ECON2009 / 2059 / 8041
Labour Economics and Industrial Relations (P) / (H) / (G)

<table>
<thead>
<tr>
<th>Mode of Delivery</th>
<th>On campus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prerequisites</td>
<td>For ECON2009 and 2059 - completion or concurrent enrolment in ECON 2101/2111 Microeconomics 2 (P; H). For ECON8041 - at least an average of 65% (or equivalent) in the final two years of an Australian undergraduate degree with introductory level courses in Economics, Statistics and Econometrics</td>
</tr>
<tr>
<td>Incompatible Courses</td>
<td>none</td>
</tr>
<tr>
<td>Course Convenor/Lecturer:</td>
<td>A/Prof. Ben FREYENS</td>
</tr>
<tr>
<td>Phone:</td>
<td>02-61257250</td>
</tr>
<tr>
<td>Email:</td>
<td><a href="mailto:ben.freyens@anu.edu.au">ben.freyens@anu.edu.au</a></td>
</tr>
<tr>
<td>Office hours for student consultation:</td>
<td>Mondays, 11.00 – 12.00</td>
</tr>
<tr>
<td>Research Interests</td>
<td>Economics of Employment Protection, Dismissal Dispute Arbitration, Spectrum Economics</td>
</tr>
<tr>
<td>Student administrator</td>
<td>Karissa Carkeet Room 1013, H. W. Arndt Building</td>
</tr>
<tr>
<td>Phone:</td>
<td>6125 0384</td>
</tr>
<tr>
<td>Email:</td>
<td><a href="mailto:karissa.carkeet@anu.edu.au">karissa.carkeet@anu.edu.au</a></td>
</tr>
<tr>
<td>Lecture time and location</td>
<td>Monday 12.00 – 14.00 at CBE LT 3</td>
</tr>
<tr>
<td>Tutorials</td>
<td>Tuesday 10:00 - 11:00 Arndt TR6 Tuesday 12:00 - 13:00 Arndt TR3 (to be confirmed)</td>
</tr>
<tr>
<td>Seminars (ECON 2059 and 8041 only)</td>
<td>Monday 14.00 – 15.00 at CBE LT 3</td>
</tr>
</tbody>
</table>
COURSE OVERVIEW

Course Description
This course provides a theoretical and empirical discussion of labour markets. Main topics to be discussed are: labour supply, including determinants of labour market participation and hours of work; investments in human capital and returns to education; labour demand; labour market equilibrium and wage determination; discrimination in the labour markets; internal labour markets; trade unions, and macroeconomic issues related to wages and unemployment. Policy application questions will be covered whenever appropriate.

The course is taught at a more advanced level for graduate students (ECON8041 Labour Economics and Industrial Relations (G)) and undergraduate students enrolled at the Honours level (ECON2059 Labour Economics and Industrial Relations (H)) and one additional weekly hour of lectures/seminars is scheduled for these two streams.

Learning Outcomes
Students who successfully complete this course will:
- LO1 - be able to apply economic analysis to a wide range of labour market issues;
- LO2 - be exposed to the empirical analysis of contemporary issues in labour economics;
- LO3 - be able to examine a number of important policy issues.

Assessment Summary:
For students enrolled in ECON2009:

<table>
<thead>
<tr>
<th>Assessment Task</th>
<th>Value</th>
<th>Due Date</th>
<th>Date for Return of Assessment</th>
<th>Linked Learning Outcomes (optional)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Midterm exam</td>
<td>50%</td>
<td>Week 6 during lecture time Friday 9-11am</td>
<td></td>
<td>LO1 - 3</td>
</tr>
<tr>
<td>2. Final exam</td>
<td>50%</td>
<td>TBA (please refer to final exam timetable)</td>
<td></td>
<td>LO1 - 3</td>
</tr>
</tbody>
</table>

For students enrolled in ECON2059 and ECON8041:

<table>
<thead>
<tr>
<th>Assessment Task</th>
<th>Value</th>
<th>Due Date</th>
<th>Date for Return of Assessment</th>
<th>Linked Learning Outcomes (optional)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Midterm exam</td>
<td>40%</td>
<td>Week 6 during lecture time</td>
<td></td>
<td>LO1, 2, 3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>LO1, 2, 3</td>
<td></td>
<td></td>
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<tr>
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<td>----------------------------------------</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>2. Final exam</td>
<td>40%</td>
<td>TBA (please refer to final exam timetable)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Seminar mark</td>
<td>20%</td>
<td>Seminars assessed during semester</td>
<td>LO2 and 3</td>
<td></td>
</tr>
</tbody>
</table>

Note that the assessment schedule for ECON2059 and ECON8041 is similar to the assessment schedule for ECON2009. However, the mid-semester exam and the final exam for ECON2059 and ECON8041 will contain questions specially designed to account for the additional material covered by Honours/graduate students. The number of questions will nevertheless remain the same.

**Research-Led Teaching**

This unit will introduce students to published empirical research on a number of labour market policy issues, including the lecturer’s own research on the economic effects of employment protection laws and the political economy of dismissal arbitration in Australia (the final lecture will be dedicated to these topics). The other main themes of the unit will generally be covered by a presentation of theoretical foundations for each theme followed by a review of some of the relevant empirical literature in Australia and overseas.

**Feedback**

**Staff Feedback**

Students will be given feedback in the following forms in this course:

- **Lectures**: Lecture slides will be posted on Wattle prior to each lecture. Students should read the relevant chapter in the textbook prior to attending the lecture. Questions can be asked during the lectures.

- **Tutorials**: To maximize your experience and feedback on you progress, please attempt scheduled tutorial exercises before attending tutorials. Tutorial questions will be uploaded in Wattle at the start of each week. Attempting to address tutorial questions autonomously is a good way to prepare for the exam. You are encouraged to participate and discuss in tutorial sessions. Note that you should not expect all exam questions to mirror the type of questions covered in tutorials.

- **Seminars (2059 and 8041 only)**: seminar students will receive direct feedback during the presentation, in the form of questions and discussions, followed later by written comments on their written presentation summaries.
Office hours: students are encouraged to actively seek feedback in consultation time. The lecturer will be available in his office every Friday from 1 to 2pm. Please keep up with the weekly progress. Office hours typically become crowded nearer to the exam period and time availability may have to be rationed.

Mid semester exams: we will correct the mid semester exam in the first lecture following the exam.

Student Feedback
ANU is committed to the demonstration of educational excellence and regularly seeks feedback from students. One of the key formal ways students have to provide feedback is through Student Experience of Learning Support (SELS) surveys. The feedback given in these surveys is anonymous and provides the Colleges, University Education Committee and Academic Board with opportunities to recognise excellent teaching, and opportunities for improvement.

For more information on student surveys at ANU and reports on the feedback provided on ANU courses, go to:

http://unistats.anu.edu.au/surveys/selt/students/ and
http://unistats.anu.edu.au/surveys/selt/results/learning/

Policies
ANU has educational policies, procedures and guidelines, which are designed to ensure that staff and students are aware of the University’s academic standards, and implement them.

You can find the University’s education policies and an explanatory glossary at:

http://policies.anu.edu.au/

Students are expected to have read the Student Academic Integrity Policy before the commencement of their course.

Other key policies include:

- Student Assessment (Coursework)
- Student Surveys and Evaluations

Required Resources
Commonwealth supported students and domestic full-fee paying students generally must be able to complete the requirements of their program of study without the imposition of fees that are additional to the student contribution amount or tuition fees.

Provided that its payment is in accordance with the Act, a fee is of a kind that is into any one or more of the following categories:

(a) It is a charge for a good or service that is not essential to the course of study.

(b) It is a charge for an alternative form, or alternative forms, of access to a good or service that is an essential component of the course of study but is otherwise made readily available at no additional fee by the higher education provider.

(c) It is a charge for an essential good or service that the student has the choice of acquiring from a supplier other than the higher education provider and is for:
   
   (i) equipment or items which become the physical property of the student and are not consumed during the course of study; or
   
   (ii) food, transport and accommodation costs associated with the provision of field trips that form part of the course of study.

(d) It is a fine or a penalty provided it is imposed principally as a disincentive and not in order to raise revenue or cover administrative costs.

**Examination material or equipment**

Non-annotated English dictionaries

Non-programmable calculators

**Recommended Resources**

The main text we will follow is:


The lecture slides, lecture recordings, tutorial questions and resolutions (and the seminar notes for ECON 2059 and 8041) that will be supplied to students will cover the basic material for assessment.

Students wishing to complement the lecture and textbook material can consult a number of other, more advanced sources, which have sometimes been used to prepare particular themes of the lectures. These include:
Peter Sloane, Paul Latreille and Nigel O'Leary (2013). “Modern Labour Economics” Routledge, Abingdon, UK


Useful domestic scientific journals (Library):
- Australian Bulletin of Labour
- Australian Economic Review
- Australian Journal of Labour Economics
- Economic Record
- Journal of Industrial Relations

Useful data and policy resources (Online):
- Department of Family Community Services and Indigenous Affairs – http://www.facsia.gov.au
- The Economist magazine – http://www.economist.com

COURSE SCHEDULE

<table>
<thead>
<tr>
<th>Week/Session</th>
<th>Summary of Activities</th>
<th>Reference chapter in texts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Week 1 16 Feb</td>
<td>L1: Introduction /Labour supply No tutorials (ECON 2059-8041 - information and allocation of topics to students)</td>
<td>Laing ch 4</td>
</tr>
<tr>
<td>Week 2 23 Feb</td>
<td>L2: Labour demand</td>
<td>Laing ch 3, 26</td>
</tr>
<tr>
<td>Week</td>
<td>Date</td>
<td>Event</td>
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<tr>
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</tr>
<tr>
<td>3</td>
<td>2 Mar</td>
<td>L3: Competitive equilibrium and market frictions&lt;br&gt;<strong>tutorials 1: Labour supply</strong>&lt;br&gt;(ECON 2059-8041 - information and allocation of topics to students)</td>
</tr>
<tr>
<td>4</td>
<td>16 Mar</td>
<td>L4: Human Capital&lt;br&gt;<strong>tutorial 3 Labour supply</strong>&lt;br&gt;(ECON 2059-8041 – seminar 2)&lt;br&gt;Seminars on Labour Market equilibrium</td>
</tr>
<tr>
<td>5</td>
<td>23 Mar</td>
<td>L5: Migration&lt;br&gt;<strong>tutorial 4: Human Capital</strong>&lt;br&gt;(ECON 2059-8041 – seminar 3)</td>
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<tr>
<td></td>
<td></td>
<td>Canberra Day – no class&lt;br&gt;Mon. 9 March</td>
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<tr>
<td></td>
<td></td>
<td><strong>Mid Term Exam</strong>&lt;br&gt;Mon 30 Mar in class 12.00 – 14.00</td>
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<tr>
<td></td>
<td></td>
<td><strong>Mid Semester break</strong>&lt;br&gt;from Mon. 6 April to Fri. 17 April</td>
</tr>
<tr>
<td>6</td>
<td>20 Apr</td>
<td>L6: Discrimination&lt;br&gt;<strong>tutorial 5: Migration</strong>&lt;br&gt;(ECON 2059-8041 – seminar 4)</td>
</tr>
<tr>
<td>7</td>
<td>27 Apr</td>
<td>L5: Personnel Economics:&lt;br&gt;<strong>tutorial 6: Discrimination</strong>&lt;br&gt;(ECON 2059-8041 – seminar 5)</td>
</tr>
<tr>
<td>9</td>
<td>4 May</td>
<td>L9 : Unemployment and job search&lt;br&gt;<strong>tutorial 8: Personnel Economics</strong>&lt;br&gt;(ECON 2059-8041 – seminar 7)</td>
</tr>
<tr>
<td>10</td>
<td>11 May</td>
<td>L10: Industrial Relations I: Unions, bargaining and conflict&lt;br&gt;<strong>tutorials 9: Unemployment</strong>&lt;br&gt;(ECON 2059-8041 – seminar 8)</td>
</tr>
<tr>
<td>11</td>
<td>18 May</td>
<td>L11: Industrial Relations II: Employment Protection in Australia&lt;br&gt;<strong>tutorials 10: Unions and arbitration</strong>&lt;br&gt;(ECON 2059-8041 – seminar 9)</td>
</tr>
<tr>
<td>12</td>
<td>25 May</td>
<td>Revision - no lectures/seminars on week 13&lt;br&gt;(ECON 2059-8041 – seminar 10)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Examination period</strong></td>
</tr>
</tbody>
</table>

**ASSESSMENT REQUIREMENTS**

The ANU is using Turnitin to enhance student citation and referencing techniques, and to assess assignment submissions as a component of the University's approach to managing...
Academic Integrity. For additional information regarding Turnitin please visit the ANU Online website.

Students may choose not to submit assessment items through Turnitin. In this instance you will be required to submit, alongside the assessment item itself, copies of all references included in the assessment item.

**Assessment Tasks**

**Participation**

Attendance and participation – an attendance list will be circulated in tutorials and, for ECON 2059 and 8041, during seminar presentations. A participation mark of up to 2 additional marks will reward attendance regularity and participation in tutorials and seminars.

**Assessment Task 1: Seminar presentations (only for ECON 2059 and 8041)**

**Details of task:**

Seminars consist of oral presentations of a research paper addressing a labour economics or industrial relations policy question. A topics sheet will be circulated in class on week 1 and 2. There will be the option to present a particular paper, or to review the findings of several papers. ECON2059 and ECON8041 students will select their topic and present it in class from week 3 onwards.

The task will consist of orally presenting the research question analysed in the paper (or in the review) to the class and will be marked out of 20 per presentation. Each ECON2059 and ECON8041 student must present once in the course of the teaching period. Depending on the number of students enrolled in ECON2059 and ECON8041 there may be weeks where there are no scheduled seminars.

Assessment of the seminar presentations will take account of the following:

a. Clarity of presentation - The answer(s) should be clearly presented, and depending on the question, should use some supportive and relevant evidence. Students should acknowledge any source used at the end of their slides as discussed under point 5g ([Author (Year), Title, Journal/Publisher/Online URL]).

b. Content and structure - The material (theoretical or empirical or both) should be critically evaluated and the argument should be developed in a logical manner.
c. Summary: a Word summary of no more than 1000 words (one page single-lined) summarising issue, findings and lessons from the policy question should be submitted online via the unit Wattle site after the presentation. Submitted summaries must include the cover sheet provided on Wattle. Please keep a copy of the submitted summary for your records.

d. Timing – presentation are allocated up to 30 minutes and will be timed. The remainder of the time will be used for questions and answers.

**Examination(s)**

There will be two examinations:

**The mid-term test** - will be held during normal lecture time on Monday 30 March. It will last 2 hours and cover the material presented in weeks 1- 5 inclusive (lectures + tutorials). The test will consist of 25 multiple choice questions (1 mark each) and 3 short answer questions– the two sections together summing 50 marks (40 marks for ECON2059-8041).

**The final exam** - will be a 2 hours exam conducted in the University examination period. It will cover the material presented in weeks 6-12 only. The final exam will consist of 25 multiple choice questions (1 mark each) and 3 short answer questions– the two sections together summing 50 marks (40 marks for ECON2059-8041).

**Assignment submission**

**Online Submission:** (for ECON 2059 and 8041 only): the 1000 words summaries are submitted using Turnitin in the course Wattle site. You will be required to electronically sign a declaration as part of the submission of your assignment. Please keep a copy of the assignment for your records.

**Extensions and penalties (ECON 2059 and 8041 only)**

Seminars are due to be presented on the scheduled date and the penalty for non-presentation of a seminar is a mark of 0/20 for that assessment item. Planning ahead and presenting your work on time is a critical professional skill.

**Returning assignment (ECON 2059 and 8041 only)**

Seminar marks will be released towards the end of the semester when all seminar presentations have taken place.
Extensions and penalties

Extensions and late submission of assessment pieces are covered by the Student Assessment (Coursework) Policy and Procedure. The Course Convener may grant extensions for assessment pieces that are not examinations or take-home examinations. If you need an extension, you must request it in writing on or before the due date. If you have documented and appropriate medical evidence that demonstrates you were not able to request an extension on or before the due date, you may be able to request it after the due date.

Late submission of assessment tasks without an extension are penalised at the rate of 5% of the possible marks available per working day or part thereof. Late submission of assessment tasks is not accepted after 10 working days after the due date, or on or after the date specified in the course outline for the return of the assessment item.

Late submission is not accepted for take-home examinations.

Returning assignments

Indicate how student work is to be returned.

Resubmission of assignments

State whether students may resubmit some or all assignments and under what conditions.

Referencing requirements

State the requirements for referencing, and refer students to the appropriate College or School referencing guide or relevant convention.

At this point in the document, you can insert reading lists, class activity specifications and other relevant information.

SUPPORT FOR STUDENTS

The University offers a number of support services for students. Information on these is available online from http://students.anu.edu.au/studentlife/