

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

<b>Code</b>	42732
<b>Name</b>	Labour economics
<b>Cycle</b>	Master's degree
<b>ECTS Credits</b>	6.0
<b>Academic year</b>	2023 - 2024

**Study (s)**

<b>Degree</b>	<b>Center</b>	<b>Acad. year</b>	<b>Period</b>
2126 - M.D. in Human Resources Management	Faculty of Social Sciences	1	Second term

**Subject-matter**

<b>Degree</b>	<b>Subject-matter</b>	<b>Character</b>
2126 - M.D. in Human Resources Management	1 - Additional training	Obligatory

**Coordination**

<b>Name</b>	<b>Department</b>
SOLER GIRONES, JOSE VICENTE	110 - Applied Economics

**SUMMARY**

The Labour Economics subject aims to provide students with the fundamentals for understanding the functioning and dynamics of the labor market from an economic perspective. It is a complementary formative subject in the Master's in Employment and Intervention in the Labor Market.

Regarding the specific contents of the subject, there is a first block of Labor Economics elements and a second block dedicated to the analysis of the Spanish labor market. In the first block, the determinants of labor supply and demand are analyzed from the perspective of Labor Economics, supported by different economic theories on the labor market. This foundation allows for understanding the different economic and institutional structures of labor markets and labor segmentation. Following this, various theoretical perspectives (microeconomic, macroeconomic, and structural) on the causes of unemployment are analyzed in this block, and employment policies are grounded based on different diagnoses of unemployment. Finally, wage determination, the relationship between wages and productivity, and the causes of wage differentials are examined.



In the second content block, the dynamics of the labor market in Spain are analyzed from the crisis of the seventies to the present, paying attention to the main labor phenomena (activity, employment, unemployment, precariousness, etc.). The analysis of the labor market is placed within a macroeconomic and sectoral perspective of the Spanish economy, presenting the main trends and structural transformations of employment and its relationship with the economic context and economic policy developed in Spain in different periods.

The approach of the subject is theoretical and applied. This means that theoretical economic foundations are provided for the analysis of the most significant labor phenomena, but they are also applied to the understanding of these phenomena in real environments, particularly in the context of the Spanish labor market.

## PREVIOUS KNOWLEDGE

### Relationship to other subjects of the same degree

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

### Other requirements

There are no requirements

## OUTCOMES

### 2126 - M.D. in Human Resources Management

- Students should apply acquired knowledge to solve problems in unfamiliar contexts within their field of study, including multidisciplinary scenarios.
- Students should communicate conclusions and underlying knowledge clearly and unambiguously to both specialized and non-specialized audiences.
- Students should demonstrate self-directed learning skills for continued academic growth.
- Students should be able to self-organise, which means systematically planning and setting realistic time schedules for the different tasks in their personal agenda, prioritising their activities, attending to criteria of urgency and importance, using explicit tools and procedures to control the level of performance and optimising time.
- Students should be able to initiate, lead, promote and facilitate interactions, as well as to manage groups of people.
- Students should have the ability to communicate, influence and be effective in interpersonal relationships.
- Students should be prepared for lifelong learning and self-development. The individual develops the ability to incorporate new knowledge, skills and professional competences.



- Students should be able to lead people and teams to achieve the objectives of human resources management. In this sense, they should develop a certain level of relational sensitivity and empathy.
- Students should develop a certain tolerance for uncertainty.
- Students should be able to identify and understand the strategies emanating from the social actors, with links to human resources management.
- Students should know the fundamental characteristics of the labour market in Spain, its trends and structural changes.
- Students should be able to analyse the problems and structure of the labour market, using various economic theories.

## LEARNING OUTCOMES

- To know the main economic theories about the labor market and be able to apply them to the analysis of the main labor phenomena (activity, employment, unemployment, wages, segmentation...).
- To understand the supply, demand, and institutional factors that differentiate the labor markets.
- To understand the main economic diagnoses on the causes of unemployment and to substantiate and discuss from them the proposals for employment policy.
- To know the main trends, transformations, and problems of the Spanish labor market.
- To understand the relationships between the dynamics of the Spanish labor market, the economic context, and the applied economic policies.
- Ability to assess the adequacy of economic and employment policies developed to the situation and challenges of the Spanish labor market.
- To substantiate with statistical information the analyses on the Spanish labor market.
- To develop economic diagnoses on the main problems of the labor market and improvement proposals.

## WORKLOAD

ACTIVITY	Hours	% To be attended
Theory classes	38,00	100
Tutorials	12,00	100
Classroom practices	10,00	100
Development of group work	20,00	0
Development of individual work	25,00	0
Study and independent work	25,00	0
Preparing lectures	5,00	0
Preparation of practical classes and problem	15,00	0
<b>TOTAL</b>	<b>150,00</b>	



## TEACHING METHODOLOGY

The teaching methodology of the subject is organized around three types of activities:

Face-to-face classes and activities with the teaching staff in the classroom.

Study and completion of activities by the students.

Individual or small group attendance to tutorials.

Face-to-face classes and activities with the teaching staff in the classroom are structured around two basic axes:

a) Participatory lectures: These will be essentially expository, where concepts and basic contents of the subject will be explained. To facilitate student follow-up and participation in these classes, the virtual classroom will be used to provide them with outlines and support materials.

b) Practical activities, which can be of various types. On one hand, collective analysis and discussion of previously provided materials. On the other hand, students' resolution of activities proposed by the faculty beforehand in the classroom (which may be required in writing) or in the same practical session. The elaboration of papers on the labor market in Spain is also contemplated.

An active study methodology is recommended, based on reading the materials provided by the faculty and bibliographic references, attending and participating in class (especially in practical sessions), and taking advantage of tutoring hours. There will be a basic bibliography for the general preparation of each topic, as well as complementary bibliography related to specific aspects. The use of these references will be specified throughout the course.

## EVALUATION

The evaluation of the subject will be based on a written dissertation which represents 40% of the final mark and a continuous evaluation which includes different evaluation systems and, all together, represent 60% of the final mark.

At the end of the teaching period, the written exam will be held in the official exam date determined by the Faculty of Social Sciences.

Continuous assessment will refer to the following aspects:

- Active participation of students in classroom activities, as well as skills and attitudes shown in the development of these (10%).
- Evaluation of students' individual and/or group work (40%),
- Oral presentation of the different assignments (10%).



In order to pass the course, students must obtain at least a 4 out of 10 in the written test, and an average of 5 out of 10 between the written test mark and the continuous assessment.

Those who do not pass the subject in the 1st call because they have not passed the written test will have to repeat this test in the 2nd call and will keep the part of the mark linked to the continuous assessment. In case of failing the continuous assessment, only the individual work activities can be recovered, but the classroom activities or work in the classroom or in groups cannot be recovered.

## REFERENCES

### Basic

- Anuario IET de Trabajo y Relaciones Laborales, Vol. 2, 2014 (Un nou model de relacions laborals per a Europa?).
- Banyuls, J. et al. (2005), Economía laboral i polítiques d'ocupació, València, Universitat de València
- Fina, L. (2001), El reto del empleo, Madrid, McGraw-Hill
- Gallego, J.R. i Nacher, J.M., coords. (2001): Elementos Básicos de Economía. Un Enfoque Institucional. València, Tirant lo Blanch
- Recio, A. (1997), Trabajo, personas, mercados, Barcelona, Icaria
- Rocha, F. y Aragón, J. (2012), La crisis económica y sus efectos sobre el empleo, Madrid, Fundación 1º de Mayo
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- Toharia, L. (2011): El debate sobre las reformas necesarias para la economía española: el mercado de trabajo, Gaceta Sindical, nº 17, pp. 201-236