

Labour Relations, Labour Rights and Gender

Code: 105805
ECTS Credits: 6

Degree	Type	Year	Semester
2503878 Sociocultural Gender Studies	OB	2	2

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: No

Teachers

Carolina Gala Durán
Laura Casas Diaz
Elisabet Puigjaner Lluch

Prerequisites

There is no requirement for this subject.

Objectives and Contextualisation

- To know the fundamental historical-legal concepts related to LGBTI people and women's rights.
- To understand the legal structure of the rights of women and LGTBI people and the evolution of legislative policies derived from the rights in Spain.
- To know the basic legal notions of Labor Law.
- To evaluate from a work perspective issues related to the principle of equality and non-discrimination, the conciliation of work, personal and family life, equality plans, gender violence, sexual harassment or for reasons of sex, moral or psychological harassment.
- To understand and gain a critical view of gender actions and policies and the development of the rights of LGBTI women and people in the workplace, both from a historical and current perspective.
- To understand the advances and setbacks that have taken place in this area.

Competences

- Formulate, argue and discuss your own and others' ideas in a respectful, critical and reasoned way.
- Identify the basic legal concepts, legislation and jurisprudence related to the rights of the collectives affected by gender inequalities.
- Incorporate the non-androcentric perspective in the work carried out.
- Propose and analyze the results of gender policies and plans of equality and equity in institutions, companies, public, private and non-governmental organizations.

- Students can apply the knowledge to their own work or vocation in a professional manner and have the powers generally demonstrated by preparing and defending arguments and solving problems within their area of study.
- Students must have and understand knowledge of an area of study built on the basis of general secondary education, and while it relies on some advanced textbooks it also includes some aspects coming from the forefront of its field of study.

Learning Outcomes

1. Analyze the application of labor regulations regarding equality in public, private and non-governmental companies.
2. Analyze the impact of fiscal policies on equality.
3. Contextualize the social facts and the legal repercussions related to gender equality from a historical point of view.
4. Incorporate the non-androcentric perspective in the work carried out.
5. Interpret labor standards, doctrine and jurisprudence with a gender perspective.
6. Prepare an organized and correct speech, orally and in writing, in the corresponding language.
7. Propose solutions to labor problems of inequality in public, private and non-governmental companies.
8. Propose solutions to the issues raised with the Equality Law.
9. Students can apply the knowledge to their own work or vocation in a professional manner and have the powers generally demonstrated by preparing and defending arguments and solving problems within their area of study.
10. Students must have and understand knowledge of an area of study built on the basis of general secondary education, and while it relies on some advanced textbooks it also includes some aspects coming from the forefront of its field of study.
11. Use the specific technical vocabulary and own interpretation of the required disciplines.

Content

SECTION I: The History of Social Law with a Gender Perspective: Approaches and Realities

Unit 1. The beginnings of liberalism: exclusions, discrimination and women.

Unit 2: Scientific interventionism and working women in the eyes of the reformist legislator.

Unit 3: Social rights in the Second Republic and women in the professional and work space.

Unit 4: Francoism, women and work.

Section II: Labor law and gender

Unit 1: Constitution, Labor Law and Gender development in the Statute of "Workers".

Unit 2: Manifestations of discrimination against women in the workplace: wage gap, professional promotion, work reconciliation and family life, etc.

Unit 3: Gender Equality plans, collective bargaining and the role of representatives of working people and labor administration.

Unit 4: Sexual and gender-based harassment in companies: Prevention and action measures. The protocols.

Methodology

The learning process is based on the student's work through their self-study, reading texts, searching for documentation and preparing papers.

That consists of different activities that will be performed during the classes, such as case studies, comments on case law, lectures, presentations., debates, etc.

The schedule of the activities will be available at Moodle before the beginning of the course.

The teaching methodology and the assessment may undergo some modifications depending on the restrictions on in-class attendance that might be imposed by the health authorities.

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Practical lessons	26.5	1.06	1, 2, 3, 6, 4, 5, 8, 7, 9, 11
Theoretical lessons	26	1.04	1, 2, 3, 4, 5, 8, 7, 10, 9, 11
Type: Supervised			
Cas Studies	15.5	0.62	1, 6, 4, 5, 8, 11
Type: Autonomous			
Preparation of assignments	20	0.8	1, 2, 4, 5, 10, 9, 11
Reading	20	0.8	1, 4, 5, 10, 9, 11
Research	10	0.4	1, 2, 6, 4, 8, 7, 9, 11
Self study	32	1.28	1, 2, 6, 4, 5, 7, 10, 9, 11

Assessment

The evaluation is based on the following activities;

- a Case Study on Section I (25%),
- a Case Study on Sections II (25%),
- an exam on Section I (25%),
- an exam on Section II (25%)

To pass the subject assessment, students must obtain a final grade, - result of all the evaluation activities- of at least 5/10 and a minimum score of 3/10 on each activity.

At the beginning of the course, the professor will inform about the content and requirements of the activities and their schedule. (Moodle)

At the time of developing each activity, the professor will inform the students (Moodle) about the procedure and date for the grading revision.

Only those students who do not pass the final grade of the subject and have obtained a minimum of 3/10 in each activity will have access to the reassessment

The reassessment task will consist of an exam of the corresponding sections. The exam shall be theoretical and/or a case study.

In the event of a student committing any irregularity that may lead to a significant variation in the grade awarded to an assessment activity, the student will be given a zero for this activity, regardless of any disciplinary process that may take place. In the event of several irregularities in assessment activities of the same subject, the student will be given a zero as the final grade for this subject.

In the event that tests or exams cannot be taken onsite, they will be adapted to an online format made available through the UAB's virtual tools (original weighting will be maintained). Homework, activities and class participation will be carried out through forums, wikis and/or discussion on Teams, etc. Lecturers will ensure that students are able to access these virtual tools, or will offer them feasible alternatives.

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Case Study Section II	25%	0	0	3, 6, 4, 5, 10, 9, 11
Case Study Section II	25%	0	0	1, 2, 6, 4, 5, 8, 7, 9, 11

Exam Section I	25%	0	0	3, 4, 5, 10, 9, 11
Exam Section II	25%	0	0	1, 2, 4, 5, 8, 7, 9, 11

Bibliography

Section 1

García González, Guillermo, Paz Torres, Olga, "Women and State: between prevention and protection (1900-1912): the scenarios of the first social legislation in Spain from a gender perspective", *Historia* 396, ISSN-e 0719-0719, Vol. 1, N.º. 2, 2011, págs. 281-303.

Paz Torres, Olga, "Hopes and opportunities for women in the Spanish Second Republic: the access to employment as labor inspectors", *Iuslabor*, ISSN-e 1699-2938, N.º. 1, 2015.

Espuny Tomás, María Jesús, "Aproximación histórica al principio de igualdad de sexos (IV): De la Ley de Contrato de Trabajo de 1944 a las últimas disposiciones franquistas", *Iuslabor*, ISSN-e 1699-2938, N.º. 1, 2008.

Section 2

Cabeza Pereiro, Jaime, "Los planes de igualdad: Balance y cambios normativos", *Revista Derecho Social y Empresa*, nº 12, 2020.

López Balaguer, Mercedes, "El derecho a la adaptación de jornada y forma de trabajo por conciliación de la vida laboral y familiar tras el Real Decreto-Ley 6/2019", *Revista de Trabajo y Seguridad Social*, nº 437-438, 2019.

Bodelón, Encarna y Gala, Carolina, "Teoría y práctica de los protocolos frente al acoso sexual", *Nueva revista española de Derecho del Trabajo*, nº 162, 2014.