

COURSE PROGRAM

Academic Year 2021-2022

Identification and characteristics of the course			
<b>Code</b>	<b>500317-en</b>	<b>ECTS</b>	<b>6</b>
<b>Course Name (English)</b>	<b>Labour Economics</b>		
<b>Course Name (Spanish)</b>	<b>Economía Laboral</b>		
<b>Degree programs</b>	<b>Degree in Labour Relations and Human Resources / Degree in Business Administration and Labour Relations and Human Resources</b>		
<b>Faculty/School</b>	<b>Facultad de Ciencias Económicas y Empresariales</b>		
<b>Semester</b>	<b>5th (LR) and 7th (BA-LR)</b>	<b>Type of course</b>	<b>Compulsory</b>
<b>Module/s</b>	<b>Economics</b>		
<b>Matter/s</b>	<b>Economics</b>		
Lecturers			
<b>Name</b>	<b>Office</b>	<b>E-mail</b>	<b>Web page</b>
<b>Jesús Pérez Mayo</b>	<b>55</b>	<a href="mailto:jperez@unex.es">jperez@unex.es</a>	
<b>Department</b>	<b>Economics</b>		
<b>Coordinator</b> (in case of two teachers or more)			
Competencies			
(codes)			
<b>CB1, CB2</b>			
<b>CT1, CT2, CT4, CT8, CT10, CT12</b>			
<b>CE9</b>			
CONTENTS			
Course outline			
<p>This subject deals with the description and analysis of labour market. It starts from learning the basic definitions of Labour Market and the main data sources (Unit 1). The most important topics in this subject are presented as well as their decisive factors in the following lessons (Units 2, 3 and 4). Following this approach, the market equilibrium is analysed afterwards with a special focus on the driving-equilibrium forces as well as other factors that constraint the employment and wage agreements (Unit 5). Wage differentials and other related topics are studied in the following lesson (Unit 6). Because of the relevance of unemployment in European labour markets and, especially, Spain, a lesson is specifically addressed to analysing the main explaining factors of unemployment (Unit 7). Finally, public intervention policies in the labour market and their impacts on wage and job creation are reviewed (Unit 8).</p>			

Course syllabus

**1: The Theory of Individual Labour Supply**

Theory:

1. The basic model: work and leisure time
2. The labour supply in the long run
3. Extending the labour supply basic model
4. The “Added Worker” and “Discouraged Worker” effects

Practice:

1. Determining individual labour supplies.
2. Problems on labour supply and elasticity.

**2: The Demand for Labour**

Theory

1. The demand for labour as a derived demand
2. The demand for labour in the short run
3. The demand for labour in the long run
4. Adjustment costs and demand for labour

Practice:

1. Analysing if a market is perfectly competitive.
2. Analysing the information collected by INE in the Labour Force Survey (Encuesta de Población Activa).

**3: Labour Market Equilibrium**

Theory

1. Labour market equilibrium
2. Imperfectly competitive labour markets and wages
3. Unions and wage determination
4. Wage changes and labour supply adjustments
5. Alternative approaches

Practice:

1. Solve some exercises about equilibrium wages.
2. Analysing a real case reported in news.

**4: Pay Schemes and Labour Efficiency**

Theory

1. Economics of Fringe Benefits
2. Principal-Agent Problem
3. Pay for Performance
4. Efficiency Wage Payments
5. The Distribution of Personal Earnings

Practice:

1. Analysing a real case reported in news
2. Computing some inequality indicators.

**5: The wage structure**

Theory

1. Perfect competition: homogenous workers and jobs
2. Compensating wage differentials
3. Wage differentials: heterogenous workers
4. Wage differentials as result of market imperfections
5. Labour and wage discrimination

Practice:

- (Group activity) Analysing the wage differentials reported in the Wage Structure Survey (Encuesta de Estructura Salarial).

**6: Unemployment**

Theory

- Activity, employment and unemployment
- Frictional unemployment and job search
- Structural unemployment
- Demand deficient unemployment
- Microeconomic explanations of unemployment: job search models

Practice:

- Analysing the information collected by INE in the Labour Force Survey (Encuesta de Población Activa).

**7: Job Quality: Human Capital Theory**

Theory

- Human Capital: basic concepts
- The Schooling model
- General and Specific Human Capital
- Alternative approaches

Practice:

- Solving some problems on Human Capital.

**8: Institutions and Labour Market**

Theory



- Nonpayroll Spending by Government: Impact on Labour
- Labour Markets Effects of Publicly Provided Goods and Services
- Taxes and Labour Supply
- Economic Analysis of Labour Laws
- The Economic Effects of the Minimum Wage
- Occupational Health and Safety Regulations
- Government as a Rent Provider
- Labour Market Active Policies

Practice:

- Discussing issues about labour market public policies.

EDUCATIONAL ACTIVITIES

Student workload in hours by lesson		Lectures	Practical Activities				Monitoring activity	Homework
Lesson	Total	L	HI	LAB	COM	SEM	SGT	PS
1. Theory	14.75	5					0.75	9.00
1. Practice	3.5					0.75		2.75
2. Theory	14.75	5					0.75	9.00
2. Practice	3.5					0.8		2.70
3 Theory	14.75	5					0.75	9.00
3. Practice	3.5					0.8		2.70
4.Theory	14.75	5					0.75	9.00

4. Practice	3.5				0.75		2.75
5 Theory	14.75	5				0.75	9.00
5. Practice	3.5				0.8		2.70
6. Theory	14.75	5				0.75	9.00
6. Practice	3.5				0.8		2.70
7. Theory	14.75	5				0.75	9.00
7. Practice	3.5				0.8		2.70
8.Theory	14.75	4.75				1	9.00
8. Practice	3.5				0.75		2.75
Assessment	4	4					0.00
TOTAL	150	43.75			6.25	6.25	93.75

**L: Lectures (100 students)**

**HI: Hospital internships (7 students)**

**LAB: Laboratory or field practices (15 students)**

**COM: Computer room or language laboratory practices (30 students)**

**SEM: Problem classes or seminars or case studies (40 students)**

**SGT: Scheduled group tutorials (educational monitoring, ECTS type tutorials)**

**PS: Personal study, individual or group work and reading of bibliography**

#### TEACHING METHODOLOGIES

1. Lectures
2. Solving problems and/or cases
3. Co-working activities based on digital tools and resources.
4. Assessment tests.

#### LEARNING OUTCOMES

Being able to clearly understand the main issues about labour market  
 Applying knowledge to real life and solving specific issues. Being able to work alone and in a team.  
 Making assessments with an ethical reflection.  
 Searching, communicating, understanding and managing information, ideas and identifying problems and their solutions.

#### ASSESSMENT SYSTEMS

The assessment system and criteria are applied in each examination opportunity of the academic year.

The final mark will be the result of the following activities and weights:

*Term (final) Exam 70%*

A written exam will be programmed at the end of the semester. It will include a theoretical section with short and essay questions, aimed to assess the understanding of theoretical contents and skills such as writing expression, the ability of summarizing or exposing ideas. A practical section similar to those performed in the practice classes will also be included.

*Practical Activities: 15%*

Different on-campus and non-classroom practical activities will be performed during the term. All these activities are not compensable.

*In-class Exams: 15%*

There will be two in-class exams with test or short questions. Both allow the teacher to assess the learning degree of theoretical contents as well as some skills. All these activities are not compensable.

Alternatively, according to article 4.1 of the Assessment Regulations, a global assessment modality is available, an assessment system consisting exclusively of a final test. Its passing of which implies passing the subject, which will cover all the contents of the subject and which will be held on the official date of each exam session. In order to make use of this modality, according to articles 4.3 and 4.5 of the regulations, students must expressly declare it within the deadline provided by means of the tool provided on the virtual campus. The deadline for this subject corresponds to the first quarter of the teaching period or until the last day of the enrolment extension period if it ends after that period. In the absence of an express request by the student, the modality assigned will be that of continuous assessment. The choice of the global assessment modality implies the waiver of the right to continue assessing the remaining activities of the continuous assessment modality and the grade obtained up to that moment in any of those that have already taken place.

The students only can use writing material and a calculator in the exam. It will be forbidden to use a mobile phone during the exam. If a phone rings or its use is detected, its owner will be immediately expelled.

Besides, the student must sit for the exam perfectly identified.

### BIBLIOGRAPHY (BASIC AND COMPLEMENTARY)

Textbook:

- McConnell, C., Brue, S. and Macpherson, D (2007): *Economía laboral* (7th edition), Mc-Graw Hill.
- CORE-ECON(2019): The Economy, in <https://core-econ.org/the-economy/book/text/0-3-contents.html>

Readings:

- Ashenfelter, O. and Layard, R. (1991): *Manual de Economía del Trabajo*, vols. I y II, Ministerio de Trabajo, Madrid.
- Borjas, G. J. (2002): *Labor Economics*, Editorial McGraw-Hill, segunda edición.
- Cahuc, P. and Zylberberg, A. (2004), *Labor Economics*, MIT Press.
- Garibaldi, P. (2006): *Personnel Economics in Imperfect Labor Markets*, Oxford University Press.
- Hernández Rubio, C. and Carrasco Gallego, J. A. (2005): *Ejercicios de Economía laboral*, Mc-Graw Hill (disponible como libro electrónico).
- Layard, R., Nickell, S. and Jackman (2006): *Unemployment*, segunda edición, Oxford University Press.
- Palacio J.I. and Álvarez, C. (2004): *El mercado de trabajo: análisis y políticas*, Akal.
- Pérez Infante, J.I. (2006): *Las Estadísticas del mercado de trabajo en España*. Ministerio de Trabajo y Asuntos Sociales.
- Solow, R. (1992): *El mercado de trabajo como institución social*, Alianza editorial, Madrid.



- Toharia, L. and otros (1998): El mercado de trabajo en España, Editorial McGraw-Hill, Madrid.

#### OTHER RESOURCES AND COMPLEMENTARY EDUCATIONAL MATERIALS

- <http://www.ine.es> (Instituto Nacional de Estadística)
- [www.nadaesgratis.es](http://www.nadaesgratis.es) (FEDEA blog)
- <http://blogaldeaglobal.com> (Asociación Libre de Economía blog)
- [www.mtin.es](http://www.mtin.es)
- [www.bde.es](http://www.bde.es)
- [www.ces.es](http://www.ces.es)
- [www.iza.org](http://www.iza.org)
- [www.uniovi.es/Revistas/REL/](http://www.uniovi.es/Revistas/REL/)
- [www.revecap.com](http://www.revecap.com)
- [www.oecd.org](http://www.oecd.org)
- [www.ilo.org](http://www.ilo.org)
- [www.epp.eurostat.ec.europa.eu](http://www.epp.eurostat.ec.europa.eu)
- <http://www.fedea.es/observatorio/>