



COURSE DATA

Data Subject

Code	44170
Name	Employment systems and policies
Cycle	Master's degree
ECTS Credits	3.0
Academic year	2024 - 2025

Study (s)

Degree	Center	Acad. year	Period
2203 - Master's Degree in Economic Policy and Public Economics	Faculty of Economics	1	Second term

Subject-matter

Degree	Subject-matter	Character
2203 - Master's Degree in Economic Policy and Public Economics	6 - Economic policy	Optional

Coordination

Name	Department
ALBERT MORENO, JUAN FRANCISCO	110 - Applied Economics

SUMMARY

The course "Sistemas laborales y políticas de empleo" is a semester-long subject worth 3 credits. It aims to provide students with the fundamentals to understand the functioning and dynamics of the labor market from a broad perspective, considering not only the labor sphere but also the productive structure and the institutional framework in which economic activity develops. The chosen analytical approach considers that the analysis of labor aspects and the labor policies applied cannot be separated from the overall economic and social dynamics. Therefore, part of the course content is dedicated to analyzing the determining factors of labor supply and demand, supported by different economic theories on the labor market. This foundation allows understanding the different economic and institutional structures of labor markets and labor segmentation. Another part of the course content analyzes various theoretical perspectives (microeconomic, macroeconomic, and structural) on the causes of unemployment, and employment policies are based on different diagnoses of unemployment. The course approach is both theoretical and applied. This means that theoretical economic foundations are provided for analyzing the most significant labor phenomena, but they are also applied to understanding these phenomena in real environments, particularly in the labor market in Spain and the European Union.



The main objectives of the course are:

- To understand the main characteristics of the functioning of the labor system, with special attention to the Spanish case.
- To develop the ability to gather, analyze, and interpret relevant data on the functioning of the labor market.
- To understand the different economic theories that try to explain the main outcomes of the labor market.
- To delve into and reflect on economic and labor policies and their impact on the labor market.
- To reflect on current challenges and their impact on employment (digitalization, demographic change, etc.).

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

COMPETENCES (RD 1393/2007) // LEARNING OUTCOMES (RD 822/2021)

2203 - Master's Degree in Economic Policy and Public Economics

- 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.
- Desarrollar la capacidad crítica, impulsar la inquietud y el interés investigador; buscar, ordenar, analizar y sintetizar la información económica, seleccionando aquella que resulta pertinente para la toma de decisiones en política económica.
- Desarrollar la capacidad de trabajo en equipo, coordinación de tareas, liderazgo y compromiso con el grupo en el desarrollo de actividades de análisis de los problemas económicos y sus soluciones.
- Tomar decisiones tanto individuales como colectivas en su labor profesional y/o investigadora relacionada con la resolución de problemas propios de la política económica y la economía pública.
- Aplicar los conocimientos adquiridos en la identificación de salidas profesionales y yacimientos de empleo en el ámbito de la economía privada, el sector público y el tercer sector, partiendo del reconocimiento de la importancia del dominio de las técnicas y herramientas de búsqueda de empleo para este fin y teniendo siempre presente el emprendimiento como una alternativa profesional.



- Valorar diferentes problemas económicos, precisar sus causas e interpretar la toma de ?decisiones del Estado.
- Poder realizar una evaluación previa de las políticas económicas del Estado y el establecimiento de alternativas posibles.
- Poder evaluar el impacto de la política económica sobre la economía en su conjunto y por áreas de actividad o sectores.
- Poder evaluar el papel de los grupos de presión en la definición de la agenda gubernamental.
- Contrastar las relaciones de poder presentes en los sistemas económicos y su influencia en el proceso económico.

LEARNING OUTCOMES (RD 1393/2007) // NO CONTENT (RD 822/2021)

In this course, the following learning outcomes are intended to be achieved:

- Understand the main economic theories about the labor market and be able to apply them to the analysis of major labor phenomena (activity, employment, unemployment, wages, segmentation, etc.).
- Understand the supply, demand, and institutional factors that differently structure labor markets.
- Evaluate the economic processes that affect employment.
- Interpret the main economic diagnoses of the causes of unemployment and base and discuss employment policy proposals on them.
- Analyze the main trends, transformations, and problems of the Spanish labor market.
- Interpret the relationships between the dynamics of the Spanish labor market, the economic context, and the applied economic policies.
- Ability to evaluate the adequacy of economic and employment policies developed in relation to the situation and challenges of the Spanish labor market.
- Be able to locate and manage general economic information and information about the Spanish labor market.
- Base labor market analyses on statistical information.
- Develop economic diagnoses of the main problems of the labor market and improvement proposals.
- Analyze the specific problems of women in the labor market.

**WORKLOAD**

ACTIVITY	Hours	% To be attended
Theory classes	30,00	100
Development of group work	5,00	0
Development of individual work	10,00	0
Study and independent work	5,00	0
Readings supplementary material	15,00	0
Preparing lectures	5,00	0
Resolution of case studies	5,00	0
TOTAL	75,00	

TEACHING METHODOLOGY

- Theoretical classes that require a high degree of participation.
- Applied classes aimed at putting theoretical and practical knowledge into practice.
- Statistical analysis of economic variables and class discussion of theoretical readings and their application to practical cases.
- Directed debate and discussion in class.
- Searching, reading, and analyzing scientific literature related to the syllabus.

EVALUATION

The grading scale is from 0 to 10 (100%), with 5 being the minimum grade to pass the course. To obtain the final evaluation grade, the student's workload based on the different parts and/or assignments completed will be taken into account.

Thus, the final grade will be a weighting of the different evaluation strategies. Specifically:

- Final exam of the subject: 50% of the final grade
- Participation and quizzes done in class: 20% of the final grade
- Submission and discussion of theoretical and practical assignments: 30% of the final grade

In order to calculate the final grade, the score of each of the different evaluation strategies must be at least 4 (on a scale of 0 to 10). Except for activities that require direct participation in class (which account for 20% of the final grade), the rest of the evaluation activities can be recovered in a second evaluation of the subject.



Regarding ChatGPT, it will be considered a very serious offense to plagiarize a work in whole or in part, or to commit academic fraud in the preparation of any assignment or activity requested from students. Academic fraud will be understood as any premeditated behavior aimed at falsifying the results of an exam or assignment, whether one's own or someone else's (including the improper use of artificial intelligence like ChatGPT), carried out as a requirement to pass a course or to accredit academic performance.

REFERENCES

Basic

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Additional

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- Miguélez, F., Prieto, C., coords. (1999), *Las relaciones de empleo en España*, Madrid, Siglo XXI
- Prieto et al (2011), *La calidad del empleo en España: Una aproximación teórica y empírica*, Madrid, Ministerio de Trabajo e Inmigración
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