
Unit III: Labor and Society

12 hrs.

- a) Labor as social process
- b) Social division of labor
- c) Labor as source social dignity and subordination
- d) Labor theory of value

Readings:

Rubin, I. I. (1973). *Essays on Marx's theory of Value*. Black Rose Books.
The Massachusetts Teacher, (1850). *The Dignity of Labor*. Vol. 3. No. 11.



Tomlins, Christopher, (1995). *Subordination, Authority, Law: Subjects of Labor History in International Labor and Working-Class History*. No 47. Cambridge University Press. Pp. 56-90.

Turner, Terence, (2008). *Marxian Value Theory: An Anthropological Perspective in Anthropological Theory*. Vol. 8(1), Pp. 43-56.

Unit IV: Caste System and Labor

9 hrs

- a) Caste system as mode of production
- b) Caste system as social division of labor
- c) Cultural and social aspects of labor

Readings:

Bista, D. B. (1991) *Fatalism and Development: Nepal's Struggle for Mordernization*. Orient Blackswan.

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Unit V: Social Forms and Organizations of Labor in Nepal

6 hrs

- a) Social history of labor organizations in Nepal (*guthi, parma, Jajamani, bista* system)
- b) Formal labor, informal labor, substantive labor
- c) Forms of exploitative labor organizations in Nepal (*kamaiya, haliya Jhara* etc)

Readings:

Regmi, M C (1974). *Land Tenure and Taxation in Nepal*

Polanyi, Carl. ... *Great Transformations*

Robertson, A (...) *Forced to Plough*. INSEC-ASI. Kathmandu

Shakya, Mallika, (2018). *Death of Industries*



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4. Economics of Labour Market

Course No.: MLS 554

Nature of the Course: Theory and Practice

Total credit: 3

Total teaching hours: 48

Teaching hours per Week: 3

Semester: First

Overall course objective: This course intends to provide knowledge on economic analysis that circumvents how workers, firms and the government interact each other in shaping the outcomes in the labour market; this primarily focuses on employment and earnings.

Learning objectives: The students will learn fundamental economic theories behind labour market. They include theories on labour demand and supply, their aggregation and equilibrium in labour market. Furthermore, the study puts special emphasis on wage determination from the perspectives of different school of thought and linking it with the labour productivity. The role of trade unions is also discussed in this regard. The course intends to provide knowledge behind intricate relationship among labour market imperfections, minimum wages, and labour market dynamics.

Unit	Unit Outline	Teaching Hours
1	Studies on labour economics	5
2	Labour supply	5
3	Theories on employment	5
4	Demand of Labour	8
5	Wages and productivity	10
6	Labour market equilibrium and dynamics	15

Unit 1: Studies on labour economics

5 Hrs.

Labour as a factor of production and in the development of economic thought, evolution of labour economics as a discipline post-1945, recent trends in labour economics, labour issue in public policies.

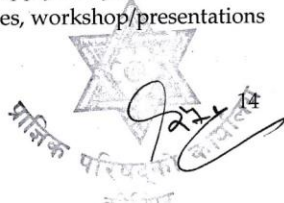
Teaching method: lectures, workshop/presentations, case studies

Unit 2: Labour supply

5 Hrs.

Human capital formation, participation in work, theories of Individual labour supply, determinants of labour supply, labour supply curve and its shifting, aggregate labour supply analysis.

Teaching method: lectures, workshop/presentations



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Unit 3: Theories on employment

5 Hrs.

Classical and Keynesian theory of employment, sticky wages and rate of unemployment, inflation and unemployment: Philips curve

Teaching method: lectures, workshop/presentations

Unit 4: Demand of Labour

8 Hrs.

Determinants of labour and its demand function, problems in aggregating labour demand, elasticity of labour demand with respect to wage, wage structure and its determination – market mechanisms, market clearing and efficiency, wage determinant and follower firms, theories of wage determination.

Teaching method: lectures, workshop/presentations

Unit 5: Wages and productivity

10 Hrs.

Causes of wage differentials, trade caused differentials, technology determined differentials, regional wage inequalities, executive pay, productivity and education, international productivity comparisons, short and long-run trends in productivity, linking wages with productivity, wages and fringe benefits.

Teaching method: lectures, workshop/presentations

Unit 6: Labour market equilibrium and dynamics

15 Hrs.

Imperfect labour market and asymmetry in information, labour market frictions, dynamic monopsony, efficiency wages, discrimination, search and matching models, institutional aspects of labour markets, trade unions and professional association, minimum wages, fair wage and living wage, basic need approach and capacity to pay, equal pay acts, exploitative and unfair labour practices, active labour market policies and national income policy.

Teaching method: lectures, workshop/presentations, case studies

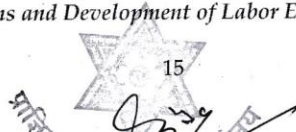
Suggested text books:

Borjas, G.J. (2015). *Labor Economics*, 7th Edition. London: Irwin/McGraw-Hill.

Ehrenberg, R.G. and R.S. Smith (2012). *Modern Labor Economics: Theory and Public Policy*. 12th Edition, Prentice Hall.

McConnell, S. Brue and D. MacPherson (2009). *Contemporary Labor Economics*, 8th edition, McGraw-Hill.

McNulty, P. (1984). *The Origins and Development of Labor Economics*. MIT Press.



ILO (1992), *Wages : A Workers Manual*. Geneva: International Labour Office,.

Reference books:

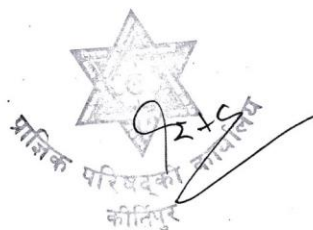
Boeri, T., and J. Van Ours (2013). *The economics of imperfect labor markets*. Princeton University Press.

Esping-Andersen, G., and M. Regini, eds. (2000). *Why deregulate labour markets?* Oxford University Press.

Schmid, G., and B. Gazier, eds. (2002) *The dynamics of full employment: Social integration through transitional labour markets*. Edward Elgar Publishing.

Boeri, T., M. Castanheira, R. Faini, and V. Galasso, (eds.) (2006) *Structural reforms without Prejudices*. Oxford University Press.

Layard, R., S. Nickell, and R. Jackman (2005) *Unemployment: macroeconomic performance and the labour market*. Oxford University Press.



5. LABOUR MIGRATION

Course No.: MLS 555

Total credit: 3

Nature of the Course: Theory and Practice

Total teaching hours: 48

Teaching hours per Week: 3

Semester: First

Course Objectives

Labour migration is regarded mainly as a measure to livelihood, means for personal development, poverty reduction and prosperity. Recent trend of both national and international labour migration has massively changed. Worldwide and from Nepal, a large number of youths have left for abroad in search of jobs and education. The main objective of this course is to familiarize students with the concept of labour migration and its current dimensions in relation to historical and fundamental theoretical concepts. The learning objectives are to impart students with both theoretical and practical concepts of migration in relation to labour, remittance, governance, development and vulnerability.

Note: Each unit is designed to complete in 8 hours. Students will make their presentations at least once a week in the class.

Unit	Unit Outline	Teaching Hours
1	Introduction to labour migration	8
2	Theories related to labour migration	8
3	Labour migration and remittance	8
4	Labour migration governance and vulnerability	8
5	Labour migration and development	8
6	Project work	8

Unit 1 Introduction to labour migration

Teaching hrs.: 8

- 1.1 Concept and definition of migration
- 1.2 Migration typology
- 1.3 Labour migration, Diaspora and student migration: Trends and patterns
- 1.4 Drivers of labour migration and their impacts
- 1.5 Students presentation on concept of migration

Readings:

Bhattarai, K.D., Bidhan Acharya, Amod Poudyal & Rajan Paudel. (2019). *Demography: Health and Social Sciences*. Kathmandu: Koselee Publications.

Bhende, A. A., & Kanitkar, T. (1978). *Principles of population studies*. Delhi: Himalayan Publishing House.

IOM & MPI (2007). *Developing a road map for engaging diasporas in development: A handbook for policymakers and practitioners in home and host countries*.



https://publications.iom.int/system/files/pdf/diaspora_handbook_en_for_web_28may2013.pdf

IOM and NIDS (2019). Migration profile of Nepal (upcoming).

United Nations (2017). *International migration report*. https://www.un.org/en/development/desa/population/migration/publications/migrationreport/docs/MigrationReport2017_Highlights.pdf.

Unit 2 Theories related to labour migration

Teaching hrs.: 8

- 2.1 Classical theories
- 2.2 Spatial and human interaction
- 2.3 Mobility transition
- 2.4 Migration as a world system and livelihood
- 2.5 Migration as a relative deprivation
- 2.6 Students presentation on migration and development

Readings

Haas, H.D. (2008). Migration and development: A theoretical perspective. <https://www.imi-n.org/.../migration...>

IOM (2018). Migration and the 2030 agenda: A guide for practitioners. https://publications.iom.int/system/files/pdf/sdg_en.pdf.

Kirby, G. *ZIPF'S LAW*. <http://www.geoffkirby.co.uk/ZIPFSLAW.pdf>.

Lee, E.S. (1966). A theory of migration. *Demography*, Vol.3, pp. 428-445.

Ravenstein, E.G. (1885). The laws of migration, *Journal of the royal statistical society*, Vol. 48, pp. 167-235.

Ravenstein, E.G. (1889). The laws of migration. *Journal of the royal statistical society*, Vol. 52, pp. 241-305.

Schiller, N.G. (2009). A global perspective on migration and development. https://www.researchgate.net/publication/233618177_A_Global_Perspective_on_Migration_and_Development.

Todoaro, Michael P. (1977). *Internal migration in developing countries: A review of theory, evidence, methodology and research priorities*. Geneva: International Labour Organization.

Wilbur Zelinsky (1971). The hypothesis of the mobility transition. *American geographical society*. Vol 6, No. 2, pp. 219-249

Unit 3 Labour migration and remittance

Teaching hrs.: 8

- 3.1 Cycle of foreign labour migration
- 3.2 Recruitment process for foreign labour in Nepal: Opportunities and challenges
- 3.3 Cost of migration (Economic, social, cultural)
- 3.4 Role of foreign labour migration in economic development
- 3.5 Concept of remittance: types, volumes and channels
- 3.6 Students presentation on labour migration and remittance

Readings



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कार्यलय



- CESLAM (2017). Labour migration and remittance economy: The socio-political impact. <https://www.ceslam.org/index.php?pageName=publication&pid=55>.
- Gurung, G., & Khatriwada, P.P. (2013). *Nepali women in the Middle East: A case study of Lebanon, Saudi Arabia, UAE and Kuwait*. Kathmandu: NIDS.
- Michael Lollmair, et.al. (2007). New figures for old stories: Migration and remittances in Nepal, 2007. <https://ideas.repec.org/a/mig/journal/v3y2006i2p151-160.html>.
- United Nations (2006). Gender, migration, remittances and development. https://www.un.org/en/development/desa/population/migration/events/coordination/5/docs/P02_INSTRAW.pdf.

Unit 4 Labour migration governance and vulnerability

Teaching hrs.: 8

- 4.1 International instruments related to labour migration
- 4.2 National policies on labour migration
- 4.3 Multilateral and bilateral initiatives (Palermo declaration, Colombo process, Abudhabi dialogues, G2G agreements, Nepal India Treaty)
- 4.4 Major areas of vulnerability in relation to migration (focused to human trafficking, safe house, left behind population, rehabilitation and reintegration)
- 4.5 Legal framework against human trafficking
- 4.6 Students presentation on labour migration governance and vulnerability

Readings

- CESLAM (2017). Governing labour migration in Nepal: CESLAM: Kathmandu. <https://www.ceslam.org/docs/publicationManagement/Governing%20Labour%20updated%20edition%202017.pdf>.
- Human Rights Commission (2012). Foreign Labor Migration and Trafficking in Persons in Nepal: A situational Analysis. Kathmandu: National Human Rights Commission.
- IIDS and UNIFEM (2004). Status and Dimension of Trafficking within Nepalese Context. Kathmandu: IIDS and UNIFEM
- IOM (2010). *Mainstreaming migration into development planning: A handbook for policy-makers and practitioners*, Global Migration Group: IOM, Geneva.
- IOM (2018). Migration Governance Snapshot: Federal Democratic Republic of Nepal. <https://migrationdataportal.org/sites/default/files/2018-11/MGI%20Nepal%20final.pdf>
- IOM and NIDS (2019). Migration profile of Nepal (upcoming).
- Nepal Migration Year Book, 2006-2012. Published by Nepal Institute of Development Studies (NIDS).
- Treaty of Peace and Friendship. Signed at Kathmandu, on 31 July 1950. https://web.archive.org/web/20080911035512/http://untreaty.un.org/unts/1_60000/3/9/0004432.pdf.
- UNDOC (2012). A comprehensive strategy to combat trafficking in persons and smuggling of migrants. https://www.unodc.org/documents/human-trafficking/UNODC_Strategy_on_Human_Trafficking_and_Migrant_Smuggling.pdf.
- United Nations. (n.d.). European network against trafficking in human beings.

<http://lastradainternational.org/human-trafficking/legal-framework/united-nations>

Unit 5 Labour migration and development

Teaching hrs.: 8

- 5.1 Brain gain and brain drain in relation to Nepal's development
- 5.2 Labour migration and social, economic, cultural development
- 5.3 Labour migration, education and health
- 5.4 Labour migration and law
- 5.5 Labour migration and political economy
- 5.6 Students presentation on labour migration and development

Readings

- Government of Nepal. (2008). The immigration Manual, 2008. <file:///C:/Users/Admin/Downloads/NPL87470.pdf>.
- Jha, Hari Bansha, Nepal's border relations with India and China. https://eprints.lib.hokudai.ac.jp/dspace/bitstream/2115/53301/1/EBR4-1_004.pdf.
- Khatriwada, P.P. (2014). International migration and citizenship in Nepal. *Population monograph of Nepal*. CBS: Kathmandu. <https://cbs.gov.np/wp-content/uploads/2018/12/Population-Monograph-of-Nepal-2014-Volume-I-FinalPrintReady1.pdf>.
- MoLE (2018). Labour Migration for Employment: A Status report for Nepal: 2015/2016-2016/2017. Kathmandu: Ministry of Labour and Employment.
- MoPE. (2017). National Population Report 2017. Kathmandu: Ministry of Population and Environment.
- Suwal, B.R. (2014). Internal migration in Nepal. *Population monograph of Nepal*. CBS: Kathmandu. <https://cbs.gov.np/wp-content/uploads/2018/12/Population-Monograph-of-Nepal-2014-Volume-I-FinalPrintReady1.pdf>.

Unit 6

Project work: Treated as the main base for internal assessment (8 hrs.).

Class room presentation and Field visit

Guideline for project work:

Guideline for class room presentation: Students presentation should be organized at least once a week. Presentations can be done in group or individually. Students not involved in presentation at least once throughout the semester are not qualified for appearing the in final examination.

Guideline for field visit: Descriptive research paper based on field visit by making questionnaire at recruiting agencies, trade unions, government ministry, private companies, safe house, or similar other areas of vulnerability in connection with labour migration to be assigned by subject teacher and approved by the concerned authority of the field. Students not preparing a research paper based on field visit by their own are not qualified for appearing in the final examination.

