

## Labour Economics

Code: 102321  
ECTS Credits: 6

**2024/2025**

Degree	Type	Year
2501572 Business Administration and Management	OT	4
2501573 Economics	OT	3
2501573 Economics	OT	4
2504216 Contemporary History, Politics and Economics	OT	3
2504216 Contemporary History, Politics and Economics	OT	4

## Contact

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## Teachers

Xavier Ramos Morilla

Manuel Fernando Flores Mallo

## Teaching groups languages

You can view this information at the [end](#) of this document.

## Prerequisites

The course shows the relationship between micro-founded theory, empirical work and econometric issues. Thus, basic knowledge of microeconomic and macroeconomic principles and simple statistical/econometric methods such as multivariate regression is required.

## Objectives and Contextualisation

By the end of the course students will

- have a solid theoretical background about the basic labour economics' issues;
- have a knowledge of the most relevant characteristics of the spanish labour market, including its structural and institutional features.
- have a basic knowledge of modern microeconometric tools and techniques employed in empirical work to analyse causal issues in labour economics, including labour market policy issues.

## Competences

### Business Administration and Management

- Capacity for adapting to changing environments.
- Capacity for independent learning in the future, gaining more profound knowledge of previous areas or learning new topics.
- Capacity for oral and written communication in Catalan, Spanish and English, which enables synthesis and oral and written presentation of the work carried out.
- Demonstrate initiative and work individually when the situation requires it.
- Demonstrate knowledge of the structure of institutions and the state, their evolution and the consequences of possible changes, to be able to make a positive contribution to the debate about the role they play in current society.
- Identify the economic agents that make up an economy, understanding how they have been interrelated to date, how they are currently interrelated and forecast futures according to new circumstances and their influence on a specific company.
- Know how to handle the analytical framework and empirical knowledge that is offered by the economy on international relations and the most important economic areas.
- Organise the work in terms of good time management, organisation and planning.
- Select and generate the information necessary for each problem, analyse it and take decisions based on that information.
- Work well in a team, being able to argue proposals and validate or reject the arguments of others in a reasoned manner.

### Economics

- Analyse the operation of the labour market and the elements that are specific to it.
- Capacity for independent learning in the future, gaining more profound knowledge of previous areas or learning new topics.
- Lead multidisciplinary and multicultural teams, implementing new projects and coordinating, negotiating and managing conflicts.
- Organise the work in terms of good time management, organisation and planning.
- Select and generate the information necessary for each problem, analyse it and take decisions based on that information.
- Students must be capable of applying their knowledge to their work or vocation in a professional way and they should have building arguments and problem resolution skills within their area of study.
- Students must be capable of collecting and interpreting relevant data (usually within their area of study) in order to make statements that reflect social, scientific or ethical relevant issues.
- Students must be capable of communicating information, ideas, problems and solutions to both specialised and non-specialised audiences.
- Students must develop the necessary learning skills in order to undertake further training with a high degree of autonomy.
- Students must have and understand knowledge of an area of study built on the basis of general secondary education, and while it relies on some advanced textbooks it also includes some aspects coming from the forefront of its field of study.
- Take decisions in situations of uncertainty, demonstrating an entrepreneurial and innovative attitude.
- Work well in a team, being able to argue proposals and validate or reject the arguments of others in a reasoned manner.

### Contemporary History, Politics and Economics

- Explain and summarise knowledge acquired in English language at an advanced level.
- Identify the fundamental analytical principles in international economics, globalisation of market and processes of economic integration.
- Innovate in the methods and processes of this area of knowledge in response to the needs and wishes of society.
- Recognise institutional and regulatory design and the main economic policies implemented in current economies on different scales to manage economic growth and its cyclical oscillations.

- Relate fundamental questions of the current economic situation with previous economic developments on the basis of the main elements of contemporary economic history.
- Students must be capable of collecting and interpreting relevant data (usually within their area of study) in order to make statements that reflect social, scientific or ethical relevant issues.
- Students must be capable of communicating information, ideas, problems and solutions to both specialised and non-specialised audiences.
- Students must develop the necessary learning skills to undertake further training with a high degree of autonomy.
- Work cooperatively in multidisciplinary and multicultural teams implementing new projects.

## Learning Outcomes

1. A capacity of oral and written communication in Catalan, Spanish and English, which allows them to summarise and present the work conducted both orally and in writing.
2. Analyse the mechanisms of the formation of salaries.
3. Analyse the role of international institutions in the economy.
4. Assess the functioning and current situation of the Spanish economy.
5. Assess work-related policies.
6. Capacity to adapt to changing environments.
7. Capacity to continue future learning independently, acquiring further knowledge and exploring new areas of knowledge.
8. Communicating in oral and written form in Catalan, Spanish and English, in order to be able to summarise and present the carried out project in both forms.
9. Demonstrate capacity to adapt to changing environments.
10. Demonstrate initiative and work independently when required.
11. Demonstrating a comprehension of the analysis of social phenomena presented in English, as well as observing their strengths and weaknesses.
12. Describe the main economic agents making up the Spanish and Catalan economy.
13. Develop strategies for autonomous learning.
14. Examine the influence and the role of Spanish public institutions in the economy.
15. Generating innovative and competitive proposals in research and professional activity.
16. Identify the role of the public sector in the Spanish economy.
17. Interpret the economic globalisation process and its consequences for the Spanish economy.
18. Interpret the motivations, instruments and effects of public intervention on this market.
19. Lead multidisciplinary and multicultural teams, implement new projects, coordinate, negotiate and manage conflicts.
20. List the main characteristics of the labour market in Spain.
21. Make decisions in situations of uncertainty and show an enterprising and innovative spirit.
22. Organise work in relation to good time management and planning.
23. Organise work, in terms of good time management and organisation and planning.
24. Perform an economic analysis of integration processes, in general, and of the European integration process, in particular.
25. Relate the labour market and economic activity.
26. Respect the diversity and plurality of ideas, people and situations.
27. Searching for documentary sources starting from concepts.
28. Select and generate the information necessary for each problem, analyse it and take decisions based on that information.
29. Select and generate the information needed for each problem, analyse it and make decisions based on this information.
30. Students must be capable of applying their knowledge to their work or vocation in a professional way and they should have building arguments and problem resolution skills within their area of study.
31. Students must be capable of assessing the quality of their own work.
32. Students must be capable of collecting and interpreting relevant data (usually within their area of study) in order to make statements that reflect social, scientific or ethical relevant issues.
33. Students must be capable of communicating information, ideas, problems and solutions to both specialised and non-specialised audiences.
34. Students must be capable of managing their own time, planning their own study, managing the relationship with their tutor or adviser, as well as setting and meeting deadlines for a work project.

35. Students must develop the necessary learning skills in order to undertake further training with a high degree of autonomy.
36. Students must have and understand knowledge of an area of study built on the basis of general secondary education, and while it relies on some advanced textbooks it also includes some aspects coming from the forefront of its field of study.
37. Understand in economic terms, the problem of unemployment and its causes.
38. Use of the available information technology and adaptation to new technological environments.
39. Work as part of a team and be able to argue own proposals and validate or refuse the arguments of others in a reasonable manner.

## **Content**

### Topic 1. Introduction: Economics and the Labour Market

Work and Economic Activity. Idiosyncrasies of Labour Markets and Labour Economics. Course overview.

### PART I. LABOUR SUPPLY

#### Topic 2. Individual labour supply

The neoclassical model. The work-leisure decision. Activity, inactivity and reservation wage. Effects of taxes and benefits on labour supply.

#### Topic 3. Participation Rates and Family

Participation rates by gender and age. Family and time allocation. Life-cycle issues of labour supply. Working hours.

#### Topic 4. Human Capital and Labour

Human capital theory. Returns to education. On-the-Job training. Alternative theories to Human Capital.

#### Topic 5 Migrations and Labour Mobility

Types of labour mobility and migrations. Determinants of migration. Effects of migration on labour supply.

### PART II LABOR DEMAND

#### Topic 6. The Demand for Labour: Wage Determination and the Allocation of Labour.

Short- and long-run demand for labour. Competitive and non-competitive markets. The monopsony. Determinants of labour demand. Effect of minimum wages on labour market outcomes. Unit labour costs.

### PART III WAGE DETERMINATION AND WAGE STRUCTURE

#### Topic 7 Pay schemes and the Wage Structure

Wage differentials. Fringe benefits. Efficiency wages. Internal labour markets.

#### Topic 8 Wage Distribution and Labour Market Discrimination

Economic analysis of labour market discrimination. Occupational segregation. Segmentation and labour market duality. Temporary employment.

#### Topic 9 Trade Unions and Collective Bargaining

Economic analysis of trade unions. Collective bargaining. The economic impact of unions.

#### Topic 10 Government and the Labour Market

Labour market effects of public intervention. Minimum Wages. Effects of unemployment benefits. Legislation and regulation.

## PART IV MACROECONOMIC ANALYSIS

### Topic 11 Unemployment and Inflation

Labour market unbalances. Types of unemployment. Economic theories of unemployment. Policies to reduce unemployment.

## Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Lectures	32.5	1.3	3, 2, 24, 4, 5, 7, 12, 37, 20, 14, 16, 17, 18, 25
Tutorials	17	0.68	3, 2, 24, 4, 31, 5, 27, 1, 7, 9, 10, 12, 13, 37, 20, 14, 16, 17, 18, 23, 21, 25, 29, 28, 8, 39
Type: Supervised			
Tutorial	8	0.32	2, 31, 5, 27, 6, 1, 7, 9, 10, 13, 37, 20, 14, 22, 23, 21, 25, 29, 28
Type: Autonomous			
Autonomous study	50	2	3, 2, 24, 4, 31, 5, 27, 6, 1, 7, 9, 10, 12, 13, 37, 20, 14, 34, 16, 17, 22, 23, 21, 25, 29, 28, 8
Exercices, essays and collective works	36.5	1.46	3, 2, 24, 4, 31, 5, 27, 6, 1, 7, 9, 10, 12, 13, 37, 20, 14, 34, 16, 17, 18, 19, 22, 23, 21, 25, 29, 8, 39

Teaching is scheduled to be face-to-face in the classroom.

The course combines lectures and practical sessions. Besides, the students will have to write individual and collective essays, some of which will be presented and discussed in class.

15 minutes will be devoted in one of the last lectures of the course to allow students to fill out the questionnaires that assesses the teaching activity of the professor and the subject.

The proposed teaching methodology may undergo some modifications according to the restrictions imposed by the health authorities on on-campus courses.

Annotation: Within the schedule set by the centre or degree programme, 15 minutes of one class will be reserved for students to evaluate their lecturers and their courses or modules through questionnaires.

## Assessment

### Continuous Assessment Activities

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Title	Weighting	Hours	ECTS	Learning Outcomes
Final Exam	50%	3	0.12	3, 2, 24, 4, 31, 5, 1, 7, 9, 10, 12, 13, 37, 20, 14, 34, 16, 17, 18, 22, 23, 21, 36, 35, 30, 32, 25, 29, 28, 8
Presentations in class	25%	3	0.12	3, 2, 24, 4, 31, 5, 6, 1, 7, 9, 10, 11, 12, 13, 37, 20, 14, 15, 34, 16, 17, 18, 19, 22, 23, 21, 36, 35, 33, 30, 32, 25, 26, 29, 28, 8, 39, 38
Submission of course work	25%	0	0	3, 2, 24, 4, 31, 5, 27, 6, 1, 7, 9, 10, 11, 12, 13, 37, 20, 14, 15, 34, 16, 17, 18, 22, 23, 21, 36, 35, 33, 30, 32, 25, 29, 28, 8, 39, 38

Assessment combines individual and collective essays, as well as exams.

Exams and essays are integrated in a process of continuous assesment.

Students who have not submitted any evaluation activity in the process of continouos evaluation will be considered not evalauable.

*This subject does offer the option for comprehensive evaluation.*

*By requesting the comprehensive evaluation the student waives the option of continuous evaluation.*

*The comprehensive evaluation must be requested at the Academic Management (Gestió acadèmica) of the Campus where the degree/master's degree is taught. The request must be filed according to the procedure and the deadline established by the administrative calendar of the Faculty of Economics and Business.*

Attendance :

- *Student attendance is mandatory on the day of the comprehensive assessment. The date will be the same as that of the final exam of the semester as per the evaluation calendar published by the Faculty of Economics and Business and approved by the Faculty's Teaching and Academic Affairs Committee. The duration of the comprehensive assessment must be specified in the characteristics of such activity.*
- *100% of the evaluation evidences must be handed in by the student on the day of the comprehensive assessment.*
- *The evaluation evidences carried out in person by the student on the same day of the comprehensive assessment must have a minimum weight of 70%.*

*The comprehensive evaluation consists of a single final exam that will last two hours and will have a weight of 100% in the final assessment. The exam will take place on the date, time and place indicated by the School.*

## 2.2 RETAKE PROCEDURE :

*"For the retake procedure, no distinction is made between students who have followed the continuous evaluation and those who have opted for the comprehensive evaluation. All will be re-assessed using the same test or evaluation evidence."*

## 2.3 REVIEW OF THE FINAL QUALIFICATION:

*"The review of the final qualification will follow the same procedure as for the continuous evaluation".*

## Calendar of evaluation activities

The dates of the evaluation activities (midterm exams, exercises in the classroom, assignments, ...) will be announced well in advance during the semester.

The date of the final exam is scheduled in the assessment calendar of the Faculty.

"The dates of evaluation activities cannot be modified, unless there is an exceptional and duly justified reason why an evaluation activity cannot be carried out. In this case, the degree coordinator will contact both the

teaching staff and the affected student, and a new date will be scheduled within the same academic period to make up for the missed evaluation activity." Section 1 of Article 264. Calendar of evaluation activities (Academic Regulations UAB).

Students of the Faculty of Economics and Business, who in accordance with the previous paragraph need to change an evaluation activity date must process the request by filling out an Application for exams' reschedule: [e-Formulari per a la reprogramació de proves](#).

#### Grade revision process

After all grading activities have ended, students will be informed of the date and way in which the course grades will be published. Students will be also be informed of the procedure, place, date and time of grade revision following University regulations.

#### Retake Process

"To be eligible to participate in the retake process, it is required for students to have been previously been evaluated for at least two thirds of the total evaluation activities of the subject." Section 2 of Article 261. The recovery (UAB Academic Regulations). Additionally, it is required that the student to have achieved an average grade of the subject greater than or equal to 3.5 and less than 5.

The date of the retake exam will be posted in the calendar of evaluation activities of the Faculty. Students who take this exam and pass, will get a grade of 5 for the subject. If the student does not pass the retake, the grade will remain unchanged, and hence, student will fail the course.

#### Irregularities in evaluation activities

In spite of other disciplinary measures deemed appropriate, and in accordance with current academic regulations, "in the case that the student makes any irregularity that could lead to a significant variation in the grade of an evaluation activity, it will be graded with a 0, regardless of the disciplinary process that can be instructed. In case of various irregularities occur in the evaluation of the same subject, the final grade of this subject will be 0". Section 11 of Article 266. Results of the evaluation. (UAB Academic Regulations).

## Bibliography

#### Basic textbooks

Borjas, George (2020), Labor Economics (8th edition), McGraw-Hill.

McConnell, Campbell R., Stanley L. Brue and David A. Macpherson (2017), Contemporary Labor Economics (11th edition), McGraw-Hill International Edition.

#### Complementary textbooks:

Cahuc, Pierre and Andre Zylberberg (2004), Labor Economics, MIT Press.

Complementary readings: Topic specific readings will be found in the Campus Virtual.

## Software

None

## Language list

Name	Group	Language	Semester	Turn
(PAUL) Classroom practices	51	Catalan	second semester	afternoon
(TE) Theory	51	Catalan	second semester	afternoon