

## Economics 431(L01) (Labour Economics)

Instructor: Jean-William Laliberté  
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Lecture Location: EDC 280  
Lecture Days/Time: MWF 14:00 - 14:50

Office: SS434  
Office Hours: TBA

Winter 2024

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### Course Description:

This course uses microeconomic theory and statistical analysis to study labour markets. It focuses on decisions made by workers, firms and governments. Key topics include earnings inequality, discrimination, human capital accumulation, migration, and social interactions in the labour market.

### Course Learning Outcomes:

Students who successfully complete this course will:

1. Understand and be able to explain the key determinants of labour supply. This includes being familiar with the substitution and income effects of wage changes and the distinctions between static and dynamic labor supply in a life-cycle framework. Students should be able to use a model of labor supply to analyze the potential effect of public policies such as income taxes, child care subsidies or mandatory retirement age rules on labour force participation.
2. Understand and appreciate how labour demand derives from the demand for goods and services.
3. Know and understand the implications for wages of market power in the labour market. Students can explain how wages and employment differ in monopsonies, in contrast with competitive labour markets. Know and understand how labour supply and labour demand interact in equilibrium. Students possess a deep understanding of the benchmark case of perfect competition and are able to describe the theoretical results it generates regarding minimum wage policies.
4. Understand and appreciate the key principles of optimal investments in human capital, and the implications of Canadian education policies for wage inequality.
5. Understand the impact of immigration on labour markets and know the key associated empirical results.
6. Understand and know the differences between taste-based and statistical discrimination and the methods used to evaluate the amount of discrimination in the Canadian labour market. Students should be familiar with key facts such as earnings differentials between genders and between immigrants and non-immigrants.
7. Understand and appreciate the principal-agent framework as well as the design of optimal compensation systems based on economic incentives.
8. Know and understand the basic Canadian institutions related to unionization as well as the notion of collective bargaining.

9. Develop the skills necessary to conduct a critical assessment of economics research papers and economic news reporting. This includes reviewing relevant literature and communicating results. Included in this outcome are professional skills developed by giving written feedback on others' work.

**Course Outline:**

- Labour Supply (Chapters 2, 3 and 4)
- Labour Demand (Chapters 5 and 6)
- Labour Market Equilibrium (Chapter 7 and 10)
- Human Capital (Chapter 9)
- Immigration (Chapter 11)
- Discrimination (Chapter 12)
- Incentives (Chapter 13)
- Unions (Chapters 14 and 15)

**Prerequisites/Corequisites:**

Economics 357 and 359.

**Required Textbook(s):**

Benjamin, Dwayne et al. *Labour Market Economics*, Ninth Canadian Edition, McGraw-Hill Ryerson Limited, 2021. (e-book options available)

**Required Access to Technology:**

None.

**Desire2Learn:**

This course will make use of the Desire2Learn (D2L) platform. Students who are registered in the course can log on at <http://d2l.ucalgary.ca> through their student centre. Please note that D2L features a class e-mail list that may be used to distribute course-related information. These e-mails go to your University of Calgary e-mail addresses only.

**Grade Determination:**

Assignments (x2)	20%
Midterm Examination (February 5)	15%
Term project	30%
Final Examination	35%
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	100%

**Examination Details:**

Tests and exams WILL NOT involve multiple choice questions.

Programmable calculators, cellphones, textbooks, course notes, and other electronic devices will not be allowed during the writing of tests or final examinations. Students are reminded that simply being able to access their cellphone during an exam is academic misconduct.

The in-class midterm will take place on February 5, 2024.

**Grading Policies:**

The official grading system will be used. See <http://www.ucalgary.ca/pubs/calendar/current/f-1-1.html>.

Students must receive a passing grade on the final exam to pass the course. Students committing academic misconduct during the final exam will not receive a passing grade for the course.

If a student's letter grade on the final exam exceeds their midterm(s) letter grade, the weight of the midterm(s) is (are) transferred to the final exam. The student must have written the midterm(s) or provided supporting documentation for the absence(s).

As per the Writing Across the Curriculum Statement in the Calendar, writing and grading thereof will be a factor in the evaluation of student work. See <https://www.ucalgary.ca/pubs/calendar/current/e-2.html>.

THERE WILL BE NO MAKEUP OR DEFERRED QUIZZES/TESTS/EXAMS under any circumstances, nor may the quizzes/tests/exams be written early. Students unable to write the quizzes/tests/exams because of documented illness, family emergency, religious observance, or university-sanctioned event will have the weight shifted to the final examination; otherwise a grade of zero will be assigned.

The final examination will be comprehensive, scheduled by the Registrar, held in a classroom, and last 2 hours. If a student cannot write their final exam on the date assigned by the Registrar's Office, they need to apply for a deferred exam <https://www.ucalgary.ca/pubs/calendar/current/g-3-4.html>. Under no circumstance will this be accommodated by the Department.

Any student work which remains undistributed after the last day of classes will be available to students through the instructor's office during the instructor's office hours.

**Reappraisal of Grades:**

*For Reappraisal of Graded Term Work, see Calendar I.2*  
<http://www.ucalgary.ca/pubs/calendar/current/i-2.html>

*For Reappraisal of Final Grade, see Calendar I.3*  
<http://www.ucalgary.ca/pubs/calendar/current/i-3.html>

**Academic Misconduct and Intellectual Honesty:**

Academic Misconduct refers to student behavior that compromises proper assessment of students' academic activities and includes: cheating; fabrication; falsification; plagiarism; unauthorized assistance; failure to comply with an instructor's expectations regarding conduct required of students completing academic assessments in their courses; and failure to comply with exam regulations applied by the Registrar.

*Statement of Intellectual Honesty, see Calendar K.3*  
<https://www.ucalgary.ca/pubs/calendar/current/k-3.html>

*Plagiarism and Other Academic Misconduct*  
<https://ucalgary.ca/student-services/student-success/learning/academic-integrity>

**Academic Accommodations:**

Students seeking an accommodation based on disability or medical concerns should contact Student Accessibility Services. SAS will process the request and issue letters of accommodation to instructors. Students who require an accommodation in relation to their coursework based on a protected ground other than disability should communicate this need in writing to their instructor. The full policy on Student Accommodations is available at

<https://www.ucalgary.ca/legalservices/sites/default/files/teams/1/Policies-Accommodation-for-Students-with-Disabilities-Procedure.pdf> and <https://www.ucalgary.ca/legal-services/sites/default/files/teams/1/Policies-Student-Accommodation-Policy.pdf>.

Freedom of Information and Protection of Privacy (FOIP) Act:

Personal information is collected in accordance with FOIP. Assignments can only be returned to the student and will be accessible only to authorized faculty and staff. For more information, see <https://www.ucalgary.ca/legal-services/sites/default/files/teams/1/faq-privacy-faculty-members.pdf> and <https://www.ucalgary.ca/legal-services/sites/default/files/teams/1/faq-privacy-students.pdf>

Internet and Electronic Communication Device Information:

The use of cell phones for any purpose in class is prohibited. Computers and tablets may be used for note taking only unless otherwise authorized by the instructor.

Copyright Legislation:

See the University of Calgary policy on Acceptable Use of Material Protected by Copyright at <https://www.ucalgary.ca/legal-services/sites/default/files/teams/1/Policies-Acceptable-Use-of-Material-Protected-by-Copyright-Policy.pdf>. Students who use material protected by copyright in violation of this policy may be disciplined under the Non-Academic Misconduct Policy.

Recording of Lectures:

Recording of lectures is prohibited, except for audio recordings authorized as an accommodation by SAS or an audio recording for individual private study and only with the written permission of the instructor. Any unauthorized electronic or mechanical recording of lectures, their transcription, copying, or distribution, constitutes academic misconduct. See <https://www.ucalgary.ca/pubs/calendar/current/e-6.html>.

Instructor Intellectual Property:

Course materials created by instructors (including presentations and posted notes, labs, case studies, assignments and exams) remain the intellectual property of the instructor. These materials may NOT be reproduced, redistributed or copied without the explicit consent of the instructor. The posting of course materials to third party websites such as note-sharing sites without permission is prohibited. Sharing of extracts of these course materials with other students enrolled in the course at the same time may be allowed under fair dealing.

Important Dates:

Please check: <http://www.ucalgary.ca/pubs/calendar/current/academic-schedule.html>.

Student Organizations:

Faculty of Arts Students' Association (F.A.S.A.):

Economics Department Representative

Office: SS 803, E-mail: [econrep@fasaucalgary.ca](mailto:econrep@fasaucalgary.ca) and Web: [www.fasaucalgary.ca](http://www.fasaucalgary.ca).

Society of Undergraduates in Economics: <https://www.ucalgarysue.com/>.

Society of Undergraduates in Economics is a student run organization whose main purpose is to assist undergraduate economics students to succeed both academically and socially at the University of Calgary. Services include access to the exam bank, career events such as Industry Night and information sessions, mentorship programs, and social events for members. They invite you to join by contacting SUE at [sue@ucalgarysue.com](mailto:sue@ucalgarysue.com)

Faculty of Arts Program Advising and Student Information Resources:

- Have a question, but not sure where to start? The Arts Students' Centre is your information resource for everything in Arts! Drop in at SS102, call them at 403-220-3580, or email them at [artsads@ucalgary.ca](mailto:artsads@ucalgary.ca). You can also visit the Faculty of Arts website at <http://arts.ucalgary.ca/undergraduate>, which has detailed information on common academic concerns, including program planning and advice.
- For registration (add/drop/swap), paying fees and assistance with your Student Centre, contact Enrolment Services at 403-210-ROCK [7625] or visit them in the MacKimmie Tower.

Student Support and Resources:

- See <https://www.ucalgary.ca/registrar/registration/course-outlines> for information on campus mental health resources, the Student Ombuds Office, Student Success Centre, Safewalk, and Emergency Evacuation and Assembly.
- Online writing resources are available at <https://ucalgary.ca/student-services/student-success/writing-support>.

**Notes:**

1. Students are responsible for all assigned material, e.g., supplementary material posted on D2L, regardless of whether or not the material was covered in class.

JWPL

2023-11-21