

Social Law and Comparative Labour Relations

Code: 42713
ECTS Credits: 6

Degree	Type	Year	Semester
4313228 Social Policy, Employment and Welfare	OT	0	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: spanish (spa)

Teachers

Miguel Angel Purcalla Bonilla

Prerequisites

There are no specific requirements

Objectives and Contextualisation

The objective of the module "European Social Law and Comparative Employment Relations" is twofold.
On the one hand, it aims to facilitate knowledge of the social content of E
Second, the module also aims to analyze, from a comparative perspectiv

Competences

- Design, implement and evaluate social policies and processes for resource redistribution and improvement of citizens' welfare, in different contexts and from a European perspective.
- Work individually and in multidisciplinary, international teams.

Learning Outcomes

1. Analyse the rules on case law procedures of the European Union.
2. Describe the European Union's directives, rules and recommendations on employment and social matters.
3. Recognise European case law on collective bargaining.
4. Recognise the employment and social directives of the European Union.
5. Work individually and in multidisciplinary, international teams.

Content

The module is structured in two parts:

Part A. COMPARATIVE EMPLOYMENT RELATIONS

Session 1 - The Comparative Analysis of employment relations: Relevance, Dimensions, Perspectives and Theories

- Prospects for the analysis of labor relations
- Most relevant theories in the analysis of employment relations
- The analysis model of the 'industrial relations system'
- Dimensions of a system of industrial relations
- The comparative analysis in industrial relations; theories and methods
- Models and types of trade unionism

Session 2 - Employment Relations Models and Models of Capitalism: Convergence or Divergence?

- The theory of varieties of capitalism and employment relations
- Coordinated market economies
- The liberal market economies
- Mixed economies
- The debate on convergence and / or divergence in employment relations

Session 3 - Employment Relations and Inequality

- The relationship between employment relations and economic performance; main theories
- Neo-corporatism, economic performance and inequality
- Growth of inequality; role of employment relations
- Dimensions of Collective Bargaining and Inequality

Session 4 - Globalization and employment Relations

- Transnational collective action; repertoires and actors
- International value chains and their regulation
- International HR management; perspectives
- Dimensions in the international management of human resources

PART B. EUROPEAN SOCIAL LAW

Session 1: FREE CIRCULATION OF WORKERS

- Normative framework and criteria of the CJEU
- Content: travel and residence; access to work; principle of equal treatment; ownership exceptions and limitations.
- Nationals from third countries: immigration and employment.
- Displacement of workers within the framework of the provision of services

Session 2.- TRANSMISSION OF COMPANIES, INSOLVENCY and COLLECTIVE DISMISSALS:

- Normative and criteria of the CJEU
- Experiences and case studies on business transfers
- Experiences and case studies on insolvency and guarantee organizations
- Experiences and case studies on collective dismissals

Session 3.- SECURITY AND WORK HEALTH AND COMMUNITY SOCIAL SECURITY: GAME RULES AND PRACTICAL CASES

- Normative framework of occupational health and safety: evolution, directives, European agenda 2014-2020, competent bodies
- Obligations and responsibilities in relation to occupational risks: norms and criteria of the CJEU
- Regulatory framework for European social security: regulations, coordination method, basic principles and practical examples of "transnational" benefits

Session 4 - PRACTICAL ISSUES ON TECHNOLOGY AND ENTREPRENEURIAL CONTROL OF THE LABOR RELATIONSHIP: normative frameworks, judicial criteria and practical experiences in the EU

- The opposing rights at stake (company / worker) as a starting point
- Control of the use of internet and e-mail facilitated by the company
- Geolocation of workers
- Video surveillance
- Telework and crowdfunding. Real cases and legal and judicial solutions

Methodology

The methodology will consist in:

- Master classes, where the professor will present and discuss around a topic, but expecting an active involvement by the student
- Assignments. Every week, the professor will explain a short assignment to be worked out and presented by students in groups of 2-3 the next week
- Oral presentation. Students in groups will have to prepare a reading and make a short presentation in class

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Master classes	22	0.88	2, 3, 4
Type: Autonomous			
Assignments	83	3.32	1, 2, 3, 4, 5
Oral presentation	20	0.8	1, 2, 3, 4, 5
Reading of materials and preparation of summaries of articles	25	1	1, 2, 3, 4

Assessment

The evaluation of the module will be based on two elements:

- First, the active participation of students in class, through:
 - o Presentation and discussion of readings
 - o Comments and interventions
- Secondly, the realization of exercises based on the contents of the sessions

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Assignments	50%	0	0	1, 2, 3, 4, 5
Oral presentation	35%	0	0	1, 2, 3, 4, 5

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Parte A

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- Beneyto, P. J. (2008). El sindicalismo español en perspectiva europea: de la anomalía a la convergencia/The Spanish trade unionism from an European perspective: from anomaly to convergence. *Cuadernos de relaciones laborales*, 26(1), 57.
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PARTE B

Sesión 1

PURCALLA BONILLA, M.A. (2009): El trabajo globalizado: realidades y propuestas. Thomson-Aranzadi

TRIGUEROS MARTÍNEZ, L.A. (2012): Los derechos sociales fundamentales de los trabajadores inmigrantes, Comares

WEBGRAFIA:

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<http://ec.europa.eu/social/main.jsp?catId=457&langId=es>

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Sesión 2

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Sesión 3

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