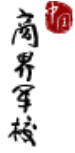




PHBS
北京大学汇丰商学院



Human Resources and Labor Economics

Module 4, 2022–23

Course Information

Instructor: David Lander

Email: lander@phbs.pku.edu.cn

Office: Room 743

Office Hours: 1–2pm on Monday and Thursday (and Wednesday, by appointment)

Teaching Assistant: Rongli Xue (薛镕荔)

Email: peterxue1024@stu.pku.edu.cn

Office Hours: TBD

Classes:

Lectures: Monday and Thursday, 8:30am–10:20am

Venue: Room 209

Course website:

Materials will be distributed via WeChat

1. Course Description

1.1 Context

Course overview:

This is an elective course designed for graduate students in economics. It will provide students with an introduction to the theory and empirical practices of labor economics. The topics covered include the fundamental theories of labor demand and supply, the role of education and human capital, labor mobility and immigration, labor-market discrimination, the earnings distribution and measures of inequality, and labor-market policies.

Prerequisites:

Students are expected to have previously completed advanced undergraduate or masters-level courses in microeconomics and macroeconomics, and undergraduate econometrics.

1.2 Textbooks and Reading Materials

Textbook:

There is no required textbook for this course, however, the two primary references are:

- Borjas, G. J. "Labor Economics". McGraw Hill Higher Education.
- Cahuc, P., Carcillo, S., & Zylberberg, A. "Labor Economics", 2nd Edition. The MIT Press.

The former provides a comprehensive introduction to the main topics in labor economics, while the latter provides a relatively rigorous and technical treatment of these topics.

2. Learning Outcomes

2.1 Intended learning outcomes

Learning Goals	Objectives	Assessment
1. Our graduates will be effective communicators.	1.2. Students are able to professionally present their ideas and also logically explain and defend their argument.	Discussions, presentation
2. Our graduates will be skilled in team work and leadership.	2.1. Students will be able to lead and participate in group for projects, discussion, and presentation.	Discussions, presentation
4. Our graduates will have a global perspective.	4.1. Students will have an international exposure.	Discussions, presentation
5. Our graduates will be skilled in problem-solving and critical thinking.	5.1. Our students will have a good understanding of fundamental theories in their fields.	Exam, presentation
	5.3. Our students will demonstrate competency in critical thinking.	Discussions, exam, presentation

2.2 Course-specific objectives

This course aims to provide students with an introduction to the theory and practice of labor economics. Students will learn how to use economic models to study labor-market issues, particularly with a focus on policy analysis. Additionally, some common microeconomic techniques will be introduced throughout the course.

2.3 Assessment/grading details

The grade for each student will be determined using the following types of assessment (with associated weights):

- i) Class attendance & participation during in-class discussions (15%)
- ii) Group presentation (20%)
- iii) Final exam (65%)

i) Discussions

During some classes we will discuss how the concepts and models we introduced in class can be used to analyze current issues affecting labor markets; e.g., the expected effect of a new policy, measuring the effect of an existing policy, making inference about labor-market phenomena using statistics.

ii) Presentation

Each group will make a presentation in class on the topic of the *earnings distribution and inequality*. The presentation will last approximately 15–20 minutes for each group. Detailed criteria for grading will be discussed in class. The maximum group size depends on the final class enrolment number.

iii) Final exam

There will be a 2-hour final exam on Monday July 3 from 8:30am to 10:30am. It will cover all topics. Questions from past exams will be provided in class as practice. The format of the exam will be described in class, and an exam review session will be conducted during the final class.

2.4 Academic honesty and plagiarism

It is important for a student's effort and credit to be recognized through class assessment. Credits earned for a student work due to efforts done by others are clearly unfair. Deliberate dishonesty is considered academic misconducts, which include plagiarism; cheating on assignments or examinations; engaging in unauthorized collaboration on academic work; taking, acquiring, or using test materials without faculty permission; submitting false or incomplete records of academic achievement; acting alone or in cooperation with another to falsify records or to obtain dishonestly grades, honors, awards, or professional endorsement; or altering, forging, or misusing a University academic record; or fabricating or falsifying of data, research procedures, or data analysis.

All assessments are subject to academic misconduct check. Misconduct check may include reproducing the assessment, providing a copy to another member of faculty, and/or communicate a copy of this assignment to the PHBS Discipline Committee. A suspected plagiarized document/assignment submitted to a plagiarism checking service may be kept in its database for future reference purpose.

Where violation is suspected, penalties will be implemented. The penalties for academic misconduct may include: deduction of honour points, a mark of zero on the assessment, a fail grade for the whole course, and reference of the matter to the Peking University Registrar.

For more information of plagiarism, please refer to *PHBS Student Handbook*.

3. Topics, Teaching and Assessment Schedule

The planned timeline for topics and assessment is:

Week	Date	Topics	Assessment
1	Apr 24, Apr 27	Introduction, background	-
-	May 1, May 4	<i>No class</i>	-
2	May 8, May 11	Labor supply	-
3	May 15, May 18	Labor demand	-
4	May 22, May 25	Labor mobility	-
5	May 29, Jun 1	Earnings distribution and inequality	Presentations
6	Jun 5, Jun 8	Earnings distribution and inequality	Presentations
7	Jun 12, Jun 15	Labor-market discrimination	-
8	Jun 19, Jun 21*	Labor-market discrimination	-
9	Jun 26, Jun 29	Special topics and/or exam review	-
-	Jul 3	<i>No class</i>	Final exam

*Deviations from the above schedule will be announced in class; *rescheduled class (Dragonboat festival)*

The first part of the course begins with an overview of the standard microeconomic framework used in labor economics, and then we proceed to study labor mobility in a multi-sector model. The next part of the course focuses on studying the earnings distribution and measures of inequality, with special attention paid to studying these issues in China (this part of the course involves student presentations on this topic in China). This will be followed by discrimination in labor markets, particular defining what constitutes discrimination and discussing challenges for inference, and other special topics (if time permits).