

**COURSE DATA****DATA SUBJECT****Code:** 44170**Name:** Employment systems and policies**Cycle:** Master's Degree**ECTS Credits:** 3**Academic year:** 2026-27**STUDY (S)**

Degree	Center	Acad. year	Period
2203 - Master's Degree in Economic Policy and Public Economics	Facultat d'Economia	1	Second quarter

**SUBJECT-MATTER**

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

**COORDINATION**

ALBERT MORENO JUAN FRANCISCO

**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.).

v>

## 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 / LEARNING OUTCOMES

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

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.

Contrastar las relaciones de poder presentes en los sistemas económicos y su influencia en el proceso económico.

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.

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.

Poder realizar una evaluación previa de las políticas económicas del Estado y el establecimiento de alternativas posibles.



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.

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.

Valorar diferentes problemas económicos, precisar sus causas e interpretar la toma de decisiones del Estado.

## DESCRIPTION OF CONTENTS

### 1. Work, employment, and unemployment: Concepts and issues of quantification

1. The different forms of work: mercantile work and reproductive work
2. The quality of employment: standard norm and labor precariousness
3. The problems of quantifying work activity
4. Sources of statistical information on the labor market
5. Current challenges of the labor market

### 2. Different perspectives on the labor market (I): the Neoclassical and Keynesian approaches

1. Methodological foundations of conventional analysis
2. The Neoclassical approach: the Competitive market as the organizing principle
3. The Keynesian perspective: the importance of aggregate demand
4. The Phillips Curve: unemployment and inflation

### 3. Different perspectives on the labor market (III): a structural approach

1. The institutionalist approach in labor analysis
2. The labor market as a system: determinants of labor demand and supply
3. Labor market segmentation: causes and dynamics

### 4. Unemployment and labor policies

1. Concept, effects, and processes of unemployment



2. The role of labor policy in a market economy
3. Labor policy: objectives and instruments
4. Different perspectives on employment policies today

## WORKLOAD

### PRESENCIAL ACTIVITIES

Activity	Hours
Theory	15,00
Seminar	15,00
<b>Total hours</b>	<b>30,00</b>

### NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	15,00
Independent study and work	20,00
Preparation of lessons	5,00
Preparation for assessment activities	0,00
Resolution of case studies	5,00
<b>Total hours</b>	<b>45,00</b>

## 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

- Banyuls, J. et al. (2005), *Economia laboral i polítiques d'ocupació*, València, Universitat de València
- Borderías, C., Carrasco, C. i Alemany, C., comps., (1994), *Las mujeres y el trabajo: rupturas conceptuales*, Barcelona, Icaria-FUHEM
- Bosch, G. Lehndorff, S. Rubery, J. (ed) (2009), *European Employment Models in Flux. A Comparison of Institutional Change in Nine European Countries*, New York, Palgrave Macmillan.
- Recio, A. (1997), *Trabajo, personas, mercados*, Barcelona, Icaria
- Sanchis, E. (2011), *Trabajo y paro en la sociedad postindustrial*, València, Tirant lo Blanch
- Rubery, J., Grimshaw, D. (2003), *The Organisation of Employment: an international perspective*. London: Palgrave
- Toharia, L. et al (2012): *El mercado de trabajo en la obra de Luís Toharia*, Ministerio de Empleo y Seguridad Social, Madrid
- Bosch, G.; Rubery, J.; Lehndorff, S. (2007), *Los modelos de empleo europeos, agitados por vientos de cambio*, *Revista internacional del Trabajo*, vol 126, núm 3-4



- Grimshaw, D. (ed.) (2013), *Minimum Wages, Pay Equity and Comparative Industrial Relations*, Ney York: Routledge
- Lehndorff, S. (ed), *A triumph of failed ideas. European models of capitalism in the crisis*, Brussels, ETUI
- 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
- Rocha, F., Aragón, J. i Cruces, J. (2008): *Cambios productivos y empleo en España*, Madrid, Ministerio de Trabajo e Inmigración
- Solow, R.M. (1992), *El mercado de trabajo como institución social*, Madrid, Alianza Editorial.
- Villa, P. (1990), *La estructuración de los mercados de trabajo. La siderurgia y la construcción en Italia*, Madrid, Mº de Trabajo y Seguridad Social.
- VV.AA. (2010): *Papeles de Economía Española*, nº 124 (La reforma del mercado de trabajo)
- McConnell et al. (2007), *Economía laboral*, Madrid: McGraw-Hill. N.º: 7 edición
- Notario, A. V.et al. (2023), *El coste social del desempleo en España: el discreto encanto de la recuperación económica*, Fundación BBVA.