Students with enquiries about program (degree) requirements should contact the College office; enquiries about course administration (subjects) are normally handled by the relevant Research School.

**ECON2009 Labour Economics and Industrial Relations (P)**  
**ECON2059 Labour Economics and Industrial Relations (H)**  
**ECON8041 Labour Economics and Industrial Relations (G)**  
**Semester 2, 2014**

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 works; 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.
<table>
<thead>
<tr>
<th>Mode of Delivery</th>
<th>On campus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prerequisites</td>
<td>For ECON2009 and 2059 - to enrol in this course you must have completed or concurrent enrolment in ECON 2101/2111 Microeconomics 2 (P or 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>Associate Professor Ben FREYENS (University of Canberra)</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>Fridays, 1-2pm</td>
</tr>
<tr>
<td>Research Interests</td>
<td>Employment protection, labour dispute arbitration, poverty measurement, radio-spectrum policy</td>
</tr>
<tr>
<td>Student administrator/s</td>
<td>Terry Embling</td>
</tr>
<tr>
<td>Phone:</td>
<td>Office: Room 1013, H. W. Arndt Building</td>
</tr>
<tr>
<td>Email:</td>
<td>Phone: 6125 0384</td>
</tr>
<tr>
<td>Lecture time and location</td>
<td>Friday 9 to 11 am at CBE Bld LT 2 (Building 26c)</td>
</tr>
<tr>
<td>Tutorials</td>
<td>Friday 11 to 12 am at CBE Bld LT 2 (Building 26c)</td>
</tr>
<tr>
<td>Seminars (ECON 2059 and 8041 only)</td>
<td>Friday 12am to 1pm at CBE Bld LT 2 (Building 26c)</td>
</tr>
</tbody>
</table>

SEMESTER 2
2014

wattle.anu.edu.au
COURSE OVERVIEW

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.

Proposed Assessment (Summary):
Assessment for this course will be confirmed after consultation with students at the first lecture of the semester. If there are any changes to the assessment, those changes will be publicised on Wattle.

For students enrolled in ECON2009:

<table>
<thead>
<tr>
<th>Assessment Task</th>
<th>Value</th>
<th>Due Date</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 Friday 9-11am</td>
<td>LO1 - 3</td>
</tr>
<tr>
<td>2. Final exam</td>
<td>60%</td>
<td>TBA (please refer to final exam timetable)</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>Linked Learning Outcomes (optional)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Midterm exam</td>
<td>30%</td>
<td>Week 6 during lecture time Friday 9-11am</td>
<td>LO1, 2, 3</td>
</tr>
<tr>
<td>2. Final exam</td>
<td>50%</td>
<td>TBA (please refer to final exam timetable)</td>
<td>LO1, 2, 3</td>
</tr>
<tr>
<td>3. Seminar mark</td>
<td>20%</td>
<td>Seminars assessed during semester</td>
<td>LO2 and 3</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 two final lectures will be dedicated to these topics). The other main themes of the unit will all be covered through a presentation of theoretical foundations for each theme followed by a review of the 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 in the discussion in tutorial sessions. Brief tutorial answers will be provided after each week for your own study. Note that you should not expect all exam questions to mirror the type of questions covered in tutorials.

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 Code of Practice for Student Academic Integrity before the commencement of their course.

Other key policies include:
- Academic Progress
- Assessment of Student Learning
- Assessment Review and Appeals
- Course Assessment: Consultation and Finalisation
- Student Feedback on Teaching and Learning
- Insert College policies on extensions, late submissions, etc as appropriate

Prescribed Texts and Reference Materials
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:
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

**Workloads**

Students taking this course are expected to commit to at least **6 hours a week** to their studies.

This will include:

- Lectures 2hrs
- Tutorials 1hr
- Private study 3hrs
<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 Fri 25/07</td>
<td>L1: Introduction / Labour supply  &lt;br&gt;No tutorials (ECON 2059-8041 - information and allocation of topics to students)</td>
<td>Laing ch 4  &lt;br&gt;Sloane ch 1 and 2</td>
</tr>
<tr>
<td>Week 2 Fri 01/08</td>
<td>L2: Labour demand  &lt;br&gt;tutorials 1: Labour supply (ECON 2059-8041 - information and allocation of topics to students)</td>
<td>Laing ch 3, 26  &lt;br&gt;Sloane ch 5</td>
</tr>
<tr>
<td>Week 3 Fri 08/08</td>
<td>L3: Competitive equilibrium and market frictions  &lt;br&gt;tutorials 2: Labour demand (ECON 2059-8041 – seminar 1)</td>
<td>Laing ch 7  &lt;br&gt;Sloane ch 9</td>
</tr>
<tr>
<td>Week 4 Fri 15/08</td>
<td>L4: Human Capital  &lt;br&gt; tutorial 3 Labour supply (ECON 2059-8041 – seminar 2)  &lt;br&gt;Seminars on Labour Market equilibrium</td>
<td>Laing, ch 5  &lt;br&gt;Sloane ch 3</td>
</tr>
<tr>
<td>Week 5 Fri 22/08</td>
<td>L5: Migration  &lt;br&gt;tutorial 4: Human Capital (ECON 2059-8041 – seminar 3)</td>
<td>Laing, ch 20 and 21</td>
</tr>
<tr>
<td>Week 6 Fri 29/08</td>
<td>Mid Term Exam  &lt;br&gt;No seminars</td>
<td></td>
</tr>
<tr>
<td>Week 7 Fri 05/09</td>
<td>L6: Discrimination  &lt;br&gt;tutorial 5: Migration (ECON 2059-8041 – seminar 4)</td>
<td>Laing, ch 11 and 12  &lt;br&gt;Sloane ch 6</td>
</tr>
<tr>
<td>Week 8 Fri 26/09</td>
<td>Mid Semester break from Mon. 8 Sept to Fri. 19 Sept.</td>
<td></td>
</tr>
<tr>
<td>Week 9 Fri 03/09</td>
<td>L5: Personnel Economics I: Hiring and screening  &lt;br&gt; tutorial 6: Discrimination (ECON 2059-8041 – seminar 5)</td>
<td>Laing,  &lt;br&gt;ch 13  &lt;br&gt;Lazear,  &lt;br&gt;ch 1 and 2</td>
</tr>
<tr>
<td>Week 10 Fri 10/09</td>
<td>L8: Personnel Economics II: Performance and Incentive Pay  &lt;br&gt;tutorial 7: Hiring (ECON 2059-8041 – seminar 6)</td>
<td>Laing,  &lt;br&gt;ch 14 and 17  &lt;br&gt;Sloane  &lt;br&gt;ch.10</td>
</tr>
<tr>
<td>Week 11 Fri 17/09</td>
<td>L9 : Unemployment and the economics of job search  &lt;br&gt;tutorial 8: Incentive pay (ECON 2059-8041 – seminar 7)</td>
<td>Laing ch. 22  &lt;br&gt;Sloane</td>
</tr>
<tr>
<td>Week 12</td>
<td>L10: Industrial Relations I: Unions, bargaining and conflict tutorials 9: Unemployment (ECON 2059-8041 – seminar 8)</td>
<td>Laing ch 18  &lt;br&gt;Sloane ch 8</td>
</tr>
<tr>
<td>Week 12</td>
<td>L11: Industrial Relations II: Employment Protection in Australia</td>
<td>Freyens papers</td>
</tr>
</tbody>
</table>
Fri 24/09 tutorials 10: Unions and arbitration (ECON 2059-8041 – seminar 9) on Wattle

Week 13 Fri 31/09 Revision - no lectures / seminars on week 13 (ECON 2059-8041 – seminar 10)

ASSESSMENT REQUIREMENTS

Assessment Tasks

Participation

Attendance and participation – an attendance list will be circulated in tutorials and, for ECON 2059 and 8041 only, during seminar presentations. There is no penalty for failing to attend but an attendance mark of up to 2 additional marks will be added to the final mark and to the seminar mark to reward attendance regularity and participation in 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.

**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 seminar assessment (ECON 2059 and 8041 only)**

Seminars marks will be released towards the end of the semester when all seminar presentations have taken place.

**Examination(s)**

There will be two examinations:

- **The mid-term test** - will be held during normal lecture time on week 6 (9.00-11.00). It will last 2 hours and cover the material presented in weeks 1-5 inclusive (lectures + tutorials – for ECON2059-8041 seminars material will not be examinable yet at the mid-term). The test will consist of 20 multiple choice questions (1 mark each) and 2 short answer questions – the two sections together summing 40 marks (30 marks for ECON2059-8041).

- **The final exam** - will be a 3 hours exam conducted in the University examination period. It will cover the material presented in lectures +tutorials 6-12 only (and associated seminars for ECON2059-8041). The final exam will consist of 30 multiple choice questions (1 mark each) and 3 short answer questions – the two sections together summing 60 marks (50 marks for ECON2059-8041).

**Examination material or equipment**
Un-annotated dictionaries and calculators are permitted in examinations. No other material / equipment other than un-annotated English dictionaries will be needed or authorised at the mid-term and final exams.

**Tutorial signup**
In principle, tutorials will be delivered in a single group after the lectures (11am to 12 am, in the same lecture room). If unit enrolment numbers are such that multiple tutorial sessions are required (this will be confirmed or dispelled in the first lecture), enrolment in tutorials will be completed online using the CBE Electronic Teaching Assistant (ETA). If that is the case, students will need to follow these instructions to enrol:

1. Go to http://eta.fec.anu.edu.au
2. You will see the Student Login page. To log into the system, enter your University ID (your student number) and password (your ISIS password) in the appropriate fields and hit the Login button.
3. Read any news items or announcements.
4. Select "Sign Up!" from the left-hand navigation bar.
5. Select your courses from the list. To select multiple courses, hold down the control key. On PCs, this is the Ctrl key; on Macs, it is the key. Hold this key down while selecting courses with the mouse. Once courses are selected, hit the SUBMIT button.
6. A confirmation of class enrolments will be displayed. In addition, an email confirmation of class enrolments will be sent to your student account.
7. For security purposes, please ensure that you click the LOGOUT link on the confirmation page, or close the browser window when you have finished your selections.
8. If you experience any difficulties, please contact the School Office (see page 1 for contact details).