

**Labour Relations Theory**

Code: 100481  
ECTS Credits: 6

Degree	Type	Year	Semester
2500258 Labour Relations	OB	3	1

**Contact**

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**Use of Languages**

Principal working language: spanish (spa)  
Some groups entirely in English: No  
Some groups entirely in Catalan: Yes  
Some groups entirely in Spanish: Yes

**Teachers**

Pablo Sanz de Miguel  
Juan Miguel García Nogueroles

**Prerequisites**

Group 1. Professor Juan Miguel García Nogueroles. Language: Catalan  
Group 51. Professor Pablo Sanz de Miguel. Language: Spanish

**Objectives and Contextualisation**

- To provide an overview about sociological theory of social conflict, consensus and bargaining
- To study the process of institutionalization of social conflict
- To study the relationships between social institutions and labour market
- To study the role played by social actors/partners within industrial relations: trade unions, employer organizations and State
- To study the functions of the Welfare State
- To study the changes in the Industrial Relations Systems

**Competences**

- Advising union and business organizations and their members.
- 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.
- Developing critical thinking and reasoning and communicating them effectively both in your own and other languages.
- Drawing up and formalising reports and documents.
- Identify the foundations of the main legal and organisational areas in the field of human work.
- Identifying, analysing and solving complex problems and situations from an (economic, historical, legal, psychological, and sociological) interdisciplinary perspective.

- Students must demonstrate they comprehend the relation between social processes and industrial relations dynamics.
- Working autonomously.
- Working effectively in teams.

## Learning Outcomes

1. Clearly expressing ideas or facts in a compelling way.
2. Comparing the labour systems in Spain with the rest of countries.
3. Defining the basic concepts of the relations between society and a company.
4. Defining the industrial relations systems.
5. Developing critical thinking and reasoning and communicating them effectively both in your own and other languages.
6. Distinguishing the objectives of national and international institutions and their ethical codes.
7. Distinguishing the old and new corporatism.
8. Drawing up and formalising reports and documents.
9. Giving examples of the position of social actors in the industrial relations.
10. Interpreting the debate between the social agents and their social, governmental and corporate initiatives.
11. Reaching a consensus in the industrial relations.
12. Recognising the pressure groups and collective action.
13. Students must know the basic concepts of the social organization of labour in a company.
14. Students must know the basic concepts related to the social agents of industrial relations.
15. Understanding the problems derived from conflict in the industrial relations.
16. Working autonomously.
17. Working effectively in teams.

## Content

### Topic 1. Introduction

- 1.1. Industrial relations concept
  - 1.1. Definition and dimensions
    - 1.2.1. Historical perspective

### Topic 2. Social actors: Trade unions, Employer Organisations and State.

- 2.1. Varieties of trade unionism.
  - 2.1.1. Representation and representativeness of trade unions
- 2.2. The employer organisations
  - 2.2.1. The history of employer organisation
  - 2.2.2. Type of employer organisations logics of actions
- 2.3. The state within industrial relations
  - 2.3.1. Legitimacy of capitalism system
  - 2.3.2. Redistributive functions: Welfare State.
  - 2.3.3. Models of neo-corporatism and Welfare State
  - 2.3.4. Varieties of capitalism and industrial relations model: a comparative perspective

### Topic 3. Collective bargaining.

- 3.1. Definition and comparative perspective.
- 3.2. Collective bargaining in Spain.
- 3.3. Reform of collective bargaining: debate centralisation vs. decentralisation

### Topic 4. Tendencies and conclusions: Europeanisation of industrial relations

### Topic 5. Industrial Relations Theory

- 5.1. The origins of industrial relations' research
  - 5.1.1. Oxford school: Juridical sociology.

- 5.1.2. Wisconsin school: institutionalism
- 5.1.3. Human relationship school.
- 5.2. Consolidation of industrial relations research
  - 5.2.1. System theory of industrial relations
  - 5.2.2. Neo-Marxist revision.
  - 5.2.3. Conflict and consensus theory in industrial relations
- 5.3. Contemporary theories of industrial relations
  - 5.3.1. Neo-corporatism theories of industrial relations.
  - 5.3.2. Regulation theory

## Methodology

The methodology is active and participative. Traditional class teaching is combined with student presentations. Besides, students will develop a group work which will enable them to develop collective skills which are valued in the professional world. In addition, there is an individual exam to evaluate the topics and readings of the course.

## Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Active supervision and group work	22.5	0.9	2, 14, 3, 4, 5, 7, 9, 15, 1, 10, 12, 8, 11
Interactive class: master class and participation	22.5	0.9	2, 14, 3, 4, 5, 7, 6, 15, 1, 10, 12, 8, 16, 11
Type: Autonomous			
Study	100	4	2, 13, 14, 5, 9, 15, 16

## Assessment

Continuous evaluation

1. Presentation of articles and discussion: 15% of grade
2. Easy: Analysis and discussion of a book: 35% of grade
3. Individual exam: 50% of grade. Only those students who pass the exam will be evaluated

## Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Easy based on a book	35%	2	0.08	2, 14, 3, 4, 7, 9, 15, 1, 10, 12, 8, 11
Exam. Students have to obtain a score of 5 out of 10 in order to pass the subject	50%	2	0.08	2, 13, 14, 3, 4, 5, 7, 6, 9, 15, 1, 10, 12, 8, 16, 11
Presentation short articles	15%	1	0.04	2, 14, 3, 4, 5, 7, 9, 15, 1, 10, 12, 8, 16, 17, 11

## Bibliography

### BASIC BIBLIOGRAPHY.

Köhler, Holm-Detlev; Martín Artilles, A. (2009). Manual de sociología del trabajo y de las relaciones laborales. Madrid: Delta Publicaciones, tercera Edición (<http://www.deltapublicaciones.com>)

### BOOKS OF THE EASY.

1. BAYLOS, ANTONIO (2012). ¿ Para qué sirve un sindicato?. Madrid: Ediciones La Catarata
2. JUDT, TONY (2011). Algo va mal. Madrid. Alianza Editorial.
3. LINHART, DANIELE (2013). Trabajar sin los otros. Valencia. Publicacions de la Universitat de Valencia.
4. LUQUE, DAVID (2013). Las huelgas en España. Valencia: Germanía.
5. STANDING, GUY (2012). El precariado. Barcelona: Paidós presa. Madrid: Siglo XXI.

### ALTERNATIVE GUIDE BOOKS.

Martín Artilles, A. (2002a). "Teoría clásica de las relaciones laborales." [En Blanch, Gala; Espuny; Martín Artilles : Teoría de las relaciones laborales I. Barcelona: Edita Universitat Oberta de Catalunya.] Edición en català y castellano en [http://www.editorialuoc.com/index.yisi?lang=sp&\\_ext=1100](http://www.editorialuoc.com/index.yisi?lang=sp&_ext=1100)

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Barbash, J.; Barbash, K. (1989). Theory and concepts in comparative Industrial Relations. Columbia: University of South Carolina Press.

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González Temprano, A. (2003). La consolidación del Estado del Bienestar en España. Madrid: CES.

Hyman, Richard (1981). Relaciones industriales. Una introducción marxista. Madrid: Ediciones Blume

Hyman, Richard (2001). *Understanding European Trade Unions*. London: Sage.

Johnason, N. (1990). *El estado de bienestar en transición*. Madrid. MTAS.

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Royo, Sebastian (2002). *A new century of corporatism?*. London: Praequer.

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