

Labour Relations Theory

Code: 100481
ECTS Credits: 6

Degree	Type	Year	Semester
2500258 Labour Relations	OB	3	1

The proposed teaching and assessment methodology that appear in the guide may be subject to changes as a result of the restrictions to face-to-face class attendance imposed by the health authorities.

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 Noguerols

Prerequisites

Group 1. Professor Juan Miguel García Noguerols. 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. Work and employment in the contemporary capitalism

- 1.1 Fordism and post-fordism: regulation theory and social employment norm
- 1.2 Information society, flexible specialisation and network enterprise
- 1.3 Postmodern theories and theories of the end of work

TOPIC 2. Consensus theories

- 2.1 Oxford school: pluralist approach to industrial relations
- 2.2 Institutionalism theory in industrial relations
- 2.3 System theory in industrial relations

TOPIC 3. Conflict theories

- 3.1 Marxist theory to industrial relations: R. Hyman
- 3.2 Marxist theories of control
- 3.3 The Foucauldian Concept of Power
- 3.4 Critical management studies: power and control in industrial relations

TOPIC 4. The role of the State in industrial relations

4.1 Neocorporatism theories in industrial relations

TOPIC 5. Europeanization/transnacionalization of industrial relations

5.1 Europeanization of industrial relations and European social model

5.2 Responses to Europeanization/transnacionalization of industrial relations: transnational solidarity and exclusionary solidarity

TOPIC 6. The future of work: technological change and new forms employment and industrial relations

6.1. Precarity and new forms employment. Uberization processes

6.2. Digitalisation and the future of work

Methodology

The course methodology* is participative. Teaching will be mixed: master classes will be virtual while practices/seminaries at the classroom will be face-to-face. The students will have one week devoted to master classes and one week devoted to practices at the classroom. Master classes will be synchronous and through videoconference. During the practices at the classrooms the students will apply theoretical knowledge acquired through the analysis of real industrial relations cases. Practices at the classroom will be done through group work and will be evaluated during the course. For the practices at the classroom, students will be divided into two groups (Group A and Group B). During the week devoted to the practices at the classroom, one week will be devoted to Group A and one week will be devoted to Group B. During the week dedicated to the practices, the professor will organise tutorial sessions through videoconference within his tutorial schedule. Students will also have to elaborate a dossier of practices in which practices elaborated in the classroom will be presented in written, at the end of the course. In the dossier, the practices will be completed with analysis and references to the articles of the mandatory bibliography.

Fraudulent behavior: A student who cheats on an exam or try to cheat on an exam will be evaluated with a 0 in the subject and will lose the right to re-evaluation. A student who presents a practice in which there are signs of plagiarism or who cannot justify his/her arguments will be evaluated with a 0 and will receive a warning. In case this behavior is repeated, the student will fail the subject (0) and will lose the right to re-evaluation.

** The teaching methodology and evaluation can be subjected to changes based on the mobility restrictions set up by the health authorities*

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. Practices at the classroom: 20% of grade

2. Dossier of practices: the students will present, in written, at the end of the course, a glossary of the practices done at the classroom. This dossier will include the analysis of the exercises done as well as additional reflexions complemented with references from the articles of the mandatory bibliography, the recommended bibliography or other. 40% of grade

3. Individual exam: 40% of grade. Only those students who pass the exam will be evaluated

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
DOSSIER OF PRACTICES	40%	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	40%	2	0.08	2, 13, 14, 3, 4, 5, 7, 6, 9, 15, 1, 10, 12, 8, 16, 11
Presentation short articles	20%	1	0.04	2, 14, 3, 4, 5, 7, 9, 15, 1, 10, 12, 8, 16, 17, 11

Bibliography

Topic 1

Basic bibliography

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Alternative bibliography

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Alonso, L.E. (2006): "Centralidad del trabajo y cohesión social: ¿una relación necesaria?", Gaceta Sindical, no. 7: 101-126.

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Topic 2

Basic bibliography

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Cruz Villalón, J. (2016) "Nuevas funciones de la negociación colectiva y alternación de su marco normativo" en *Revista de Economía Laboral* 13 (2): 6-33

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Polanyi, K. (1989). *La gran transformación*. Madrid: La Piqueta.

Topic 3

Basic bibliography

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Fernández García, T. y Andrés Cabello, S. (2015). Crisis y estado de bienestar: las políticas sociales en la encrucijada. Tendencias & Retos, 20(1), 119-132.

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Topic 5

Basic bibliography

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Topic 6.

Basic bibliography

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