

**COURSE DATA****DATA SUBJECT**

Code: 42732
Name: Labour economics
Cycle: Master's Degree
ECTS Credits: 6
Academic year: 2025-26

STUDY (S)

| Degree | Center | Acad. year | Period |
|--|------------------------------|------------|----------------|
| 2126 - Master's Degree in Human Resources Management | Facultat de Ciències Socials | 1 | Second quarter |

SUBJECT-MATTER

| Degree | Subject-matter | Character |
|--|---------------------|------------|
| 2126 - Master's Degree in Human Resources Management | Additional training | COMPULSORY |

COORDINATION

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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

COMPETENCES / LEARNING OUTCOMES

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Students should apply acquired knowledge to solve problems in unfamiliar contexts within their field of study, including multidisciplinary scenarios.

Students should be able to analyse the problems and structure of the labour market, using various economic theories.

Students should be able to identify and understand the strategies emanating from the social actors, with links to human resources management.

Students should be able to initiate, lead, promote and facilitate interactions, as well as to manage groups of people.

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 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 prepared for lifelong learning and self-development. The individual develops the ability to incorporate new knowledge, skills and professional competences.

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 develop a certain tolerance for uncertainty.

Students should have the ability to communicate, influence and be effective in interpersonal relationships.

Students should know the fundamental characteristics of the labour market in Spain, its trends and structural changes.

DESCRIPTION OF CONTENTS

1. Work, employment and unemployment. Basic concepts and main features of the Spanish labour market

- Employment and its forms
- Statistical representation of the labour reality
- Main trends and periods of activity, employment and unemployment in the Spanish labour market.

2. The determinants of labour market structure and labour market segmentation

- Structural determinants of labour demand
- Structural determinants of labour supply
- Labour segmentation: concept and dynamics
- Precariousness and in-work poverty
- The sectoral and occupational transformation of employment in the Spanish labour market

3. Wage determination

- The microeconomic view of wages and the theory of human capital
- Conventional models of wage rigidity
- The institutionalist theories of wage determination
- Wages, productivity and unit labour costs

4. The economic analysis of unemployment and employment policies

- The conventional microeconomic approach to unemployment: causes and labour market policies
- The macroeconomic approach to unemployment: macroeconomic causes and policies
- Unemployment from a structural point of view: causes and structural policies
- Diagnoses, proposals and policies for tackling unemployment in Spain today



5. Labour dynamics, productive structure and economic and employment policy in Spain

- Transformations in the production model of the Spanish economy: the crisis of the 1970s, the impact of European integration, the growth model in 1994-2007, the current crisis.
- Economic policy strategy in Spain: evolution of macroeconomic policy, institutional determinants, labour reforms and structural policies.

6. Hands-on activities

- Questionnaire of the Economically Active Population Survey (EAPS)
- Conceptual and methodological differences between statistical sources referring to employment and unemployment.
- Localisation and elaboration of information from the LFS and commentary on labour indicators.
- Analysis based on statistical data of the transformations of the Spanish labour market
- Analysis of documents on diagnoses and proposals regarding the current employment situation
- Integration of ESG criteria in the study of labour relations from an economic perspective: study of the SDGs and sustainability in the field of labour

WORKLOAD

PRESENCIAL ACTIVITIES

| Activity | Hours |
|---------------------|--------------|
| Tutorials | 12,00 |
| Theory | 38,00 |
| Classroom practices | 10,00 |
| Total hours | 60,00 |

NON PRESENCIAL ACTIVITIES

| Activity | Hours |
|---------------------------------------|--------------|
| Attendance at other activities | 0,00 |
| Individual or group project | 45,00 |
| Independent study and work | 25,00 |
| Preparation of lessons | 20,00 |
| Preparation for assessment activities | 0,00 |
| Resolution of case studies | 0,00 |
| Total hours | 90,00 |

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

Anuario IET de Trabajo y Relaciones Laborales, Vol. 2, 2014 (Un nou model de relacions laborals per a Europa?).

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Bataller Grau, J, et al. (2023): *Responsabilidad social y sostenibilidad: el marco de actuación de la empresa*. Valencia: Tirant lo Blanch.

Fina, Ll. (2001), *El reto del empleo*, Madrid, McGraw-Hill

Gallego, J.R. i Náchter, J.M., coords. (2001): *Elementos Básicos de Economía. Un Enfoque Institucional*. València, Tirant lo Blanch

Recio, A. (1997), *Trabajo, personas, mercados*, Barcelona, Icaria

Prieto, C. (2024): *Las metamorfosis del trabajo y de la relación salarial: el caso español*. Madrid: Los Libros de la Catarata, 2024.