

Legal management of Company Diversity

Code: 100510
ECTS Credits: 6

Degree	Type	Year	Semester
2500258 Labour Relations	OT	4	0

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: 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 aim of this elective subject is to meet and assess, since the labour perspective, all those questions related w

The purpose is that the students meet at the theoretic and practical frame (collective negotiation, jurisprudence..

Competences

- 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.
- Identify the foundations of the main legal and organisational areas in the field of human work.
- 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 industrial relations during the Francoism and the Spanish transition to democracy.
10. Knowing the foundations of the legal areas of industrial relations in the specific scenario of legal management of diversity in the company.
11. Knowing the foundations of the legal areas of industrial relations in the specific scenario of new technologies and labour market.
12. Knowing the foundations of the legal areas of industrial relations in the specific scenario of public administrations.
13. 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.
14. Recognising the influence and implementation of the Act on Equality on the labour market.
15. Recognising the space between the promulgation of the rule and its effective implementation.
16. Self-motivating by undertaking specific training programs to acquire new knowledge.
17. Solving the contractual problems of disabled workers.
18. Students must be capable of deciding, sharply taking decisions and judging.
19. Students must be effective in a changing environment and when facing new tasks, responsibilities or people.
20. Understanding the situations derived from the reconciliation of work and family life.
21. Understanding the specific situations in a collective agreement.
22. Verbally communicating and defending a project.
23. Working autonomously.
24. Working effectively in teams.

Content

Lesson 1. Introduction. Historical perspective of feminisms.

Lesson 2. The no discrimination for reason of sex at the labour sphere (selection, conditions of work, wage, promotion...).

Lesson 3. The equality and the conciliation of the labour life, personal and familiar.

Lesson 4. The sexual bullying, for reason of sex, discriminatory and the moral or psychological bullying.

Lesson 5. The plans of equality.

Lesson 6. Labour sphere and other possible causes of discrimination (age, sexual orientation, religion, race, origin, convictions...) Reference at the situations of disability

Methodology

The process of learning bases at the work of the student, being the mission of the professorship aid it at this task

1. Activities directed:

1.1 masterly Classes: where the student achieves the conceptual bases of the matter and his normative juridical

1.2 practical Classes: where the students, individually or at groups reduced, analyse and resolve together with th

The resolution and debate of the practical cases requires a previous work of the students, that will consist at the

The base of the practical work is the realization and critical app of the rule and jurisprudence related with the cor

2.Staffed activities:

Activities that the students will develop individually or at groups reduced, with the no face-to-face support of the t

2.1 Elaboration of chips-abridge of sentences or of rule. Realisation of diagrams of some epigraphs of the lessor

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

2.3 practical Cases that elaborate previously at the resolution at the classroom.

3. Freelance activities:

3.1 Search and reading of bibliography, rule and complementary jurisprudence at the contents of the theoretic cl

3.2 Survey.

3.3 practical Cases that elaborate and resolve at the classroom.

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
DIRECTED PRACTICAL ACTIVITIES	12	0.48	22, 21, 14, 6, 2, 18, 23, 24
THEORETICAL CLASSES	27	1.08	16, 10, 12, 8, 13, 4, 14, 17, 18
Type: Supervised			
SEARCH AND READING OF PREPARATORY MATERIALS FOR THE ELABORATION OF EVALUABLE PRACTICES. WRITING OF WORKS FOR EVALUABLE PRACTICES.	50	2	16, 20, 10, 9, 8, 19, 4, 14, 6, 2, 17, 18, 23, 24

STUDY	53	2.12	10, 11, 9, 8, 21, 3, 4, 14, 18, 23
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Assessment

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

1. ASSESSMENT SYSTEM: combines the continuous assessment of pra

1.1 Continuous evaluation of practical classes.

There will be three practical units that can be evaluated throughout the c

1.2 Final exam.

It can only be done if the continuous evaluation has been passed. It will c

Each of the exam questions will be scored from 0 to 1 points. Test scorin

1.3 Qualification of the subject with the system of continuous evaluation :

The score obtained in the continuous assessment of the practices will ha

When the continuous assessment has been passed and a minimum of 5

2. REEVALUATION SYSTEM: the acquisition of competences is evaluat

2.1. Re-evaluation of the students with the continuous evaluation of prac

2.2. Reassessment of students who have not completed or have not pas

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

a) A theoretical part that will consist of the resolution of four or five devel

b) A practical part that will consist of the resolution based on law, of a practical assumption with the thematic cont

The final grade of the exam will be obtained by making the average of th

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.

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
EVALUABLE PRACTICE 1	16,67	2	0.08	16, 20, 22, 8, 13, 19, 21, 5, 1, 7, 15, 14, 6, 2, 17, 18, 23
EVALUABLE PRACTICE 2	16,67	2	0.08	16, 20, 10, 8, 19, 21, 4, 1, 7, 15, 14, 2, 18, 23
EVALUABLE PRACTICE 3	16,67	2	0.08	20, 22, 10, 11, 9, 8, 13, 19, 21, 4, 5, 1, 7, 15, 14, 6, 2, 17, 18, 24
THEORIC EXAM	50	2	0.08	20, 10, 12, 11, 13, 3, 4, 2, 17

Bibliography

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José Fernando Lousada Arochena (Coord.); "Curso de igualdad y diversidad en las relaciones laborales" Ed. Tirant lo Blanc, 2017.

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. 1998.