

AFRICAN ECONOMIC RESEARCH CONSORTIUM
COLLABORATIVE MASTERS DEGREE PROGRAMME (CMAP)
IN ECONOMICS FOR ANGLOPHONE AFRICA
(EXCEPT NIGERIA)

JOINT FACILITY FOR ELECTIVES



LABOUR ECONOMICS
COURSE OUTLINE
(Revised: February, 2017)



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Our mailing address is:
African Economic Research Consortium (AERC)
3rd Floor-Middle East Bank Towers Building, Jakaya Kikwete Road
P. O. Box 62882
00200 Nairobi
Kenya



OBJECTIVES

The objectives of the course in Labour Economics are to:

- (a) Provide students with both theoretical and empirical knowledge about the operation and the importance of labour markets;
- (b) Equip students with the analytical skills required for dealing with labour market issues and policies;
- (c) Familiarize students with current issues and policies relating to labour market outcomes with particular emphasis on Africa; and
- (d) Encourage and develop students' skills and interest in undertaking research in labour market issues using African datasets.

ORGANISATION OF THE COURSE

The course is divided into two complementary parts. Part 1 in the first semester (Labour Economics I) covers the general concepts and theory of labour economics. Part 2 in the second semester (Labour Economics II) is devoted to major empirical, institutional and policy issues pertaining to labour markets in developing countries in general and in sub-Saharan Africa in particular.

MAIN TEXTBOOKS

1. Cahuc, P. and A. Zylberberg (2004), Labour Economics, MIT Press, Cambridge, MA.
2. Ehrenberg R. G. and R. S. Smith (2015), Modern Labour Economics: Theory and Public Policy, 12th Edition, Pearson Education.
3. Kauffman and Hotchkiss (2004), Economics of Labour Market, 6th Edition.
4. Handbook of Labour Economics, ed: O. Ashenfelter and R. Layard, New York: North Holland.
5. McConnel, C.R., Brue, S.L and Macpherson D.A (2010), Contemporary labour Economics, 9th Edition, McGraw-Hill.
6. Borjas George (2016) "Labour Economics", seventh edition, McGraw-Hill Education

GRADING

Final grading will be based on end of semester examinations (60%) and continuous assessments or course work (40%). Continuous assessments will comprise:

- (a) Empirical term paper (mostly focuses on review of critical articles) and presentation: 20%.
- (b) One class test: 20%.



SUMMARY OF TOPICS

FIRST SEMESTER: LABOUR ECONOMICS I (PART I)

1. Introduction to Labour Economics and Labour Market Issues in Africa (5 Hours)
2. Labour Supply (17 Hours)
3. Labour Demand (12 Hours)
4. Wage Determination (15 Hours)
5. Education and Human Capital Theory (11 Hours)

SECOND SEMESTER: LABOUR ECONOMICS II (PART II)

1. Job Search, Information, Employment and Unemployment (16 Hours)
2. Labour Mobility (14 Hours)
3. Economics of Labour Market Segregation and Discrimination (10 Hours)
4. Trade Unions (12 Hours)
5. Labour Market Policies (8 Hours)



LABOUR ECONOMICS I (60 HOURS)

(FIRST SEMESTER)

1. INTRODUCTION TO LABOUR ECONOMICS AND LABOUR MARKET ISSUES IN AFRICA (5 HOURS)

- 1.1 Definition and Scope of Labour Economics
- 1.2 Importance of Labour Economics
- 1.3 Evolution of the Labour Market Theory
- 1.4 Labour Economics in the Context of Africa

Required Readings

- (i) Ehrenberg R. G. and R. S. Smith (2015), Modern Labour Economics: Theory and Public Policy, 12th Edition, Pearson Education. Chapter 2.
- (ii) Kerr C. and P. D. Staudohart (2003) Labour Economics and Industrial Relations: Market and Institutions, Harvard University Press
- (iii) Gunderson M. and W. C. Riddell (1988) Labour Market Economics, McGraw-Hill Ryerson Ltd. chapter 13.
- (iv) Byron Eastman (1987), Labour Market Theory and the Canadian experience, Hancourt Brace Jovanovich Canada Inc. chapter 12.
- (v) Ashenfelter O. and R. Layard (1993), Handbook of Labor Economics, New York: Relevant Volumes, Elsevier. Preface.
- (vi) Boyer G. R. and S. S. Smith (2001), 'The Development of the Neoclassical Tradition in Labour Economics', Industrial Labour Relations Review, 54(2).
- (vii) Behrman Jere R (1999) "Labour Markets in Developing Countries", Chapter 43 of Handbook of Labour Economics, Vol. 3B
- (viii) World Bank Reports. Various Issues
- (ix) Mazumdar D. and A. Muzaheri (2000) Wages and Employment in Africa, Ashgate England
- (x) Rosenweig M. (1988), "Labour Markets in Low-income Countries," in Handbook of Development Economics, Vol. 1. ed.: H. Chenery and T. N. Srinivan, North Holland: Amsterdam.
- (xi) Nanfosso T. R. (2010) 'Labour Economics an African Flavoured Notebook'. Editions Universitaire Europeans, Sarrebruck.
- (xii) Fields, G. (2011) , Labour market analysis for developing countries, *Labour Economics*, Vol. 18, s16-s22.
- (xiii) Froelich, M. and Haile, G. (2011), Labour markets in developing countries, *Labour Economics*, Vol. 18, s2-s6.
- (xiv) Borjas George (2016) "Labour Economics", 7th Edition, McGraw-Hill Education



2. LABOUR SUPPLY (17 HOURS)

- 2.1 Participation and Hours Decisions
- 2.2 Short-run Labour Supply Analysis
 - 2.2.1 Simple Static Model
 - 2.2.2 Extensions to the Simple Static Model
 - 2.2.2.1 Fixed Costs
 - 2.2.2.2 Rigid Hours
 - 2.2.2.3 Moonlighting Activity
 - 2.2.3 Household Labour Supply Models
 - 2.2.3.1 Family Labour Model
 - 2.2.3.2 Household Production Model
- 2.3 Application
 - 2.3.1 Effects of Taxes and Transfers
 - 2.3.2 Welfare Programmes

Required Readings

- (i) Cahuc, P. and A. Zylberberg (2004) *Labour Economics*, MIT Press, Cambridge, MA Chapter 1.
- (ii) Killingsworth Mark K. (1983), Labour Supply Cambridge Surveys of Economic Literature, Cambridge: Cambridge University Press, Chapters: 1, 2, 5 & 6.
- (iii) Byron Eastman (1987), Labour Market Theory and the Canadian experience, Hancourt Brace Jovanovich Canada Inc. Chapters 1 & 2.
- (iv) Bosworth D., P. Dawkins, T. Stromback (1996), The Economics of the Labour Market.
- (v) Ehrenberg R. G. and R. S. Smith (2015), Modern Labour Economics: Theory and Public Policy, 12th Edition, Pearson Education Chapters 6 & 7.
- (vi) Kauffman and Hotchkiss (2006), Economics of Labour Market, 6th Edition
- (vii) Elliot R.F. (1991), Labour Economics: A Comparative Text, McGraw-Hill Book, UK

Supplementary Readings

- (i) Miracle M. and B. Fetter (1970), "Backward-sloping labour-supply functions and African economic behaviour," Economic Development & Cultural Change 18 (January): 240-251.
- (ii) Heckman J. J. and T. E. MaCurdy (1980), "A Life Cycle Model of Female Labour Supply," Review of Economic Studies, 18:47-74.
- (iii) Becker G. (1965), "A Theory of Allocation of Time," Economic Journal, 75:493-517.
- (iv) Sandell S. (1977), "Attitude Toward Market Work and the Effect of Wage Rates on the Lifetime Labour Supply of Married Women." Journal of Human Resources, 12:379-386.
- (v) Psacharopoulos G. and Z. Tzannatos (1989), "Female Labour Force participation: An International Perspective," The World Bank Research Observer 4(2).



- (vi) Shisko R. and B. Rostker (1976), "The Economics of Multiple Job Holding," American Economic Review, 66 (3): 298-308.
- (vii) Van der Gaag, M. Stelcner and W. Vijverberg (1989), "Wage Differentials and Moonlighting by Civil Servants: Evidence from Cote d'Ivoire and Peru," International Labour Review, 129 (4): 441-457.
- (viii) Fleisher B. (1971). "The economics of Labour Force Participation, "Journal of Human Resources, 6 (Spring): 139-148.
- (ix) Kuch P. and S. Sharir (1978). "Added and Discouraged Worker Effects in Canada," Canadian Journal of Economics, 11 (February): 112-120.
- (x) Ashenfelter O. and R. Layard (1993), Handbook of Labour Economics. Vol. 1, New York: Elsevier. Chapters 1, 2 and 4
- (xi) Maglad N. A. (1998), "Female Labour Supply in Sudan", AERC Paper, SP 30
- (xii) Mroz T. A. (1987), "The Sensitivity of an empirical model of married women's hours of work to economic and statistical assumptions" Econometrica, 55 (4): 765-799.
- (xiii) Brue S. (2003), Contemporary Labour Economics

Readings on Africa

- (i) Baah-Boateng W, Adjei P and Oduro AD (2013) Determinants of moonlighting in Ghana: an empirical investigation. *African Review of Economics and Finance* 4(2): 176–202.
- (ii) Baah-Boateng, W. Nketia-Amponsah, E. and Frempong, R. (2013). The Effect of Fertility and Education on Female Labour Force Participation in Ghana. *Ghanaian Journal of Economics (GJE)*, 1(1) 108-127, African Finance and Economic Consult.
- (iii) Binzel Christine and Assaad Ragui (2011) Egyptian men working abroad: Labour supply responses by the women left behind, *Labour economics*, Vol. 18, pp s98-s114
- (iv) Siphambe H and Motswapong M (2010). Female Labour Force Participation in Botswana. Results from the 2005/06 Labour Force Survey. *Botswana Journal of Economics*. Vol. 7 Issue 11. October 2010. Pp65-78.
- (v) Siphambe H. K. and Tsie G (2010). The participation of rural women in the Labour Market: A case study of Botswana. *Asian-African Journal of Economics and Econometrics*. Vol. 10. No 1. Pp 135-146
- (vi) Sackey Harry A. (2005) Female Labour Force Participation in Ghana: The Effects of Education, RP 150 September
- (vii) Atieno Rosemary (2006) Female Participation in the Labour Market: The Case of the Informal Sector in Kenya RP 157 July

3. LABOUR DEMAND (12 HOURS)

- 3.1 Types and Forms of Discrimination
- 3.2 Demand in Competitive Labour Markets
 - 3.2.1 Short run and long run analysis
 - 3.2.2 Factor Substitution (Technology)
 - 3.2.3 Minimum Wage Effects



3.3 Demand in Non-competitive Labour Markets

3.3.1 Monopsonistic Markets

3.3.2 Oligopolistic Markets

Required Readings

- (i) Cahuc, P. and A. Zylberberg (2004) *Labour Economics*, MIT Press, Cambridge, MA.
- (ii) Kauffman and Hotchkiss (2004), *Economics of Labour Market*, 6th Edition
- (iii) Bosworth D., P. Dawkins, T. Stromback (1996), *The Economics of the Labour Market*.
- (iv) Ehrenberg R. G. and R. S. Smith (2015), *Modern Labour Economics*, 12th Edition, Pearson Education. Chapter 3.
- (v) Elliot R.F. (1991), *Labour Economics, A Comparative Text*, McGraw-Hill Book, UK
- (vi) Gunderson M. and W. C. Riddell (1988), *Labour Market Economics*, McGraw-Hill Ryerson Ltd. chapters 9, 11, & 12.

Supplementary Readings

- (i) Teal F. (2000), Real Wages and the Demand for Skilled and Unskilled Male Labour in Ghana's
- (ii) Manufacturing Sector: 1991-1995, *Journal of Development Economics*, 61: 447-461
- (iii) Card D. and A. Krueger (1994), Minimum Wages and Employment: A Case Study of the Fast
- (iv) Food Industry in New Jersey and Pennsylvania, *American Economic Review*, 84: 772-793
- (v) Brue, S. (2003), *Contemporary Labour Economics*
- (vi) Archibald G. C. (1960), "Testing Marginal Productivity Theory," *Review of Economics and Statistics*, 27 (June):210-213.
- (vii) Hammermesh D. (1993), "The Demand for Labour in the Long Run." In *Handbook of Labor Economics*, Vol.1, Ashenfelter and Layard.
- (viii) Hammermesh D. (1976), "Economic Studies of Labour Demand and Their Application to Policy Analysis," *Journal of Human Resources*, 11 (Fall): 368-378.
- (ix) Imam M. and J. Whalley (1985), "Incidence Analysis of a Sector-Specific Minimum Wage in a two- sector Harris-Todaro model," *Quarterly Journal of Economics*, 100 (February):207-224.
- (x) Stigler G. (1946), "The Economics of Minimum Wage Legislation." *American Economic Review*, 36 (June):358-367.
- (xi) Nagatani K. (1978). "Substitution and Scale Effects in Factor Demand," *Canadian Journal of Economics*, 11 (August): 521-526.
- (xii) Clark K. and R. Freeman (1980). "How Elastic is the Demand for Labour?" *Review of Economics and Statistics*, 62 (November): 509-520.
- (xiii) Maurice S. (1974). "Monopsony and the Effects of an Externally Imposed Minimum Wage," *Southern Economic Journal*, 41 (October): 283-287.



Readings on Africa

- (i) Bhorat, H., R. Kanbur & B. Stanwix (2012) Estimating the Impact of Minimum Wages on Employment, Wages and Non- Wage Benefits: The Case of Agriculture in South Africa”, *Centre for the Study of African Economies (CSAE)*
- (ii) Haile, G.; Srour, I. and Vivarelli, M. (2016), Imported technology and manufacturing employment in Ethiopia, *Eurasian Business Review*, Vol.6, 1-23.
- (iii) Zhou Honest and Pindiriri (2015) Informal sector labour demand: Evidence from Zimbabwe’s urban informal metal sector, *The Botswana Journal of Economics*, Vol. 13, Issue 1

4. WAGE DETERMINATION (15 HOURS)

4.1 Models of Wage Determination

4.1.1 Competitive Labour Market

4.1.2 Non-competitive Labour Markets

4.1.3 Compensating Wage Model

4.1.4 Internal Labour Markets

4.1.5 Efficiency-wage Model

4.1.6 Insider-Outsider Model

4.2 Labour Contracts and Incentives

4.2.1 Labour Contracts

4.2.2 Incentive Schemes

Required Readings

- (i) Cahuc, P. and A. Zylberberg (2004) *Labour Economics*, MIT Press, Cambridge, MA.
- (ii) Ehrenberg R. G. and R. S. Smith (2015), Modern Labour Economics, 12th Edition, Pearson Education. Chapter 8.
- (iii) Kauffman and Hotchkiss (2006), Economics of Labour Market, 6th Edition
- (iv) Bosworth D., P. Dawkins, T. Stromback (1996), The Economics of the Labour Market. R.F. Elliot (1991), Labour Economics, A Comparative Text, McGraw-Hill Book, UK
- (v) Card D. (1999), ‘The Causal Effect of Education on Earnings’, in Handbook of Labour Economics, ed: O. Ashenfelter and R. Layard, New York: North Holland.
- (vi) Gunderson and Riddell (1988), Labour Market Economics, Part 5.
- (vii) Byron Eastman (1987), Labour Market Theory, Hancourt Brace Jovanovich Canada Inc., chapter 10.
- (viii) Henry Farber (1993), "The Analysis of Union Behaviour," in Handbook of Labour Economics, ed.: O. Ashenfelter and R. Layard. New York: North Holland.

Supplementary Readings

- (i) Hicks J. (1963), Theory of Wages, London: Macmillan. 2ed. pp 241-246.
- (ii) Mincer J. (1974). Schooling, Experience and Earnings, New York: National Bureau of Economic Research.



- (iii) Taubman P. and M. Wachter (1993), "Segmented Labour Markets," in Handbook of Labor Economics, Vol.1, Ashenfelter and Layard.
- (iv) Rosen S. (1993) "The Theory of Equalising Differences," in Handbook of Labour Economics, Vol. 1, Ashenfelter and Layard.
- (v) Doeringer P. and M. Piore (1971), Internal Labour Markets and Manpower Analysis Lexington, Massachusetts: Heath.
- (vi) Schweitzer S. (1969), "Factors Determining the Inter-industry Structure of Wages." Industrial and Labour Relations Review, 22 (January): 217-225.
- (vii) Richard B. Freeman and James L. Medoff (1984), What Do Unions Do? New York: Basic Books.
- (viii) Abowd J. and T. Lemiux (1991). "The Effects of International Trade on Union Wages and Employment: Evidence from the US and Canada." in Immigration, Trade, and the Labour Market, ed.: John Abowd and Richard Freeman. Chicago: University of Chicago Press.
- (ix) George Johnson (1990). "Work Rules, Featherbedding and Pareto Optimal Union Management Bargaining." Journal of Labour Economics, Vol. 8 (Part 2): S237-S259.
- (x) Edward Montgomery and Mary E. Benedict (1989) "The Impact of Bargainer Experience on Teacher Strikes." Industrial and Labour Relations Review, Vol. 42 (3):380-392.
- (xi) Ashenfelter O. R. and G. Johnson (1969), "Bargaining Theory, Trade Unions, and Industrial Strike Activity," American Economic Review, Vol. 59: 35-49.
- (xii) Farber H. (1978), "Bargaining Theory, Wage Outcomes, and the Occurrence of Strikes," American Economic Review, 68:262-271.
- (xiii) Gregg Lewis H. (1986), Union Relative Wage Effects: A Survey Chicago: University of Chicago Press, chapter 9.
- (xiv) Leigh Paul J. (1982), "Are Unionised Blue-Collar Jobs More Hazardous Than Non-unionised Blue- Collar Jobs?" Journal of Labour Research 3 (Summer): 349-357.
- (xv) Freeman R. B. (1980) "The Exit-Voice Trade-Off in the Labour Market: Unionism, Job Tenure, Quits, and Separations" Quarterly Journal of Economics, 94 (June): 643-673.
- (xvi) Clark K. (1984), "Unionisation and Firm Performance," American Economic Review, 74 (December): 893-919.
- (xvii) Kuhn P. (1985), "Union Productivity Effects and Economic Efficiency," Journal of Labour Research, 6 (Summer): 229-248.
- (xviii) Wessels W. (1985). "The Effects of Unions on Employment and Productivity: An Unresolved Contradiction." Journal of Labour Economics, 3 (January):101-108.
- (xix) Polacheck S. W., Siebert W. S. (1993), The Economics of Earnings, Cambridge University Press
- (xx) Brue, S. (2003), Contemporary Labour Economics
- (xxi) Stigler G. J. (1962). "Information in Labour Markets," Journal of Political Economy, 70 (October): 94-105.



- (xxii) George Akerlof (1970). "The Market for Lemons: Qualitative Uncertainty and the Market Mechanism." Quarterly Journal of Economics, 84: 488-500.
- (xxiv) Donald Parsons (1993). "The Employment Relationship: Job Attachment, Work Effort and the Nature of Contracts." in Handbook of Labour Economics, ed.: O. Ashenfelter and R. Layard. New York: North Holland.
- (xxv) Spence M. (1973), "Job Market Signalling," Quarterly Journal of Economics, 87:355-374.
- (xxvi) Lorne H. Carmichael (1989), "Self-enforcing Contracts, Shirking, and Life Cycle Incentives," Journal of Economic perspectives, 3 (Fall) 65-84.
- (xxvii) David E. Sappington (1991). "Incentives in Principal-Agent Relationships," Journal of Economic Perspectives 5 (Spring): 45-66.
- (xxviii) George Baker (1992). "Incentive Contracts and Performance Measurement," Journal of Political Economy, 100 (June): 598-614.
- (xxix) Costas Azariadis (1975). "Implicit Contracts and Underemployment Equilibria," Journal of Political economy, 83 (December): 1183-1202.
- (xxx) Costas Azariadis (1983). "Employment with Asymmetric Information," Quarterly Journal of Economics, 98 (Supplement): 157-172.

Readings on Africa

- (i) van der Gaag J. and W. Vijverberg (1989), "Wage Determinants in Cote d'Ivoire: Experience, Credentials and Human Capital," Economic Development and Cultural Change, 37:371-382.
- (ii) Leyaro V., P.T Baffour, O. Morrissey and T Owens (2012) 'Determinants of Urban Labour Earnings in Tanzania, 2000-2006', Labour Market Dynamics in Times of Crisis in Africa, Oxford.
- (iii) Nanfosso T.R. and B. Fomba Kanga (2011) 'Labour Contracts and Shirking in Cameroon' International Journal of Economics and Finance Vol. 3 (1)
- (iv) Nanfosso T.R. (2002) 'Union wage differential in Cameroon'. The Journal of Development Alternatives and Area Studies, Vol. 21.
- (v) Aigbokhan B.E. (2011) 'Efficiency wage, Rent-sharing Theories and Wage Determination in the Manufacturing Sector in Nigeria.' AERC Working Paper RP 222
- (vi) Aminu A. (2011) 'Government Wage Review Policy and Public-Private Sector Wage Differential in Nigeria. AERC working paper RP 223.
- (vii) Nielsen H.S. and R. Rosholm (2001). 'The Public-Private wage gap in Zambia in the 1990s, A quantile regression approach', Empirical Economics, 26(1).
- (viii) Velenchik A. (1997), 'Government intervention, efficiency wages and the employer size wage effect in Zimbabwe, Journal of Development Economics, 53: 305-338.



5. EDUCATION AND HUMAN CAPITAL THEORY (11 HOURS)

- 5.1 The Theory of Human Capital
 - 5.1.1 Investment Decision
 - 5.1.2 Private and Social Returns to Education
 - 5.1.3 Implications of Human Capital Theory
- 5.2 Application of Human Capital Model
- 5.3 Critique of Human Capital Model
 - 5.3.1 Education as a Screening or Signaling Device
- 5.4 On-The-Job Training
 - 5.4.1 General vs. Specific Training
 - 5.4.2 Implications of On-The-Job Training

Required Readings

- (i) Botjas G (2015) *Labour economics*, 7th Edition, McGraw Hill, Chapter 6
- (ii) Ehrenberg R. G. and R. S. Smith (2015), *Modern Labour Economics*, 12th Edition, Pearson Education. Chapter 9.
- (iii) Kauffman and Hotchkiss (2006), *Economics of Labour Market*, 6th Edition
- (iv) Bosworth D., P. Dawkins, T. Stromback (1996), *The Economics of the Labour Market*.
- (v) Elliot R.F. (1991), *Labour Economics, A Comparative Text*, McGraw-Hill Book, UK
- (vi) Freeman D Richard (1999) "Demand for Education" in Ashenfelter O and Card D (eds) *Handbook of Labor Economics*, Vol 1.
- (vii) Card D. (1999) "Causal effect of education and earnings", Chapter 30 of *Handbook of Labour Economics*, Vol. 3A
- (viii) Krishnan, P. and Krutikova, S. (2013), Non-cognitive skill formation in poor neighbourhoods of urban India, *Labour Economics*. Vol. 24, 68–85.

Readings on Africa

- (i) Krishnan, P., Das, J, Dercon, S. Habyarimana (2007), "Teacher Shocks and Student Learning: evidence from Zambia, Fall 2007, Vol. 42, Issue 4: *Journal of Human Resources*
- (ii) Krishnan, P. (1996), Family background, education and employment in urban Ethiopia, *Oxford Bulletin of Economics and Statistics*, Vol.58(1), pages 167-83
- (iii) Ahiakpor F and Swaray R (2015) Parental expectations and school enrolment decisions: Evidence from rural Ghana, *Review of Development Economics*, Vol. 19, Issue 1, pp. 132-142
- (iv) Siphambe, H.K (2000) "Education and the Labour Market in Botswana", *Development Southern Africa*, Vol. 17. No.1, pp 105-116.
- (v) Siphambe, H. K (2008), Rates of return to education in Botswana: Results from the 2002/03 HIES Data. *South African Journal of Economics*. Vol. 74 No. 4, 2008. Pp 645-651.



- (vi) Siphambe, H.K., (2000) "Rates of Return to Education in Botswana", *Economics of Education Review* (USA), Vol. 19, no.3, 291-300.
- (vii) Siphambe, H.K (2000) "Education and the Labour Market in Botswana", *Development Southern Africa*, Vol. 17. No.1, pp 105-116. 10 19.
- (viii) Siphambe, H.K (1999) "The Role of Education in Raising Earnings: Evidence from Botswana Data", *South African Journal of Economics*, Vol.67. No.3. pp. 403-417.
- (ix) Okuwa O. B. (2004) Private Returns to Higher Education in Nigeria AERC RP 139 March





LABOUR ECONOMICS II (60 HOURS) **(SECOND SEMESTER)**

1. JOB SEARCH, INFORMATION, EMPLOYMENT AND UNEMPLOYMENT (16 HOURS)

1.1 Job Search and Information

- 1.1.1 Job search and matching
- 1.1.2 Labour Market Information

1.2 Unemployment

- 1.2.1 The Concept of unemployment and its application in Africa's context
- 1.2.2 Types and costs of unemployment
- 1.2.3 Youth unemployment and demographic trends

1.3 Informality And Underemployment

- 1.3.1 Informal sector employment in Africa
- 1.3.2 Underemployment

1.4 Employment Policies in Africa

- 1.4.1 Supply-side Policies
 - 1.4.1.1 Education and Training Policies
 - 1.4.1.2 Population Policy
- 1.4.2 Demand-side Policies
 - 1.4.2.1 Labour Absorption capacity
 - 1.4.2.2 Special Employment Programmes

1.5 Child Labour

- 1.5.1 Definition and concept of child labour
- 1.5.2 Limitation and application in Africa's context
- 1.5.3 Causes and consequences of child labour

Required Readings

- (i) Cahuc, P. and A. Zylberberg (2004) *Labour Economics*, MIT Press, Cambridge, MA.
- (ii) Mortensen D.T. (1993). "Job Search and Labour Market Analysis." in ed.: O. Ashenfelter and R. Layard, *Handbook of Labour Economics*. North Hollan. pp. 849-919.
- (iii) ILO (1990), *Employment, Unemployment, and Underemployment*, An ILO Manual on Concepts and Methods, Geneva

Readings on Africa

- (i) Jan Vandemoortele (1991), *Employment Issues in Sub-Saharan Africa*, AERC Special Paper 14.
- (ii) ILO/JASPA (1989), *African Employment Report 1988*, ILO, Addis Ababa.
- (iii) ILO/JASPA (1991), *African Employment Report 1990*, ILO, Addis Ababa.
- (iv) Byron Eastman (1987), *Labour Market Theory*. Hancourt Brace Jovanovich Canada Inc., Chapter 9.



Supplementary Readings

- (i) Mincer J. (1976). "The Unemployment Effects of Minimum Wages," Journal of Political Economy, 84 (August, Supplement): S87-S104.
- (ii) Stigler G. J. (1962). "Information in Labour Markets," Journal of Political Economy, 70 (October): 94-105.
- (iii) Akerlof George (1970). "The Market for Lemons: Qualitative Uncertainty and the
- (iv) Market Mechanism." Quarterly Journal of Economics, 84: 488-500.
- (v) Parsons Donald (1993). "The Employment Relationship: Job Attachment, Work Effort and the Nature of Contracts." in Handbook of Labour Economics, ed.: O. Ashenfelter and R. Layard. New York: North Holland.
- (vi) Spence M. (1973), "Job Market Signalling," Quarterly Journal of Economics, 87:355-374.
- (vii) Schoer V. and M. Leibbrandt (2006) 'Determinants of Job Search strategies: Evidence from Khayelitsha/Mitchell's Plain Survey', South African Journal of Economics Vol. 74(4).
- (viii) Carmichael H. Lorne (1989), "Self-enforcing Contracts, Shirking, and Life Cycle Incentives," Journal of Economic perspectives, 3 (Fall) 65-84.
- (ix) Sappington David E. (1991). "Incentives in Principal-Agent Relationships," Journal of Economic Perspectives 5 (Spring): 45-66.
- (x) Baker George (1992). "Incentive Contracts and Performance Measurement," Journal of Political Economy, 100 (June): 598-614.
- (xi) Azariadis Costas (1975). "Implicit Contracts and Underemployment Equilibria," Journal of Political economy, 83 (December): 1183-1202.
- (xii) Azariadis Costas (1983). "Employment with Asymmetric Information," Quarterly Journal of Economics, 98 (Supplement): 157-172.
- (xiii) Todaro M. (1981), Economic Development in the Third World, New York: Longman Inc. 2ed. Chapter 8.
- (xiv) Squire Lyn (1981), Employment Policy in Developing Countries, The World Bank: Oxford University Press, Parts 3 & 4.
- (xv) Stiglitz J. (1974). "Alternative Theories of Wage Determination and Unemployment in LDCs: The labour Turnover Model." Quarterly Journal of Economics, 88:194-227.
- (xvi) O'Higgins N. (2001) 'Youth Unemployment and Employment policy: A Global perspective'. MPRA Paper No. 23698.
- (xvii) Levy V. and J. Newman (1989). "Wage Rigidity: Micro and Macro Evidence on Labour Market Adjustment in the Modern Sector." The World Bank Economic Review, 3 (1): 97-117.
- (xviii) Mincer J. (1976). "The Unemployment Effects of Minimum Wages," Journal of Political Economy, 84 (August, Supplement): S87-S104.
- (xix) Parsons D. (1993). "The Employment Relationship: Job Attachment, Work Effort and the Nature of Contracts." in Handbook of Labour Economics, ed.: O. Ashenfelter and R. Layard. New York: North Holland.



- (xx) Squire Lyn (1981) Employment Policy in Developing Countries, The World Bank: Oxford University Press, Parts 3 & 4.
- (xxi) Sampson A. (1983) "Employment Policy in a Model with a Rational Trade Union," Economic Journal, 93 (June): 297-311.
- (xxii) Todaro M. (1981) Economic Development in the Third World. New York: Longman Inc. 2ed. Chapter 8.
- (xxiii) UNDP, Human Development Report Annual Issues, Oxford University Press, NY.
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- (ii) Baah-Boateng, W. (2013). Determinants of Unemployment in Ghana. *African Development Review*, 21(4) 385-399, Wiley Publication.
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2. LABOUR MOBILITY (14 HOURS)

- 2.1 Types of Mobility
 - 2.1.1 Spatial
 - 2.1.2 Job mobility
 - 2.1.3 A cross sectors
 - 2.1.4 Occupational
- 2.2 Labour Migration
 - 2.2.1 Internal Labour Migration
 - 2.2.2 International Labour Migration
 - 2.2.2.1 Human Capital explanation of migration
 - 2.2.2.2 Asymmetric Information perspective of international migration
 - 2.2.3 Consequences of international migration
 - 2.2.3.1 Brain drain and Remittances
 - 2.2.3.2 Other Effects of Migration
- 2.3 Labour Turnover
 - 2.3.1 Job Tenure
 - 2.3.2 Quits and Lay-Offs

Required Readings

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- (ii) Ehrenberg R. G. and R. S. Smith (2015), Modern Labour Economics, 12th Edition, Pearson Education. Chapter 8.
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- (vii) Mark Montgomery (1993) "Migration Responses to adjustment." in Understanding the Social Effects of Policy Reform, ed: Lionel Demery et al. A World Bank Study, p100-113.
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- (ii) Nanfosso T.R. and Akono, C (2009) 'Migration and wage differentials in urban Cameroon', Research in Applied Economics, Vol. 1.
- (iii) Quartey P. (2006) 'The impact of migrant remittances on Household welfare in Ghana'. AERC working paper RP 158
- (iv) Jamal V. and J. Weeks (1988). "The Vanishing Rural-Urban Gap in Sub-Saharan Africa." International Labour Review, 127 (3): 271-292.

3. ECONOMICS OF LABOUR MARKET SEGREGATION AND DISCRIMINATION (10 HOURS)

- 3.1 Segregation versus Discrimination in the Labour Market
- 3.2 Types of Labour Market Discrimination
- 3.2 Economic Theories of Discrimination
- 3.3 Measuring the Extent of Segregation and Discrimination in the Labour Market
- 3.4 Empirical Evidence on Segregation and Discrimination

Required Readings

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- (ii) Bosworth D., P. Dawkins, T. Stromback (1996), The Economics of the Labour Market, R.F.
- (iii) Elliot (1991), Labour Economics: A Comparative Text, McGraw-Hill Book, UK
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- (i) Baah-Boateng, W. (2014). Empirical Analysis of the Changing Pattern of Sex Segregation of Occupation in Ghana. *International Journal of Social Economics* 41(8) 650-663, Emerald
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- (vii) Barr A. and A. Oduro (2000), 'Ethnicity and Wage Determination in Ghana', WPS/2000-9. First draft prepared for the CSAE's conference on 'Opportunities in Africa: Micro Evidence from Firms and Households'.
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- (x) Appleton Simon, Paul Collier, Paul Horsnell and Alison Evans (1991) 'Gender, Education, and Employment in Côte d'Ivoire', African Affairs, 90(361): 636-638.
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4. TRADE UNIONS (12 HOURS)

- 4.1 Theories of Union Behavior
 - 4.1.1 Monopoly Model
 - 4.1.2 Right-to-Manage Model
 - 4.1.3 Efficiency Wage Bargain Model
 - 4.1.4 Seniority Model
- 4.2 Strike Activity and Bargaining Power
- 4.3 Economic Impacts of Unions
 - 4.3.1 Union Wage Effects - Measures and Empirical Evidence
 - 4.3.2 Unions and Productivity

Required Readings

- (i) Botjas G (2015) *Labour Economics*, 7th Edition, McGraw Hill, Chapter 10
- (ii) Ehrenberg R. G. and R. S. Smith (2015), *Modern Labour Economics*, 12th Edition, Pearson Education.
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- (xi) DiNardo, J., DiNardo, J., Fortin, N. and Lemieux, T. (1996), *Labor Market Institutions and the Distribution of Wages 1973-1992: A Semiparametric Approach*, *Econometrica*, 1996, 1001-1044.
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- (xiii) Lee, D. and Mas, A. (2009), *Long-Run Impacts of Unions on Firms: New Evidence from Financial Markets, 1961-1999*,” NBER Working Paper No. 14709

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5. LABOUR MARKET POLICIES (8 HOURS)

5.1 Labour Standards and the International Labour Organization

5.2 Social Protection

5.3 Active and Passive Labour Market Policies

Required Readings

- (i) Gary, F. (2007), *Labour Market Policies in Developing Countries: A Selective Review of the Literature and Needs for the Future*, Cornell University IL School
- (ii) Laura, M. and Puerta, S. (2010), *Labor Market Policy Research for Developing Countries: Recent Examples from the Literature-What do We Know and What should We Know?* SP Discussion Paper No. 1001, The World Bank.
- (iii) Seleka, T, Siphambe H, Ntseane, D, Mbere, N, Kerapeletswe C, and Sharp C (2007). *Social Safety Nets in Botswana: Administration, targeting and sustainability*. BIDPA. LightBooks, Gaborone, Botswana.