

**Socio-employment Policy**

Code: 100502  
ECTS Credits: 6

Degree	Type	Year	Semester
2500258 Labour Relations	OB	2	2

**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**

Marcela Arqueros Wood

**Prerequisites**

There are no specific prerequisites. It is recommended to be preceded by Introduction to Economics

**Objectives and Contextualisation**

Socio Labour Policies is devoted to analyze the public policies that influence Labour Markets. It is complementary of Labour Economics

Its specific goals are:

- The knowledge of the needs to regulate and to organize public policies in Labour Market
- The main traits and critical aspects of social and labour policies
- To learn the effects of these policies and their influence on labour and social conditions
- To learn how to analyze the proposals of new policies
- To learn the differences between policies

**Competences**

- Advising union and business organizations and their members.
- Applying the information and communication technologies to the different areas of action.
- Clearly expressing ideas or facts in a compelling way.
- Connecting the labour market needs, demands, and fluctuations, and the dynamics and policies of the industrial relations.
- 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.
- Distinguishing the special needs of labour integration in different groups of workers (with mental or psychical disabilities, immigrants...).
- Drawing up and formalising reports and documents.
- Interpreting data and socioeconomic indicators concerning the labour market.
- Organising and managing the available time.
- Producing, implementing and assessing territorial strategies of economic promotion and labour integration.
- Properly analysing the specific situations of reconciliation of work and family life, and implementing the corresponding regulations.
- Retain the ethical values and moral standards in decision-making.
- Students must be aware of the impact and implications of decisions and activities in other company areas.
- Students must be capable of persuading others to agree with their point of view.
- Understanding the dynamic and changing character of the labour relations in the national and international field.
- Verbally communicating and defending a project.
- Working autonomously.
- Working effectively in teams.

## Learning Outcomes

1. Analysing the economic globalisation in the national and international fields.
2. Applying the information and communication technologies to the different areas of action.
3. Assessing and contrasting the segmentation and discrimination in the labour market.
4. Classifying the general and specific policies of occupation. Assessing the equality between men and women in the labour market.
5. Classifying the working time regulations.
6. Clearly expressing ideas or facts in a compelling way.
7. Defining the equality policies.
8. Describing the Social Security policies.
9. Distinguishing the migratory policies.
10. Drawing up and formalising reports and documents.
11. Economically analysing the policies of the current working conditions.
12. Explaining the structure of the labour market
13. Identifying and distinguishing the policies affecting employment.
14. Identifying the institutional aspects of the labour market in order to relate the needs, demands and fluctuations of the labour market and their dynamics.
15. Identifying the position of the Spanish labour market within the context of globalisation.
16. Knowing the structure of the labour market.
17. Organising and managing the available time.
18. Producing and verbally defending written texts of topics related with the previous competences.
19. Recognising the economic policies of the current working conditions.
20. Recognising the institutional aspects of the labour market.
21. Retain the ethical values and moral standards in decision-making.
22. Solving and debating the policies affecting employment as trade unions and employer's organizations.
23. Students must be aware of the impact and implications of decisions and activities in other company areas.
24. Students must be capable of persuading others to agree with their point of view.
25. Understanding the data concerning employment supply and demand.
26. Understanding the employment supply and demand.
27. Understanding the general and specific policies of occupation.
28. Verbally communicating and defending a project.
29. Working autonomously.
30. Working effectively in teams.

## **Content**

The main objective is to study, from economic perspective, the main policies that influence labour markets

### Part 1 The role of socio labour policies

#### 1 Labour activity

Labour and social needs. The spaces of labour: markets, families and public regulation

#### 2 The role of Public Policy

The role and forms of public regulations. Public policies in globalisation times. National models of employment

### Part 2 Employment policies

#### 3 Macroeconomic policies

The concept of full employment. Keynesian and neoliberal policies, Employment policies in the era of globalisation

#### 4 Policies of protection to unemployed

Types of policies and their economic effects. From welfare to workfare. The debate on universal income

#### 5 Active employment policies

Assesment to unemployed people. Occupational training, Employment promotion. Other

### Part 3 Other labour policies

#### 6 Time policies

The debate on worktime and their employment effects. Time flexibility and every day life.

#### 7 Migratory policies

Types of migrations and types of policies. The effect of flux policies on labour markets

#### 8 Policies against inequality

Inequalities in the labour market. Gender policies. The role of unions and collective bargaining

### Part 4 Othes policies with social and labour effects

#### 9. Social security and labour markets

Social security systems and their labour market impacts. State of the art.

#### 10 Personal autonomy policies

Dependency and fragility. Policies to support dependent people. Enhancing personal autonomy.

## **Methodology**

Teaching includes both presentation of main theoretical aspects and information about specific Spanish policies

Team work it is devoted to product a paper by a small group of students (3-4). The teacher proposes the work, discuss the scheme and supervise the different phases of ellaboration. Finally students realize and oral presentation and discussion of the final work

## Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
PROFESSORS TEACHING	25	1	11, 1, 2, 21, 4, 5, 26, 27, 28, 24, 7, 8, 9, 12, 6, 14, 13, 17, 18, 20, 19, 10, 22, 23, 29, 3
Type: Supervised			
TEAM WORK	25	1	11, 2, 21, 4, 5, 26, 27, 28, 24, 16, 7, 8, 9, 25, 12, 6, 14, 13, 17, 18, 20, 19, 10, 22, 23, 29, 30, 3
Type: Autonomous			
EXAMS	7.5	0.3	24, 6, 15, 17, 10
SEARCH OF BIBLIOGRAPHY AND DATA	22.5	0.9	11, 2, 5, 26, 16, 7, 9, 12, 6, 17, 18, 19, 10, 22, 29, 3
TIME DEVOTED TO INDIVIDUAL LEARNING	70	2.8	11, 2, 5, 26, 16, 7, 9, 12, 6, 17, 18, 19, 10, 22, 29, 3

## Assessment

There are two exams, each of them accounts for 40% of the final grade.

Team work accounts for 20% of the grade. Assessment considers both the quality of the written paper and the oral presentation.

## Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
TEAM WORK	20%	0	0	11, 2, 21, 4, 5, 27, 28, 24, 16, 7, 8, 9, 12, 6, 14, 13, 15, 17, 18, 20, 19, 10, 22, 23, 30, 3
Two exams	80%	0	0	11, 1, 4, 5, 26, 27, 7, 8, 9, 25, 12, 6, 14, 13, 20, 19, 10, 29, 3

## Bibliography

BANYULS, J, CANO, E, PITXER J.V. I SANCHEZ, A

Economia Laboral i Politiques d'Ocupacio

Universitat de Valencia 2005

FINA, L

El reto del empleo

Mc Graw Hill 2001

During the course it is presented complementary bibliography and papers

