

Course title: **Diversification of labor markets in the EU**

Studies: International Business

**Course description form (syllabus form)**

General data						
<b>Cycle of studies</b>	2024-2027					
<b>Organizational unit</b>	Faculty of Economic Sciences					
<b>Studies</b>	International Business, first-cycle studies					
<b>The profile of education</b>	general academic					
<b>Semester</b>	05					
<b>Mode of studies</b>	full-time					
<b>Type of course</b>	<b>Lecture</b>	<b>Practical session</b>	<b>Laboratory</b>	<b>Conversatorium</b>	<b>Seminar</b>	<b>Project</b>
<b>Number of hours</b>	15	30				
<b>Number of ECTS</b>	3					
<b>Examination</b>	Graded credit					
<b>Language</b>	English					
<b>Content author</b>	Kamila Radlińska, PhD					
Course objectives						
The aim of the classes is to familiarize students with issues related to the functioning of the Polish and EU labor markets, the contemporary characteristics of the labor force - comparing the characteristics of the Polish labor market with selected labor markets of European countries, and learn about selected challenges facing participants of the Polish and European labor markets.						
Prerequisites						
Does not concern.						
Student workload						
1. Class sessions (including assessment and examination) - 45 hours 2. Consultations - 2 hours 3. Reading literature for classes - 13 hours 4. Preparing assignments - 10 hours 5. Assessment preparation - 5 hours  TOTAL: 75 hours (3 ECTS)						
Short description						
Basics of the functioning of the labor market in the EU. Employment policy in the European Union. The system of labor market institutions in the European Union. Analysis of the unemployment phenomenon in European Union countries. Regional differences in the labor market in the EU. The transition from the education system to the labor market and the mobility of labor resources in the light of selected labor market theories. The impact of civilization changes on the prospects of the labor market in the global economy. Flexible forms of employment. The idea of flexicurity. Project implementation by students.						
Learning outcomes						
<b>KNOWLEDGE:</b> W01. Participants have advanced knowledge of the problems of the modern labor market, methods and tools for their description and analysis (IB1_W01, IB1_W04) W02. Participants have advanced knowledge of the causes, goals and instruments of state policy on the Polish and European labor market, problems of the modern labor market, methods and tools for their description and analysis (IB1_W3, IB1_W04) W03. Participants have advanced knowledge of entities operating on the labor market and its environment, in particular implementing entities employment policy (IB1_W02, IB1_W04) <b>SKILLS:</b> U01. Participants have the ability to analyze and assess the complex situation on the labor market, identify the scope of analyzed problems and develop solutions, indicating directions and ways of influencing labor market participants (IB1_U01, IB1_U03, IB1_U04) U02. Participants are able to obtain and use data sources on phenomena and processes taking place on the labor market and interpret the results of analyses (IB1_U02, IB1_U03, IB1_U04) <b>COMPETENCIES:</b> K01. Participants are prepared to learn independently and expand knowledge of labor market issues (IB1_K01) K02. Participants demonstrate insight in formulating judgments regarding labor market issues and are aware of the consequences for the market work, i.e. all participants involved in it (IB1_K01, IB1_K02, IB1_K03)						
Form of verification						
Graded credit						
Detailed data						
<b>Type of course: Lecture</b>						
Bibliography						
<b>Bibliography:</b> 1. Cahuc, P., Carcillo, S., & Zylberberg, A. (2014). Labor economics. MIT press. 2. Boeri, T., & Ours, J. V. (2014). The economics of imperfect labor markets. Princeton University Press. 3. Doeringer, P. B., & Piore, M. J. (2020). Internal labor markets and manpower analysis. Routledge.						

**Supplementary:**

1. Larsson, A., & Teigland, R. (2020). The digital transformation of labor (p. 372). Taylor & Francis.
2. Romer, D. (2014). Macroeconomic theory. University of California, Berkeley.
3. OECD, EUROSTAT (online databases)

**Range of content**

1. Functioning of the Polish and EU labor market in the conditions of economic changes.
2. Cyclical fluctuation on labor market. The labor hoarding in Polish and EU labor market.
2. Labor market theories.
3. Contemporary features of the workforce - Poland compared to other European countries. The phenomenon of underemployment.
4. Flexibility of the labor market. Migrations in the labor market. Matching human resources to the labor market.
5. Human resources and human capital – Polish and EU countries examples.
6. Discrimination in the labor market (situation of older people, young people, women, immigrants). Gender discrimination in the labor market.

**Didactic methods**

1. Activating lecture.
2. Discussion with participants.
3. Debate with participants.

**Assessment methods and assessment criteria**

Graded credit  
(final written test, 3 open questions)

Assessment criteria:  
3.0 incomplete answer  
4.0 answer with minor deficiencies  
5.0 full answer

**Detailed data****Type of course: Practical session****Bibliography****Bibliography:**

1. Cahuc, P., Carcillo, S., & Zylberberg, A. (2014). Labor economics. MIT press.
2. Boeri, T., & Ours, J. V. (2014). The economics of imperfect labor markets. Princeton University Press.
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**Range of content**

1. Functioning of the Polish and EU labor market in the conditions of economic changes.
2. Cyclical fluctuation on labor market. The labor hoarding in Polish and EU labor market. Data task.
2. Debate with participants.
3. Labor market theories. Institutional conditions for labor market flexibility in Europe.
4. Flexibility of the labor market. Migrations in the labor market. Matching human resources to the labor market – examples for selected countries in Europe. Data task.
5. Discussion with participants.
5. Human resources and human capital – Polish and EU countries examples. Overeducation discussion with participants.
6. Discrimination in the labor market (situation of older people, young people, women, immigrants). Gender discrimination in the labor market.
7. Presenting student projects.

**Didactic methods**

1. Activating lecture.
2. Discussion with participants.
3. Debate with participants.
4. Learning by doing – project with data.

**Assessment methods and assessment criteria**

Two written works/final projects (problem tasks requiring analysis, project - analysis to be performed).  
The grade for the exercises is the arithmetic average of both final works.  
Attendance and activity during exercises, active discussion, presentation of analysis results along with justification of decisions made.

Assessment criteria:

3.0 attendance (absence from 1-3 classes is allowed), activity (student inactive or not very active during classes), project/problem task (done correctly, minor corrections allowed, sent with a delay)

4.0 attendance (absence allowed for 1 class), activity (student active during the class), project/problem task (done correctly, minor corrections are allowed, sent on time)

5.0 attendance (1 absence allowed), activity (active or very active student, discussion initiator), project/problem task (completed correctly, submitted on time)