

## COURSE PROGRAM

Academic Year: 2025/2026

Identification and characteristics of the course			
Code	500436	ECTS Credits	6
Course name (English)	LABOR ECONOMICS		
Course name (Spanish)	ECONOMÍA DEL TRABAJO		
Degree programs	Degree in Economics (ECO) <sup>1</sup>		
Faculty/School	Faculty of Economics and Business		
Semester	7 <sup>o</sup>	Type of course	Optional
Module	Economic analysis		
Matter	Microeconomics		
Lecturer/s			
Name	Office	E-mail	Web page
Beatriz Corchuelo Martínez-Azúa	61	bcorchue@unex.es	<a href="https://www.unex.es/conoce-la-unex/centros/eco/centro/profesores/info/profesor?id_pro=bcorchue">https://www.unex.es/conoce-la-unex/centros/eco/centro/profesores/info/profesor?id_pro=bcorchue</a>
Subject Area	Foundations of Economic Analysis		
Department	Economics		
Coordinating lecturer (If more than one)			
Competencies/ Learning Outcomes			
<b>BC1:</b> Students should demonstrate possession and understanding of knowledge in an area of study that builds on general secondary education and is typically found at a level that, while supported by advanced textbooks, also includes some aspects that involve knowledge from the forefront of their field of study.			
<b>BC2:</b> Students should know how to apply their knowledge to their work or vocation in a professional manner and possess the skills that are usually demonstrated through the development and defence of arguments and problem solving within their area of study.			
<b>BC3:</b> Students can gather and interpret relevant data (usually within their area of study) to make judgments that include reflection on relevant social, scientific, or ethical issues.			
<b>BC4:</b> Students can convey information, ideas, problems, and solutions to both specialist and non-specialist audiences.			
<b>BC5:</b> Students can develop the learning skills necessary to undertake further studies with a high degree of autonomy.			
<b>GC1:</b> Ability to identify and anticipate relevant economic problems, both in the private and public spheres, to discuss alternative solutions and to select the most appropriate ones.			

<sup>1</sup> The ECO subject with code 500436 will be teach in English in the LE Nivel 1.

<b>GC2:</b> Ability to bring rationality to analyzing and describing any aspect of economic reality.
<b>GC3:</b> Ability to apply professional criteria based on the use of technical tools to the analysis of economic problems.
<b>GC4:</b> Ability to design, manage and draft economic projects and issue advisory reports on specific economic situations (international, national or regional).
<b>CC1:</b> Computer literacy and ICT skills.
<b>CC2:</b> Ability to communicate orally and in writing in Spanish.
<b>CC4:</b> Ability to manage, analyze and synthesize information.
<b>CC5:</b> Ability to work in a team.
<b>CC8:</b> Capacity for autonomous learning.
<b>CC9:</b> Ability for critical and self-critical reasoning.
<b>CC10:</b> Problem-solving skills.
<b>CC12:</b> Capacity for organisation and planning.
<b>SC1:</b> Ability to know, understand and use the principles of microeconomics.
<b>SC8:</b> Ability to understand, comprehend and apply the principles of international economics.
<b>Contents</b>
<b>Course outline</b>
The labor economy. Labor demand and supply. Wage and employment determination. Wage structure. Labor mobility. Labor market and distribution.
<b>Course syllabus</b>
<b>Unit 1: INTRODUCTION</b> Contents: The labor economy. Population, activity rates, and working hours. Employment and unemployment. Statistical information on the labor market. Description of the practical activities: Application of theory through exercises and case studies.
<b>Unit 2: LABOR DEMAND</b> Contents: The derived demand for labor. Short and long-term demand for labor. Determinants of the demand for labor and its elasticity. Description of the practical activities 2: Application of theory through exercises and case studies.
<b>Unit 3: LABOR OFFER</b> Contents: Basic model: the choice between work and leisure. Variations in wages: income and substitution effects. Application and extensions of the basic model. Description of practical activities: Application of theory through exercises and case studies.
<b>Unit 4: HUMAN CAPITAL</b> Contents: Investment in human capital. The theory of human capital. Profitability of education. Criticisms of human capital theory. Educational mismatch. Description of the practical activities: Application of the theory through exercises and case studies.
<b>Unit 5: WAGE AND EMPLOYMENT DETERMINATION</b> Contents: Wage determination: competitive and non-competitive markets. Trade unions and collective bargaining. Description of practical activities: Application of theory through exercises and case studies.
<b>Unit 6: REMUNERATION SYSTEMS AND WORK EFFICIENCY</b> Contents: Non-wage compensation. Performance-related pay. Efficiency wages. Agency and incentive problems.

Description of the practical activities: Application of theory through exercises and case studies.

**Unit 7: WAGE DIFFERENCES AND DISCRIMINATION**

Contents: Wage differentials: perfect competition and labor market imperfections. Heterogeneity of jobs and workers. Discrimination.

Description of the practical activities: Application of theory through exercises and case studies.

**Unit 8: JOB SEARCH AND EMPLOYMENT MOBILITY**

Contents: Job search: external and internal. Types of mobility. Occupational mobility and geographical mobility.

Description of practical activities: Application of theory through exercises and case studies.

**Educational activities \***

Student workload in hours by lesson		Lectures	Practical activities				Monitoring activity	Homework
Lesson	Total	L	HI	LAB	COM	SEM	SGT	PS
1	10	4				1		5
2	19	6				2		11
3	22	6				3		13
4	18	5				2		11
5	19,25	6				2		11
6	18	5				2		11
7	14	4				2		8
8	11	4				1		6
<b>Assessment **</b>	18,75	5					4,25	9,75
<b>TOTAL ECTS</b>	<b>150</b>	<b>45</b>				<b>15</b>	<b>4,25</b>	<b>85,75</b>

L: Lectures (85 students)

HI: Hospital internships (7 students)

LAB: Laboratory or field practice (15 students)

COM: Computer room or language laboratory practice (20 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. Expository method consisting of the teacher's presentation of the contents of the subject being studied.
2. Expository method consists of the teacher presenting examples or problems and how to solve them.
3. A method based on the teacher's posing of problems and their resolution by the students through the application of problem-solving procedures.
4. A method based on the intensive analysis of real or simulated cases to interpret, solve, reflect, and complete knowledge.
5. Collaborative method for carrying out group work to broaden and deepen the theoretical knowledge by searching relevant sources of information and data and applying them.
6. A method whereby the learner takes a test to reinforce learning and as an assessment tool.

**Learning outcomes \***

\*\* Indicate the total number of evaluation hours of this subject.

The learning outcomes of Microeconomics are the knowledge and understanding of the principles of microeconomic analysis and its use in identifying and analyzing of relevant economic problems related to consumer and business decision problems, market behavior, international trade or the functioning of the labor market.

### **Assessment systems \***

To pass the course, there are two alternative modes of assessment: continuous assessment mode and global assessment mode.

The choice of the global assessment modality is up to the student, who must request it for each call (ordinary and extraordinary) through the specific space created for this purpose on the Virtual Campus during the first quarter of the course period.

When a student does not make this communication, it will be understood that he/she chooses the continuous assessment mode. The choice of the global assessment modality implies the renunciation of the right to be assessed for the activities of the continuous assessment modality. Once the type of assessment has been chosen, the student will NOT be able to change it in the ordinary call of the semester.

#### **1. CONTINUOUS EVALUATION MODALITY**

Students who habitually attend classes can opt for a continuous assessment. This system will consist of two parts: a continuous assessment and a final exam.

The continuous assessment part will count for 40% of the final mark. It will be based on active participation in the seminar activities (20%) and on different non-classroom activities proposed during the course (20%). These activities will not be recoverable.

Note: If a student does not carry out any of the proposed activities, the mark for that activity will be 0 points.

The final exam will represent the remaining 60% of the final grade. This exam will combine multiple-choice questions and/or specific questions on the development and resolution of practical problems and will cover all the subject contents.

If a student does not take the final exam, the student will appear as "not presented" because he/she could not to obtain the minimum grade of 5 points necessary to pass the course. In addition, if any of the available activities had been carried out, such tests' grades would be maintained for subsequent exams (June and July).

#### **2. GLOBAL EVALUATION MODALITY**

Those students who chose the global evaluation modality will be doing a final exam in which they can achieve 100% of the mark.

This final exam will cover all the contents of the subjects, including those addressed in the continuous evaluation activities, so it does not have to coincide with the final exam of the evaluation system 1.

Student behavior in the classroom must always reflect the utmost respect for both classmates and the teacher. The use of electronic devices (such as cell phones, computers, tablets, etc.) is not permitted unless they are essential for following the class and have been explicitly authorized by the teacher. Eating during class is not permitted, and only water is allowed.

Failure to comply with these rules—as well as any comments, conversations, gestures, or attitudes that distract from or disrupt the normal flow of the class—may result in removal from the classroom and a negative mark for the student involved.

The teacher is responsible for organizing the classroom space and may assign seating as deemed most appropriate.

### **Bibliography (basic and complementary)**

#### **Basic bibliography:**

McConnell, C.R., S.L. Brue y D. McPherson (2007): *Economía Laboral*, 7ª edición adaptada, editorial McGraw Hill, Madrid.

McConnell, C.R., S.L. Brue y D. McPherson (2020): *Contemporary Labor Economics*, 20<sup>th</sup> edition, McGraw Hill.

#### **Supplementary bibliography:**

Hernández Rubio, C. (2005): *Ejercicios de Economía Laboral*, McGraw-Hill, Madrid.

J.I. Pérez Infante (2006): *Las estadísticas del mercado de trabajo en España*, Ministerio de Trabajo, Madrid.

Toharia, L. (comp.) (1983): *El mercado de trabajo: Teorías y aplicaciones. Lecturas seleccionadas*. Alianza Editorial.

Toharia, L. et al. (1998): *El mercado de trabajo en España*. editorial McGraw Hill, Madrid.

### **Other resources and complementary educational materials**

Teaching materials (slides, handouts, exercises...) will be provided to students through the virtual campus (<http://campusvirtual.unex.es>).