

Legal management of Company Diversity

Code: 100510
ECTS Credits: 6

Degree	Type	Year	Semester
2500258 Labour Relations	OT	4	0

Contact

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Use of languages

Principal working language: catalan (cat)
Some groups entirely in English: No
Some groups entirely in Catalan: Yes
Some groups entirely in Spanish: Yes

Teachers

Laura Rodriguez Murciano

Prerequisites

There are no prerequisites.

Objectives and Contextualisation

The objective of this optional subject is to know and evaluate, from the labor perspective, all those issues related
The purpose is that the students know in depth the theoretical and practi

Skills

- Clearly expressing ideas or facts in a compelling way.
- Contextualising the social events from a (geographical, historical, economic, ecological, sociopolitical or cultural) global point of view.
- Contrasting the equality between men and women in the workplace and solving the issues arisen with the Act on Equality.
- Drawing up and formalising reports and documents.
- Identifying the foundations of the main organization areas in the field of human labour.
- Managing unstructured labour situations taking into account their development diversity (immigration, equality, disability), demonstrating adaptability.
- Properly analysing the specific situations of reconciliation of work and family life, and implementing the corresponding regulations.
- Self-motivating by undertaking specific training programs to acquire new knowledge.
- Students must be capable of deciding, sharply taking decisions and judging.
- Students must be effective in a changing environment and when facing new tasks, responsibilities or people.
- Verbally communicating and defending a project.
- Working autonomously.
- Working effectively in teams.

Learning outcomes

1. Clearly expressing ideas or facts in a compelling way.
2. Drawing up and formalising reports and documents.
3. Enumerating the regulations helping the reconciliation of work and family life.
4. Explaining the Act on Equality.
5. Explaining the historical evolution and legal regulation of the applicable rule.
6. Gathering good business related practices.
7. Interpreting the social events as mechanisms that affect rules and current legal institutions.
8. Knowing the Act on Equality and its practical implementation.
9. Knowing the foundations of the legal areas of industrial relations in the specific scenario of legal management of diversity in the company.

10. Knowing the foundations of the legal areas of industrial relations in the specific scenario of new technologies and labour market.
11. Knowing the foundations of the legal areas of industrial relations.
12. Knowing the working conditions of European and non-European people foreigners in Spain and their access requirements to the labour market, as well as their rights and obligations.
13. Recognising the influence and implementation of the Act on Equality on the labour market.
14. Recognising the space between the promulgation of the rule and its effective implementation.
15. Self-motivating by undertaking specific training programs to acquire new knowledge.
16. Solving the contractual problems of disabled workers.
17. Students must be capable of deciding, sharply taking decisions and judging.
18. Students must be effective in a changing environment and when facing new tasks, responsibilities or people.
19. Understanding the situations derived from the reconciliation of work and family life.
20. Understanding the specific situations in a collective agreement.
21. Verbally communicating and defending a project.
22. Working autonomously.
23. Working effectively in teams.

Content

- Lesson 1. Non-discrimination based on sex in the workplace (selection, working conditions, remuneration, promotion)
- Lesson 2. Equality plans.
- Lesson 3. Equality and work-life balance, personal and family.
- Lesson 4. Sexual harassment, because of sex, discriminatory and moral
- Lesson 5. Labor scope and other possible causes of discrimination (age, gender, etc.)
- Lesson 6. Labor measures related to gender violence and victims of terrorism
- Lesson 7. Disabled and business environment.

Methodology

The learning process is based on the work of the student, being the teacher's mission to help in this task by providing the following activities:

1. Directed activities:

1.1 Lectures: where the student achieves the conceptual bases of the subject.

1.2 Practical classes: where students, individually or in small groups, analyze and resolve practical cases.

The resolution and debate of the practical cases requires a previous work of the student.

The basis of practical work is the understanding and critical application of the law.

2. Supervised activities:

Activities that the students will develop individually or in small groups, with the supervision of the teacher.

2.1 Preparation of files-summary of judgments or regulations. Realization of practical cases.

2.2 Search and reading of instrumental literature and jurisprudence for the resolution of practical cases.

2.3 Evaluable practical cases that are elaborated before the resolution in the classroom.

3. Autonomous activities:

3.1 Search and reading of bibliography, regulations and jurisprudence concerning the subject.

3.2 Study.

3.3 Practical cases that are elaborated and resolved in the classroom.

Activities

Title	Hours	ECTS	Learning outcomes
Type: Directed			
DIRECTED PRACTICAL ACTIVITIES	12	0.48	15, 20, 13, 6, 2, 16, 22, 23
THEORETICAL CLASSES	27	1.08	15, 9, 8, 12, 4, 13, 16, 17
Type: Supervised			
SEARCH AND READING OF PREPARATORY MATERIALS FOR THE ELABORATION OF EVALUABLE PRACTICES. WRITING OF WORKS FOR EVALUABLE PRACTICES.	50	2	15, 19, 9, 8, 12, 18, 4, 13, 6, 2, 16, 17, 22, 23
Type: Autonomous			
STUDY	53	2.12	9, 8, 12, 20, 3, 4, 13, 16, 22

Evaluation

SYSTEM OF EVALUATION OF THE ACQUISITION OF THE COMPETENCES. GRADING OF THE SUBJECT.

1. ASSESSMENT SYSTEM: combines the continuous assessment of practical classes and the final exam.

1.1 Continuous evaluation of practical classes.

There will be three practical units that can be evaluated throughout the course.

1.2 Final exam.

It can only be done if the continuous evaluation has been passed. It will consist of a theoretical-practical exam.

Each of the exam questions will be scored from 0 to 10 points. The exam will be graded on a scale of 0 to 10.

1.3 Qualification of the subject with the system of continuous evaluation and final exam.

The score obtained in the continuous assessment of the practices will have a weight of 70% and the final exam will have a weight of 30%.

When the continuous assessment has been passed and a minimum of 5 points has been obtained in the final exam, the student will be qualified for the subject.

2. REEVALUATION SYSTEM: the acquisition of competences is evaluated through the continuous assessment of practical classes and the final exam.

2.1. Re-evaluation of the students with the continuous evaluation of practical classes.

Students who have not completed or have not passed the continuous assessment of practical classes will be re-evaluated.

2.2. Reassessment of students who have not completed or have not passed the final exam.

There will be a theoretical-practical exam that will consist of two parts:

- A theoretical part that will consist of the resolution of four or five developed cases.

- A practical part that will consist of the resolution based on law, of a practical assumption with the thematic content of the subject.

The final grade of the exam will be obtained by making the average of the two parts.

3. DATES OF EXAMINATIONS

3.1 Evaluation test: official date fixed.

3.2 Reevaluation test: official date fixed.

4. CALLS

The number of calls is established in the permanency regulations.

Evaluation activities

Title	Weighting	Hours	ECTS	Learning outcomes
EVALUABLE PRACTICE 1	20	2	0.08	15, 19, 21, 11, 8, 12, 18, 20, 5, 1, 7, 14, 13, 6, 2, 16, 17, 22
EVALUABLE PRACTICE 2	20	2	0.08	15, 19, 11, 9, 8, 18, 20, 4, 1, 7, 14, 13, 2, 17, 22
EVALUABLE PRACTICE 3	20	2	0.08	19, 21, 11, 9, 10, 8, 12, 18, 20, 4, 5, 1, 7, 14, 13, 6, 2, 16, 17, 23
THEORIC EXAM	50	2	0.08	19, 11, 9, 10, 12, 3, 4, 2, 16

Bibliography

Calvo Gallego, J., Contrato de trabajo y libertad ideológica, CES, Madrid, 1995.

Fernández López, M. F., «El acoso moral en el trabajo, ¿una nueva forma de discriminación?», Revista de Derecho Social, núm. 19.

Pérez del Río, T., «La problemática salarial en la negociación colectiva», Revista de Derecho Social, núm. 3, 1998.