

Faculty of Liberal Arts & Professional Studies
Labour Economics: Theory
AP/ECON 3240M
Winter 2023

Course instructor:

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Organization of the course

The course material will be delivered to students via asynchronous online lessons that will be available on our course's eClass page. In terms of evaluations, there will be two assignments (each worth 15% of your final grade), a midterm exam (worth 30% of your final grade) and a final exam (worth 40% of your final grade). All evaluations will be completed online via the course eClass page.

Course webpage: eClass

Virtual office hours: TBA

Expanded course description: This course applies economic theory to the labour market. Together, we will explore topics including labour force participation, hours of work, investment in education and training, worker mobility, demand for and supply of labour, the effects of market structure on wages and employment, and theories of trade unions and collective bargaining.

Course objectives and learning outcomes: This course serves to introduce Human Resource Management students to microeconomic concepts within the context of the labour market. Students learn more about the supply and demand of labour and how we can apply labour market theory to the real world.

Course readings

Our textbook is Labour Market Economics (9th Edition) by Dwayne Benjamin, Morley Gunderson, Thomas Lemieux, W. Craig Riddell and Tammy Schirle.

All chapters listed below refer to the textbook. The intended study plan is to cover Chapters 1 to 13. This study plan may be adjusted by the instructor. You are responsible for materials in the text that correspond to the material covered in class. The text should be viewed as a learning aide, not as an independent source of examinable material.

Chapter 1: Introduction to Labour Market Economics

Chapter 2: Labour Supply: Individual Attachment to the Labour Market

Chapter 3: Labour Supply and Public Policy: Work Incentive Effects of Alternative Income Maintenance Schemes

Chapter 4: Labour Supply over the Life Cycle

Chapter 5: Demand for Labour in Competitive Labour Markets

Chapter 6: Labour Demand, Non-Wage Benefits, and Quasi-Fixed Costs
 Chapter 7: Wages and Employment in a Single Labour Market
 Chapter 8: Compensating Wage Differentials
 Chapter 9: Human Capital Theory: Applications to Education and Training
 Chapter 10: Wage Structures across Markets
 Chapter 11: The Economics of Immigration
 Chapter 12: Discrimination and Male-Female Earnings Differentials
 Chapter 13: Optimal Compensation Systems, Deferred Compensation, and
 Mandatory Retirement

Evaluations

<i>Evaluation</i>	<i>Evaluation date</i>	<i>Value (% of final grade)</i>
Assignment #1	February 6 th (end of day)	15%
Midterm Exam	February 27 th (tentative)	30%
Assignment #2	March 27 th (end of day)	15%
Final Exam	Winter Exam Period (April 12 to 27)	40%

Course policies

Missed Exams

There will be no make-up midterm exam. Should you miss the midterm exam without prior approval of the instructor or a valid documented reason, you will receive a grade of zero on the exam. With prior approval or a valid documented reason (and a completed Attending Physician's Statement), the weight of the midterm exam will transfer to your final exam.

Assignment Submissions

Students are able to submit assignments after they are due:

- If a student has a documented reason for their delayed submission, no late penalty will be applied.
- If a student does not have a documented reason for their delayed submission, a 5% penalty will be applied to the assignment grade (out of 100%) for each day it is overdue.

Grading

The grading scheme for the course conforms to the 9-point grading system used in undergraduate programs at York (e.g., A+ = 9, A = 8, B+ = 7, C+ = 5, etc.). Assignments and tests will bear either a letter grade designation or a corresponding number grade (e.g. A+ = 90 to 100, A = 80 to 90, B+ = 75 to 79, etc.)

Academic Honesty and Integrity

In this course, we strive to maintain academic integrity to the highest extent possible. Please familiarize yourself with the meaning of academic integrity by completing SPARK's Academic Integrity module at the beginning of the course. Breaches of academic integrity range from cheating to plagiarism (i.e., the improper crediting of another's work, the representation of another's ideas as your own, etc.). All instances of academic dishonesty in this course will be reported to the appropriate university authorities, and can be punishable according to the Senate Policy on Academic Honesty.

Technical requirements for taking the course:

Several platforms will be used in this course (e.g., eClass/Moodle, Zoom, etc.) through which students will interact with the course materials, the course director/TA, as well as with one another.

Students shall note the following:

- Zoom is hosted on servers in the U.S. This includes recordings done through Zoom.
- If you have privacy concerns about your data, provide only your first name or a nickname when you join a session.
- The system is configured in a way that all participants are automatically notified when a session is being recorded. In other words, a session cannot be recorded without you knowing about it.

Please review the technology requirements and FAQs for eClass.

Here are some useful links for student computing information, resources and help:

[Student Guide to eClass](#)

[Zoom@YorkU Best Practices](#)

[Zoom@YorkU User Reference Guide](#)

[Computing for Students Website](#)

[Student Guide to eLearning at York University](#)

Course information

Access/Disability

York University is committed to principles of respect, inclusion and equality of all persons with disabilities across campus. The University provides services for students with disabilities (including physical, medical, learning and psychiatric disabilities) needing accommodation related to teaching and evaluation methods/materials. These services are made available to students in all Faculties and programs at York University.

Students in need of these services are asked to register with disability services as early as possible to ensure that appropriate academic accommodation can be provided with advance notice. You are encouraged to schedule a time early in the

term to meet with each professor to discuss your accommodation needs. Please note that registering with disabilities services and discussing your needs with your professors is necessary to avoid any impediment to receiving the necessary academic accommodations to meet your needs.

Additional information is available at the following websites:

Counselling & Disability Services - <https://counselling.students.yorku.ca/>

Counselling & Disability Services at Glendon -

<https://www.glendon.yorku.ca/counselling/>

York Accessibility Hub - <http://accessibilityhub.info.yorku.ca/>

Ethics Review Process

York students are subject to the York University *Policy for the Ethics Review Process for Research Involving Human Participants*. In particular, students proposing to undertake research involving human participants (e.g., interviewing the director of a company or government agency, having students complete a questionnaire, etc.) are required to submit an *Application for Ethical Approval of Research Involving Human Participants* at least one month before you plan to begin the research. If you are in doubt as to whether this requirement applies to you, contact your Course Director immediately.

Religious Observance Accommodation

York University is committed to respecting the religious beliefs and practices of all members of the community, and making accommodations for observances of special significance to adherents. Should any of the dates specified in this syllabus for an in-class test or examination pose such a conflict for you, contact the Course Director within the first three weeks of class. Similarly, should an assignment to be completed in a lab, practicum placement, workshop, etc., scheduled later in the term pose such a conflict, contact the Course director immediately. Please note that to arrange an alternative date or time for an examination scheduled in the formal examination periods (December and April/May), students must complete an Examination Accommodation Form, which can be obtained from Student Client Services, Student Services Centre or online at

http://www.registrar.yorku.ca/pdf/exam_accommodation.pdf (PDF)

Student Conduct in Academic Situations

Students and instructors are expected to maintain a professional relationship characterized by courtesy and mutual respect. Moreover, it is the responsibility of the instructor to maintain an appropriate academic atmosphere in the classroom and other academic settings, and the responsibility of the student to cooperate in that endeavour. Further, the instructor is the best person to decide, in the first instance, whether such an atmosphere is present in the class. The policy and procedures governing disruptive and/or harassing behaviour by students in academic situations is available at - <http://secretariat-policies.info.yorku.ca/policies/disruptive-and-or-harassing-behaviour-in-academic-situations-senate-policy/>