

**COURSE DATA****Data Subject**

<b>Code</b>	35864
<b>Name</b>	Labour economy
<b>Cycle</b>	Grade
<b>ECTS Credits</b>	4.5
<b>Academic year</b>	2023 - 2024

**Study (s)**

<b>Degree</b>	<b>Center</b>	<b>Acad. year</b>	<b>Period</b>
1313 - Degree in Business Management and Administration	Faculty of Economics	4	First term

**Subject-matter**

<b>Degree</b>	<b>Subject-matter</b>	<b>Character</b>
1313 - Degree in Business Management and Administration	38 - Labour market and economic behaviour	Optional

**Coordination**

<b>Name</b>	<b>Department</b>
BLANCO SANCHEZ, JUAN MANUEL	10 - Economic Analysis

**SUMMARY**

This subject studies the functioning of the labor market using an economic analysis approach. It will analyze the supply and demand for labor, its determinants, its characteristics and the way in which they contribute to explain the level of employment and wages. Also the nature and behavior of trade unions, wage differentials, discrimination or the use of wages as an incentive will also be studied. There will be discussed phenomena such as immigration, technological change and their impact on the demand for labor.

The goal is for each student to get a solid and documented opinion on labour market problems. In the practical tutorials the debate will be promoted, and solutions to exercises will be provided.



## PREVIOUS KNOWLEDGE

### Relationship to other subjects of the same degree

There are no specified enrollment restrictions with other subjects of the curriculum.

### Other requirements

Son necesarios conocimientos previos de microeconomía y macroeconomía

## OUTCOMES

### 1313 - Degree in Business Management and Administration

- Demonstrate capacity for analysis and synthesis.
- Have organisation and planning skills.
- Demonstrate oral and written communication skills in the native language.
- Be able to use ICTs in the field of study.
- Be able to analyse and search for information from different sources.
- Be able to solve problems.
- Be able to make decisions.
- Be able to negotiate and reconcile interests effectively.
- Be able to transmit and communicate complex ideas and approaches to both specialised and lay audiences.
- Be able to apply economic principles for the diagnosis and resolution of social problems such as immigration, discrimination and others that affect society and the market.
- Be able to work in a team.
- Have critical and self-critical capacity.
- Manage time effectively.
- Be able to learn autonomously.
- Be able to adapt to new situations.
- Show creativity.
- Show leadership and skills for mobilising the capacities of others.
- Be able to coordinate activities.
- Be able to identify the sources of relevant economic information and their contents, and to understand economic institutions as the result and implementation of theoretical or formal approaches to how the economy works.



- Be able to carry out strategic diagnoses in complex and uncertain environments using the appropriate methodologies to resolve them.
- Be able to make decisions under certainty and uncertainty environments.
- Be able to apply analytical and mathematical methods for the analysis of economic and business problems.
- Be able to express oneself in formal, graphic and symbolic languages.

## LEARNING OUTCOMES

At the end of the course, the student should:

Know and use the basic concepts of economic analysis to study the labor market. Know how to analyze labor market problems in a rigorous and systematic way, and to synthesize the main conclusions. Be able to give a solid and documented opinion on the issues discussed. Also learn how to make use of new technologies for documentation and collection of information relevant to the topics discussed. Be able to plan and organize to deliver the reports or reports in the agreed time frames. In the professional life, you will have to plan your work and get accustomed to periods in which you have to meet numerous deliveries. Learn how to construct the script of an oral intervention, synthesizing the materials available to adjust them to a predetermined time, in which the content and basic information on the argument in question is offered. Speak fluently, accurately and with sufficient vocabulary on the labour market, be able to answer questions that may be asked. Learn to rate or value the work done by other partners both positively and negatively. Learn autonomously, properly selecting and synthesizing the information that new technologies allow access.

## DESCRIPTION OF CONTENTS

### 1. Introduction and Labour Supply

1. Labour economics as a discipline, variables and sources.
2. The labour market: flows and unemployment
3. The theory of individual labour supply.
4. Applications: inactivity and reserve wage; Effects of unemployment insurance and working day with fixed number of hours.
5. Intertemporal labour supply.
6. The commodities approach. Substitution between time and market goods.
7. The business cycle effects on labour market participation.

### 2. The quality of work and the education theories



1. The human capital investment model.
2. The returns to education.
3. On the job training: general versus specific.
4. Alternatives theories to human capital: education as a filter or signal.

### **3. Labour demand and wage determination**

1. Short-run labour demand in perfect competition.
2. Long-run labour demand
3. Monopsony
4. The effects of a minimum wage.

### **4. Efficiency in the labour markets**

1. The efficiency of the competitive labour market.
2. Producer surplus and worker surplus.
3. Loss of efficiency in monopsony.

### **5. Migrations**

1. The determinants of migration decision
2. The returns to migration
3. Roy's model
4. The economic effects of migration.

### **6. Remuneration systems and efficiency at work**

1. The principal-agent problem.
2. Remuneration according to performance.
3. Compensating wage differentials.
4. Tournament theory
5. Efficiency wages.

### **7. Wage differentials**

1. Differentials by groups.
2. Heterogeneity of workers
3. Jobs heterogeneity.
3. Theories of discrimination.

**8. Trade unions and collective bargaining**

1. Trade union goals and strategies
2. On the wage bargaining
3. The bilateral monopoly model
4. The theory of industrial disputes: duration of a strike

**WORKLOAD**

ACTIVITY	Hours	% To be attended
Theory classes	30,00	100
Classroom practices	15,00	100
Development of individual work	12,00	0
Study and independent work	24,00	0
Preparation of evaluation activities	6,00	0
Preparing lectures	12,00	0
Preparation of practical classes and problem	12,00	0
<b>TOTAL</b>	<b>111,00</b>	

**TEACHING METHODOLOGY**

The subject has a theoretical-practical orientation.

**Lectures**

In the lectures, the teacher will discuss the fundamental concepts of the subjects. It is convenient for students to take time to read the corresponding topic in the handbook in advance.

Practical tutorials. In order to consolidate the knowledge acquired in the lectures, practical tutorials will give rise to debate and discussion. The practical classes will have a double dynamic:

Individual. Sometimes each student must submit a brief report on the topic discussed.

Group. (Groups will be formed). Each group will have to do a course work, for which a list of possible topics will be provided. This work intends the student to know scientific texts, to approach the subjects with rigor and to be aware of the implications of certain economic policy measures. Also to learn the effects of certain phenomena (immigration, new technologies...)

The materials to be used in the practical class will be specified in the virtual classroom. The theoretical classes will be based on the contents of the textbook.



## EVALUATION

The subject will be evaluated through a written final exam, which will consist of theoretical and practical questions and the practical activities developed by the student during the course.

The final exam may contribute a maximum of 7 points and is a RECOVERABLE activity in the second chance call

The submission of homeworks may contribute a maximum of 1.5 points and is a NON-RECOVERABLE activity in the second chance.

The tests carried out in class may contribute a maximum of 1.5 points and is a NON-RECOVERABLE activity in the second chance

To pass the subject, it will be necessary to obtain at least three points mark in the final exam.

## REFERENCES

### Basic

- Economía Laboral. McConnell, C.R., Brue, S.L. y Macpherson, D.A. Editorial McGraw-Hill 2007