

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

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 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 Foucauldean 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/transnazionalization of industrial relations

5.1 Europeanization of industrial relations and European social model

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

Methodology

The course methodology is participative. Teaching will be face-to-face. The students will have one week devoted to master classes and one week devoted to practices at the classroom. 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. 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 additional 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.

Annotation: Within the schedule set by the centre or degree programme, 15 minutes of one class will be reserved for students to evaluate their lecturers and their courses or modules through questionnaires.

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Active supervision of practices 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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De la Garza, E., Celis Ospina, J.C., Olivo Pérez, M.A., Retamozo, M. (2007): "Crítica de la razón para-post moderna (Sennet, Bauman, Beck)", Revista Latinoamericana de Estudios del Trabajo (RELET), 12(19): 9-38

Alternative bibliography

Alonso, L.E. (1999): Trabajo y ciudadanía. Estudios sobre la crisis de la sociedad salarial. Madrid: Trotta.

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

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Castel, R. (1997): La metamorfosis de la cuestión social. Una crónica del salariado. Buenos Aires: Paidós.

Castells, M. (1997): La era de la información. Economía, sociedad y cultura. Vol. 1 La Sociedad Red. Madrid: Alianza Editorial.

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Prieto, C. (2000): "Trabajo y orden social: de la nada a la sociedad del empleo (y su crisis)", Política y Sociedad, Vol. 34: 19-32

Prieto, C. (2002): "La degradación del empleo o la norma social del empleo flexibilizado", Sistema. 168-169: 89-106

Topic 2

Basic bibliography

García Calavia, M. (2004) "Los «buenos» tiempos de las «relaciones industriales»: Una aproximación sociológica" en *Cuadernos de Relaciones Laborales*, 22:89-111

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

Alternative bibliography

Commons, J.R. (1967). *Trade Unions and Labour Problems*. New York: Augustus . Kelly Editors

Dunlop, J.T. (1978). *Sistemas de relaciones industriales*. Barcelona: Peninsula

Fernández Steinko, A. (2002). *Experiencias participativas en economía y empresa*. Madrid: siglo XXI.

Köhler, H. D.; Martín Artiles, A. (2009). *Manual de la sociología del trabajo y de las relaciones laborales*. Madrid: Delta Publicaciones.

Martín Artiles, A. (2003). *Teoría de las relaciones laborales*. Barcelona: UOC.

Perlman, S. (1962). *Teoría del Movimiento Obrero*. Mexico: Aguilar

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

Topic 3

Basic bibliography

Hyman, R. (1981). *¿Qué son las relaciones laborales?. Relaciones industriales. Una introducción marxista*. Madrid: Ediciones Blume

Kights, D. y Willmott, H. (2007): 'Poder y Subjetividad en el Trabajo: de la Degradación a la Dominación en las Relaciones Sociales', en FernándezRodríguez, C.J. (2009), *Vigilar y organizar. Una introducción a los Critical Management Studies*, Siglo XXI, Madrid,

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Schmitter, P. (1985) "Neocorporatismo y estado" en REIS 31:47-78

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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Esping-Andersen, G. y Palier, B. (2010). Los tres grandes retos del Estado de bienestar. Barcelona: Ariel

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Topic 5

Basic bibliography

Jepsen, M. y Serrano, A. (2011): "El modelo social europeo. La frágil producción política de un proyecto social comunitario", Pasajes: revista de pensamiento contemporáneo. 35:53-66

Beneyto, P. i Rocha, J. (2014) "[Crisis económica, acción sindical y relaciones laborales transnacionales en la Unión Europea](#)" Actas del XI Congreso Español de Sociología, Facultad de Ciencias Políticas y Sociología Universidad Complutense de Madrid 10-12 de julio de 2013 / coord. por [Heriberto Cairo Carou](#), [Lucila Finkel Morgenstern](#), Vol. 4, 2014 (Adenda) págs. 275-282

Alternative bibliography

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Software

No