

**LABOUR ECONOMICS
ECONOMICS 3344B
Department of Economics
Western University**

January 2025

Instructor: Audra Bowlus
Office: 4009 SSC
E-mail: abowlus@uwo.ca Please use Econ 3344 in the subject.
Office hours: Office hours will be held in-person Wednesday, 1:30-3:30
Delivery mode: In-person
Meeting time(s): Tuesday, 10:30 – 11:30, and Thursday, 10:30 - 12:30
Classroom: AHB-1B04
Course website: <https://owl.uwo.ca/portal>
Undergraduate inquiries: 519-661-3507 or SSC Room 4078 or econugrd@uwo.ca

Registration:

You are responsible for ensuring you are registered in the correct courses. If you are not registered in this course, the Department will not release any of your marks until your registration is corrected. You may check your timetable by using the Login on the Student Services website at <https://student.uwo.ca>. If you notice a problem, please contact your home Faculty Academic Counsellor immediately.

Prerequisite/Antirequisite Note:

The prerequisite(s) for this course is **Economics 2261A/B**.

(The prerequisites and antirequisites for your course can be found in the Western Calendar at: <http://westerncalendar.uwo.ca/Courses.cfm?Subject=ECONOMIC&SelectedCalendar=Live&ArchiveID>)

You are responsible for ensuring that you have successfully completed all course prerequisites, and that you have not taken any anti-requisite courses. Lack of prerequisites may not be used as a basis for appeal. If you are found to be ineligible for a course, you may be removed from it at any time and you will receive no adjustment to your fees. This decision cannot be appealed.

If you find that you do not have the course prerequisites, it is in your best interest to drop the course well before the end of the add/drop period. Your prompt attention to this matter will not only help protect your academic record, but will ensure that spaces become available for students who require the course in question for graduation.

Course Description:

A study of the labor market, including wage and employment determination, labor force participation, investment in labor market skills, discrimination, immigration and unemployment.

Course Objectives:

The objective of this course is to provide students with tools to understand and investigate labour market processes as well as critically analyze the implications of various policies on individual and aggregate labour market outcomes.

Course Learning Outcomes:

- Analyse labour supply and demand behaviours in labour market and how they affect equilibrium outcomes.
- Understand the fundamental aspects of the theory of human capital, explain the decision to invest in human capital.
- Understand the consequences of imperfect competition in the labour market, causes and consequences of unemployment.
- Be able to explain why wage differences exist across individual workers and across markets.
- Interpret empirical evidence within the context of the theories presented during the course.
- Be able to understand the intended and unintended consequences of labour market policies and evaluate their effectiveness.

Textbook(s) and Other Learning Materials:

Required reading: Benjamin, Gunderson, Lemieux, Riddell, Schirle, Labour Market Economics, 9th edition, McGraw-Hill Ryerson, 2021. (further BGLRS)

The physical copy or e-Text can be purchased from Western's Bookstore:

https://bookstore.uwo.ca/textbook-search?campus=UWO&term=W2024B&courses%5B0%5D=001_UW/ECO3344B

Students are welcome to purchase second-hand or earlier editions of this textbook.

Lecture and practice materials posted on OWL: The BGLRS readings should not be considered as a substitute for the OWL material. Various advanced topics covered in the lecture notes are not in BGLRS.

Policy case studies posted on OWL: The materials for the policy case studies will in general not be in BGLRS but rather posted on OWL. These will be discussed in class for participation marks. Material from the case studies will be assessed on the final exam.

Communication:

1. OWL site:

- Students should check the course OWL site every 24-48 hours.

2. Office hours

- I will answer questions about the course on Wednesdays from 1:30-3:30pm.

3. Email

- You will typically receive a response within 24-48 hours except for weekends and holidays. Please put Econ 3344 in the subject. Only emails sent from valid UWO email addresses will be answered.

Assessments and Grading:

Your total grade (100%) will depend on participation, two midterm exams, and one final exam according to the weights below:

Exam	Date and Time (Tentative)	Coverage (Tentative)	Weight
Participation	Ongoing	Policy Case Studies	10%
Midterm 1*	January 30 – in class	Ch. 1, 2, 3	25%
Midterm 2*	March 6 – in class	Ch. 5, 7, 9	25%
Final exam*	TBA	All covered material – see below	40%

Participation marks will be earned on the days that the policy case studies are discussed as follows: Attendance will be taken and you will earn 10 marks toward a total of 100 for each case study class attended. An additional 40 marks can be earned by answering and asking questions and generally participating in the discussions. If you miss class on a case study day, you will automatically lose the attendance marks for that day. There are no make-up days for participation.

The duration of each midterm exam is 90 minutes, and the duration of the final exam is 2 hours. Midterm and final exams are in person. Midterms are closed-book, in a mixed format. The final exam is based on policy case studies and one double-sided, letter-sized help sheet will be allowed and handed in with the final exam.*

You should keep this schedule and workload in mind, given your other courses and commitments. You should ensure that you can complete the tests on these dates.

** Note that all dates, times, and format are tentative and subject to change. When the Registrar's office confirms the date and time for the tests/ exams, I will notify you as soon as possible. All times are ET.*

Policies regarding missed exams:

There are no makeups for the midterms.

Self-attestation for one midterm:

Students are allowed to miss **one** midterm exam using self-attestation and notification to the instructor within **24** hours. The instructor will send an email confirming this request. The weight for any missed midterm using self-attestation will be transferred to the final exam.

Excused and/or two missed midterms:

For those who know in advance that they have a conflict with a midterm date, it is your responsibility to notify the instructor by January 9th by email of the conflict. It is also your responsibility to then contact Academic Counselling as soon as possible to get academic consideration for the exam conflict. If the absence for the midterm is excused, then the percentage for that exam will be allocated to the final exam.

If a student is unable to attend a midterm and wishes not to use their self-attestation or has already used it on the first midterm, they must submit their documentation to Academic Counselling within **48** hours of the exam. You must also notify your instructor within **24** hours of the missed assessment that you have missed the midterm. You must meet both deadlines, otherwise the instructor will assign a grade of zero. For illnesses, you must print off a medical certificate and take it to the doctor, which you submit to Academic Counselling. The medical certificate can be found at <https://registrar.uwo.ca/academics/pdfs/student-medical-certificate.pdf>. If the absence for the midterm is excused, then the percentage for that exam will be allocated to the final exam.

Note that missing both midterms (through self-attestation, approved absence, or other) is likely to result in an inability to meet the course learning outcomes and you may not be permitted to write the final.

Missing the final exam

Students who miss the final exam must take their documentation to Academic Counselling and notify the instructor within **24** hours. There will be only one makeup date set by the instructor. The makeup may differ in length and format from the originally scheduled exam and may be essay format. Students who miss the final exam on both the official and the makeup exam dates must contact Academic Counselling for further instructions on how to complete the course.

Students who miss any assessment must follow Western University's procedures for approval of their absence in order to receive an accommodation. Please see the **Please Note Department Policies for 2024-2025** section of this syllabus for details on these procedures. If during the

Winter 2025 term Western University announces any changes to these procedures, please follow those.

Course Schedule (Tentative):

Please see the tentative course schedule below. If there is any change in the tentative schedule/coverage, I will notify you using OWL's "Announcement" tool.

1. Introduction

Introduction to labour market economics [Ch. 1]

2. Labour Supply

Theory of labour supply [Ch. 2]

Labour supply and public policy [Ch. 3]

Parental Leave case study

3. Labour Demand

Demand for labour in competitive labour markets [Ch. 5]

COVID – 19 Wage Subsidy case study

4. Equilibrium

Wages and employment in a single labour market [Ch. 7]

5. Human capital theory

Applications to education and training [Ch. 9]

Tuition Freeze case study

6. Discrimination

Discrimination and male-female earnings differentials [Ch. 12]

Pay equity case study

7. Immigration

Economics of immigration [Ch. 11]

Immigrant quotas case study

8. Unemployment

Unemployment: meaning, measurement & Canada's experience [Ch. 16]

Unemployment: causes and consequences [Ch. 17]

COVID-19 CERB case study

Professionalism, Privacy and Copyright:

- Students are expected to follow the [Student Code of Conduct](#).
- All lectures and course materials, including slides, presentations, outlines, and similar materials, are protected by **copyright**. Students may take notes and make copies of course materials for their own educational purposes only.
- Students may not record lectures, reproduce (or allow others to reproduce), post or distribute lecture notes, assessments, or any other course materials publicly and/or for commercial purposes without the written consent of the instructor.
- Recordings (audio or video) are not permitted without explicit, written permission of the instructor. Permitted recordings may not be distributed or shared.

Tips on How to Be Successful in this Class:

Students in this class should understand the level of autonomy and self-discipline required to be successful.

- Make it a daily habit to log onto OWL to ensure you have seen everything posted to help you succeed in this class.
- Follow weekly checklists created on OWL or create your own to help you stay on track.
- Attend class and take lecture notes by hand. Studies have shown that students who take hand written notes rather than typed notes retain the material more and earn higher marks.
- Vary where you study. Studying in different environments has been shown to improve retention of the material.
- Vary the type of material studied in a single session.
- Space study time and have multiple encounters with the material.
- Practice explaining economic concepts and logic.
- Connect with others. Form a study group and meet on a weekly basis for study and peer support.
- Test yourself.
- Do not be afraid to ask questions.

PLEASE NOTE
DEPARTMENT & UNIVERSITY POLICIES FOR WINTER 2025

The University expects all students to take responsibility for their own Academic Programs. Students should also check their registration to ensure they are enrolled in the correct courses.

1. **Guidelines, policies, and your academic rights and responsibilities** are posted online in the current Western Academic Calendar at: <http://westerncalendar.uwo.ca>. Claiming that “you didn’t know what to do” is not an acceptable excuse for not following the stated policies and procedures.
2. A [*new academic consideration and flexibility in assessment*](#) policy is in effect starting September 2024. Students can miss one assessment per course per term without medical documentation. Faculty can designate one assessment per course for which students **cannot** self-attest.
3. Students must familiarize themselves with the “**Rules of Conduct for Examinations**” http://www.uwo.ca/univsec/pdf/academic_policies/exam/administration.pdf.
4. **Cheating as an academic offence:** Students are responsible for understanding what it means to “cheat.” The Department of Economics treats cheating incidents very seriously and will investigate any suspect behavior. Students found guilty will incur penalties that could include a failing grade or being barred from future registration in other Economics courses or programs. The University may impose further penalties such as suspension or expulsion.
5. **Plagiarism:** Students must write their essays and assignments in their own words. When taking an idea/passage from another author, it must be acknowledged with quotation marks where appropriate and referenced with footnotes or citations. Plagiarism is an academic offence (see Scholastic Discipline for Undergraduate Students in the Western Calendar at http://westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_20).

Western University uses software to check for plagiarism and students may be required to electronically submit their work. Those found guilty will be penalized as noted in point 4.

6. It is a Department of Economics policy that **NO** assignments be dated, stamped or accepted by staff. Students must submit assignments to the instructor.
7. **Appeals:** University policies and procedures for appealing a mark can be found in the Student Academic Appeals section in the current Western Academic Calendar at: http://westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_14. **Please note the relevant deadlines.**

Department of Economics procedures for appealing a mark can be found here: https://economics.uwo.ca/undergraduate/program_counselling/responsibilities_policies.html#appeals. The Department will not consider an appeal unless an attempt has been made to settle

the matter with the instructor first. Students who remain dissatisfied with the outcome may proceed to submit an appeal to econugrd@uwo.ca. Please follow the instructions and use the appeal form shown in the above link.

8. **Systematic adjustments of a class grade distribution** (either up or down) can occur in Economics courses. The fact that grades have been adjusted is **not** grounds for an appeal.
9. **ADD AND DROP DEADLINES:**

- Deadline to **ADD** second term full or half course: **January 14, 2025**
- Deadline to **DROP** second term full or half course: **March 31, 2025**

Policy Regarding Makeup Tests and Final Examinations

Faculty of Social Science policy states that oversleeping or misreading an exam schedule is NOT grounds for a makeup. This rule applies to midterm and final exams in the Department of Economics.

Policies Regarding Academic Accommodation

- Academic accommodation will not be granted automatically on request. Students must demonstrate by documentation that there are compelling medical or compassionate grounds before academic accommodation will be considered. The Faculty of Social Science's policies on academic accommodation are found at https://counselling.ssc.uwo.ca/procedures/academic_consideration.html
- **Accommodation for Students with Disabilities:** Students with disabilities or accessibility challenges should work with Accessible Education (formerly SSD, see http://academicsupport.uwo.ca/accessible_education/index.html), which provides recommendations for accommodation based on medical documentation or psychological and cognitive testing. The accommodation policy can be found here: [Academic Accommodation for Students with Disabilities](#).
- **Rewriting Exams and Retroactive Reweighting are NOT Permitted:** Students who proceed to write a test or examination must be prepared to accept the mark. Rewriting tests or examinations, or retroactive reweighting of marks, is **not** permitted. Students must also book travel arrangements AFTER final exam dates have been posted as they must not conflict with test or final exams.
- Unless medically incapable of doing so, students must notify their instructor prior to the test date or at least within **48 hours** when requesting a makeup exam. Failure to follow this procedure may result in denial of academic accommodation and a grade of zero. Students should also set up an appointment as soon as possible to meet with their instructor. If the instructor is not available, send an email message to the instructor, copying the Undergraduate Coordinator at econugrd@uwo.ca. **Notifying instructors of a missed exam does not automatically entitle students to a makeup.**

- For medical illnesses, students may consult Student Health Services and request a Student Medical Certificate from the physician. If assessed by an off-campus doctor, students must obtain a certificate from his/her office at the time of the visit/assessment. Student Medical Certificate (SMC) is available here:
https://www.uwo.ca/univsec/pdf/academic_policies/appeals/medical_certificate.pdf
- **Documentation for Accommodation:** Individual instructors are not permitted to receive documentation directly from a student, whether in support of an application for consideration on medical grounds or for other reasons.
- **Western University policy on Consideration for Student Absence** is available here:
https://counselling.ssc.uwo.ca/procedures/academic_consideration.html
- **Religious Accommodation:** Students should consult the University's list of recognized religious holidays and should give reasonable notice in writing, prior to the holiday, to the Instructor and an Academic Counsellor if their course requirements will be affected by a religious observance. Additional information is given in the 2024 Diversity Calendar available at <https://www.edi.uwo.ca/> (see bottom right of page).

Policy Regarding Class Attendance and Engagement: If the instructor deems a student's attendance or engagement in the class to be unsatisfactory, that student may be prohibited from writing the final examination. Examples of unsatisfactory class engagement include frequent absences from an in-person or synchronous online class, lack of assignment submissions, and inadequate use of online course materials. Instructors who intend to make use of this policy will notify the student in advance.

Statement on Gender-Based and Sexual Violence: Western is committed to reducing incidents of gender-based and sexual violence (GBSV) and providing compassionate support to anyone who is going through or has gone through these traumatic events. If you are experiencing or have experienced GBSV (either recently or in the past), you will find information about support services for survivors, including emergency contacts at the following website: [Get Help](#). To connect with a case manager or set up an appointment, please contact support@uwo.ca.

Statement on Mental Health and Support Services: Students who are in emotional/mental distress should refer to Mental Health@Western <http://www.uwo.ca/uwocom/mentalhealth/> for a complete list of options about how to obtain help.

Statement on Remote Proctoring: While Western intends to hold most classes, mid-terms and finals in-person, the London-Middlesex Health unity may require western to teach in a remote format. If this occurs, all assessments will be done remotely and may involve the use of remote proctoring software (i.e., Proctorio, ProctorTrack). Instructors will provide information on the details should the need arise.