

University of Manitoba, Department of Economics
Econ 3364 A01: Labor Economics II
Course Outline, Winter 2019

Instructor: Sadjad Kalhor

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Office Hours: Thursday 5 pm to 7 pm or by appointment.

Class Time: Tuesday and Thursday 11:30 am - 12:45 pm (Jan 07-Apr 09, 2019)

Lecture Room: 326 Helen Glass Center

Required Textbook

Labour Market Economics (8th Edition), Benjamin, Gunderson, Lemieux & Riddell, McGraw-Hill Ryerson

Course Objectives and Contents

In an extension to Labour Economics I (in the Fall term), this course mostly concentrates on wage structures and the factors that influence wages structures. Despite the simple neoclassical labor supply and demand model which predicted a unique market-clearing wage rate, we will observe that wages don't have to be equal across individuals and markets. Different factors contribute to this outcome. Chapter 8 develops a model to introduce the work risks as a determinant of wage differentials. Chapter 9 relates the wage differentials to human capital differences across individuals. Chapter 10 examines the wage structure across markets (e.g. regions, industries, occupations, etc.). Chapter 11 looks at the Economics of Immigration and its effects on labor market outcomes. Chapter 12 investigates the gender wage gaps and the contributing factors. And finally, Chapter 14 studies labor unions, related policies and their effects on wages.

Course Evaluation:

The course evaluation will be based on your performances in term tests and final exam. The weights are as follows.

Test 1 (In class) *	30%
Test 2 (In class)*	30%
Final Exam (TBA) *	40%

*Be advised that instructor is not responsible for any test conflicts with other courses. If you miss your test because of any conflicts with other tests, you get zero for that test and there is no chance of make-up or mark transfer.

*If you miss an exam, you will be assigned zero for it. Make-ups or weight transfer will be granted only under critical circumstances which can be proved by reasonable and valid documents such as medical documents.

Grade Scale*:

The final grade for the course is made up of the total scores you obtain from the tests, assignment, and final exam. The grade distribution is as follows:

A+	≥90%	C+	≥60%
A	≥80%	C	≥55%
B+	≥70%	D	≥45%
B	≥65%	F	<45%

*Final grade will be approved by the economics department subject to revision.

*Instructor reserves the right to adjust the marks if that benefits some of students.

Course Contents and Time Table*:

Topics:	Chapters:	Date:
Wages and Employment in a Single Labor Market	Ch. 7	Jan 10, 15, 17
Compensating wage Differentials	Ch. 8	Jan 22, 24, 29
Test 1 (In class)	Ch 7, and 8	Feb 5th
Human Capital Theory	Ch. 9	Jan 31, Feb 7, 12
Wage Structures Across Markets	Ch. 10	Feb 14, 26, 28
Test 2 (In class)	Ch 3 & 4	Mar 5th
The Economics of Immigration	Ch. 11	Mar 7, 12, 14
Discrimination and Male-Female Earnings Differentials	Ch. 12	Mar 19, 21, 26
Unions and Collective Bargaining	Ch. 14	Mar 28, Apr 2, 4, 9

*Please note that not all material in each chapter will be covered in the class. Also, the time table might change depending on the pace of the class.

Voluntary Withdrawal (VW):

Please note that the VW deadline for this course is March 20, 2019. Prior to that date you have potentially received 60% of your final mark. Your performance in tests 1 and 2 can be used as guidance for the rest of the term. If you have concerns about your status and not sure whether you should withdraw or not, please discuss it with me for further clarification.

Examination

Note: The final exam will be conducted during the final examination period. The Registrar's Office is responsible for scheduling the final exam. Once finalized, the exam date and time information will be posted on the University of Manitoba Exam Schedules site.

GRADE APPEAL:

Any exam for which there is an appeal or re-grade request must be done within ten (10) days after students receive their mark. The request for re-grade must be in writing and attached to the exam when submitting the exam for a re-grade. The request must include a description of what the problem is and why the student believes the exam should be graded differently. In such cases, the whole exam may be re-graded, not just the question for which there is a claim. This means that the student's exam grade may go up or down.

Student Accessibility Services:

The University of Manitoba has designated Student Accessibility Services (SAS) to facilitate the

implementation of accommodations for students with documented disabilities. Therefore, Student Accessibility Services requires volunteer note-takers for this class. If you would like to volunteer, and receive a reference letter for your time, please login to JUMP and click on the Student Accessibility Services link on the top left-hand side of the page (in the Quick Links section). Volunteering is now easier than ever, you can upload notes directly to JUMP with the SAS scheduler. For more information in this regard, please use the weblink below:
<http://umanitoba.ca/student/saa/accessibility/media/SAS-Handbook-2014.pdf>

Writing and Learning Support

The Academic Learning Centre (ALC) offers services that may be helpful to you throughout your academic program. Through the ALC, you can meet with a learning specialist to discuss concerns such as time management, learning strategies, and test-taking strategies. The ALC also offers peer supported study groups called Supplemental Instruction (SI) for certain courses that students have typically found difficult. In these study groups, students have opportunities to ask questions, compare notes, discuss content, solve practice problems, and develop new study strategies in a group-learning format. You can also meet one-to-one with a writing tutor who can give you feedback at any stage of the writing process, whether you are just beginning to work on a written assignment or already have a draft. If you are interested in meeting with a writing tutor, reserve your appointment two to three days in advance of the time you would like to meet. Also, plan to meet with a writing tutor a few days before your paper is due so that you have time to work with the tutor's feedback. These Academic Learning Centre services are free for U of M students. For more information, please visit the Academic Learning Centre website at:
<http://umanitoba.ca/student/academiclearning>

University Health Service

Contact UHS for any medical concerns, including mental health problems. UHS offers a full range of medical services to students, including psychiatric consultation.
University Health Service <http://umanitoba.ca/student/health/>
104 University Centre, Fort Garry Campus
(204) 474-8411 (Business hours or after hours/urgent calls)

Health and Wellness

Contact our Health and Wellness Educator if you are interested in information on a broad range of health topics, including physical and mental health concerns, alcohol and substance use harms, and sexual assault.
Health and Wellness Educator <http://umanitoba.ca/student/health-wellness/welcome.html>
Katie.Kutryk@umanitoba.ca
469 University Centre
(204) 295-9032

Live Well @ UofM

For comprehensive information about the full range of health and wellness resources available on campus, visit the Live Well @ UofM site:
<http://umanitoba.ca/student/livewell/index.html>

Student Counselling Centre

Contact SCC if you are concerned about any aspect of your mental health, including anxiety, stress, or depression, or for help with relationships or other life concerns. SCC offers crisis services as well as individual, couple, and group counselling.

Student Counselling Centre:

<http://umanitoba.ca/student/counselling/index.html>

474 University Centre or S207 Medical Services

(204) 474-8592

Student Support Case Management

Contact the Student Support Case Management team if you are concerned about yourself or another student and don't know where to turn. SSCM helps connect students with on and off campus resources, provides safety planning, and offers other supports, including consultation, educational workshops, and referral to the STATIS threat assessment team.

Student Support Intake Assistant

<http://umanitoba.ca/student/case-manager/index.html>

520 University Centre

(204) 474-7423

Plagiarism, cheating, and examination impersonation

There is zero tolerance for plagiarism and cheating, which can lead to serious academic consequences. You should acquaint yourself with the University's policy on plagiarism, cheating, and examination impersonation as detailed in the General Academic Regulations and Policy section of the University of Manitoba Undergraduate Calendar. Note: These policies are also located in your Distance and Online Education Student Handbook or you may refer to Student Affairs at <http://www.umanitoba.ca/student>.

Section C: Copyright

All students are required to respect copyright as per Canada's *Copyright Act*. Staff and students play a key role in the University's copyright compliance as we balance user rights for educational purposes with the rights of content creators from around the world. The Copyright Office provides copyright resources and support for all members of the University of Manitoba community.

Visit <http://umanitoba.ca/copyright> for more information.

Section D: University and Unit policies, procedures, and supplemental information

Your rights and responsibilities

As a student of the University of Manitoba you have rights and responsibilities. It is important for you to know what you can expect from the University as a student and to understand what the University expects from you. Become familiar with the policies and procedures of the University and the regulations that are specific to your faculty, college or school.

The [Academic Calendar](http://umanitoba.ca/student/records/academiccalendar.html) <http://umanitoba.ca/student/records/academiccalendar.html> is one important source of information. View the sections *University Policies and Procedures* and *General Academic Regulations*.

While all of the information contained in these two sections is important, the following information is highlighted.

- If you have questions about your grades, talk to your instructor. There is a process for term work and final **grade appeals**. Note that you have the right to access your final examination scripts. See the Registrar's Office website for more information including appeal deadline dates and the appeal form <http://umanitoba.ca/registrar/>
- You are expected to view the General Academic Regulation section within the Academic Calendar and specifically read the **Academic Integrity** regulation. Consult the course syllabus or ask your instructor for additional information about demonstrating academic integrity in your academic work. Visit the Academic Integrity Site for tools and support <http://umanitoba.ca/academicintegrity/> View the **Student Academic Misconduct** procedure for more information.
- The University is committed to a respectful work and learning environment. You have the right to be treated with respect and you are expected to conduct yourself in an appropriate respectful manner. Policies governing behavior include the:

Respectful Work and Learning Environment

http://umanitoba.ca/admin/governance/governing_documents/community/230.html

Student Discipline

http://umanitoba.ca/admin/governance/governing_documents/students/student_discipline.html and,

Violent or Threatening Behaviour

http://umanitoba.ca/admin/governance/governing_documents/community/669.html

- If you experience **Sexual Assault** or know a member of the University community who has, it is important to know there is a policy that provides information about the supports available to those who disclose and outlines a process for reporting. The **Sexual Assault** policy may be found at: http://umanitoba.ca/admin/governance/governing_documents/community/230.html More information and resources can be found by reviewing the Sexual Assault site <http://umanitoba.ca/student/sexual-assault/>
 - For information about rights and responsibilities regarding **Intellectual Property** view the policy http://umanitoba.ca/admin/governance/media/Intellectual_Property_Policy_-_2013_10_01.pdf
 - For information on regulations that are specific to your academic program, read the section in the Academic Calendar and on the respective faculty/college/school web site <http://umanitoba.ca/faculties/>
 - Contact an **Academic Advisor** within our faculty/college or school for questions about your academic program and regulations <http://umanitoba.ca/academic-advisors/>

Student Advocacy

Contact Student Advocacy if you want to know more about your rights and responsibilities as a student, have questions about policies and procedures, and/or want support in dealing with academic or discipline concerns.

<http://umanitoba.ca/student/advocacy/>

520 University Centre

204 474 7423

student_advocacy@umanitoba.ca

Academic Dishonesty:

Students should also be aware of the following rules about Academic dishonesty:

1. All students must review the information from the Faculty of Arts regarding Academic Integrity, Penalties for Academic Dishonesty, Avoiding Academic Dishonesty, and Resources to Help You Maintain Academic Integrity.

http://umanitoba.ca/faculties/arts/student_resources/student_responsibilities.html

2. The full excerpt of the ICM Academic Integrity Policy (below)

ACADEMIC INTEGRITY

ICM expects that students will approach their academic activities with honesty and integrity. Students are responsible to be aware of ethical behaviour in their academic work and are

expected to ask for information and clarification to ensure they adhere to the principles of academic integrity.

3.3.1 Cheating and Plagiarism

- Collusion occurs when two or more individuals combine their efforts in order to deceive the instructor as to who is responsible for a particular piece of work.
- Cooperation may be permitted by an instructor in certain circumstances, where a joint study effort, class presentation or group project forms an appropriate part of the overall assessment.
- Plagiarism occurs when a student copies the ideas, word, sentences, diagrams and other forms of work, without acknowledging the source of the work used. This includes work done by other students on previous occasions.

Copying someone else's work without acknowledgement and all other forms of cheating, collusion or plagiarism is viewed harshly at ICM, regardless if the student is 'aware' of the offence. The ICM policy on cheating and plagiarism applies to all UTP courses.

All incidents of cheating, plagiarism, collusion or interference with other students' academic work and performance will be referred to the Academic Manager. Students found in breach of the regulations related to cheating and plagiarism will be subject to the following measures:

- First Offence: Student will be awarded '0' marks for the assessment and given a permanent record on their file
- Second Offence: Student will be awarded 'F' for the course, regardless whether the second offence was committed in the same course or another course
- Third Offence: Student risks expulsion from ICM and the cancellation of their studies with ICM.

Instructors will initially meet with the student to discuss the incident, and to determine whether the student requires additional training with respect to the behavior. All incidents of academic misconduct will be recorded in a 'Letter of Allegation', with one copy given to the student and another kept in the student's file. The Student Success Manager will meet with all students who receive a Letter of Allegation to discuss the incident and provide an opportunity for the student to address the allegation. The Student Success Manager will also determine the need for additional education regarding academic integrity and to review the consequences of subsequent violations.