

Degree	Type	Year
2500258 Labour Relations	OB	3

## Contact

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## Teaching groups languages

You can view this information at the [end](#) of this document.

## Prerequisites

GROUP 1 / Loly Fernández Carou / Catalan-Spanish

GROUP 51 / Loly Fernández Carou/ Catalan-Spanish

## Objectives and Contextualisation

The main objective of this course is to acquire a global vision of the relationship between work, health, the value of the preventive culture in companies and how to promote the well-being of the working population. The course also aims to develop students' skills to be able to identify the factors that influence the generation of health damage and occupational accidents, with emphasis on the positive effects of work on health in decisions aimed at the management and direction of work teams and organisations.

The course will focus on understanding the binomial work and health as well as the evolution of safety science. In addition, throughout the course, elements will be provided to understand the value that prevention management systems can bring to companies in order to have elements for assessing the ways of organising risk prevention in the company. You will be trained to take into account technical, legal, organisational, psychosocial and labour relations aspects, as well as the gender dimension. The course will be taught from the perspective of the Sustainable Development Goals.

In this sense, the following are specific aims:

- Conèixer els conceptes bàsics de salut laboral, saber-los contextualitzar teòricament i saber-los operativitzar.
- Know the evolution of safety science.
- Know the dimensions of the preventive culture.
- Know the business responsibilities in terms of occupational risk prevention, the legal framework and the preventive principles that guide it.
- Know the most common risk factors present in the workplace, how to identify them and how to prevent them.
- Know the ways of organising prevention, as well as the mechanisms for worker participation in occupational risk prevention.
- Become aware of the differential impact of gender.
- Become aware of the contribution and alignment with the objectives of sustainable development.
- Know the main sources of information and the organisations specialised in occupational health and safety.

## 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.
- Planning, designing, consulting and managing occupational risk prevention systems.
- Self-motivating by undertaking specific training programs to acquire new knowledge.
- Working autonomously.

## Learning Outcomes

1. Clearly expressing ideas or facts in a compelling way.
2. Defining the basic concepts of the relations between society and a company.
3. Defining the industrial relations systems.
4. Developing critical thinking and reasoning and communicating them effectively both in your own and other languages.
5. Drawing up and formalising reports and documents.
6. Recognising the psychosocial factors of a company.
7. Relating the ergonomics, workloads and other health-related and occupational safety issues.
8. Self-motivating by undertaking specific training programs to acquire new knowledge.
9. Students must know the basic concepts of the social organization of labour in a company.
10. Students must know the basic concepts related to the social agents of industrial relations.
11. Understanding and relating the working conditions of a company to security and health at work in that company.
12. Understanding the basic concepts of illnesses and labour and occupational accidents.
13. Understanding the problems derived from conflict in the industrial relations.
14. Working autonomously.

## Content

The course will provide knowledge on the following subjects:

### 1. WORK, RISK AND HEALTH

1.1. Evolution of the forms of health loss and risk prevention policies. Social inequalities and health. Gender and health. Public health and occupational health.

1.2. Relationships between work and health. The concepts of risk and danger. Evolució de les patologies laborals.

1.3. Els danys a la salut: Accidents at work and occupational diseases. Conceptes, definicions i conseqüències legals.

### 2. THE SCIENCE OF SAFETY

2.1. Evolution of preventive models and the science of safety: Pioneering women in health and safety.

2.2. Preventive culture versus preventive climate: measuring instruments

2.3. The scale of safety culture

2.4. Dimensions of the preventive culture

### 3.- PREVENTIVE ORGANISATION IN THE COMPANY

3.1. La regulació de la salut a l'àmbit laboral. Principis preventius vigents en la legislació.

3.2. La llei de prevenció de riscos laborals. L'organització preventiva: modalitats i pràctiques.

3.3. La gestió de la prevenció de riscos i el sistema de relacions laborals.

3.4. The different agents involved: Prevention Services. Prevention delegates. Occupational Health and Safety Committees.

3.5. Organisations related to health and safety at work: the role of the Mutual Insurance Companies, the Labour Inspectorate, the Trade Unions, the Labour Court of Catalonia and other organisations related to health and safety at work.

### 4. ANALYSIS AND MANAGEMENT OF OCCUPATIONAL RISKS

4.1. The Law on the Prevention of Occupational Risks, the role of risk assessment in the management of occupational risks. Types of assessments: by measurement and by estimation. Acceptable risk and social perception of risk. Contextual analysis of risky behaviour. Gender inequalities in the evaluation of occupational risks.

4.2. Transversal preventive activities for the control of occupational risks: training, information, coordination of business activities, especially sensitive workers and those with special needs.

4.3. La Vigilància de la salut i l'anàlisi dels danys a la salut: el raonament epidemiològic.

4.4. Plans d'emergència.

### 5. CLASSIFICATION AND TOOLS TO IMPROVE THE PERCEPTION OF RISK FACTORS IN THE WORKPLACE.

5.1. The perception of occupational risk: principles and strategies for its identification.

5.2. SAFETY RISKS: Material conditions, premises, machinery and equipment.

5.3. HYGIENIC RISKS: physical, chemical and biological contaminants.

5.4. ENVIRONMENTAL ERGONOMIC RISKS: Environmental conditions, the bad building syndrome, semicircular lipoatrophy.

5.4. PHYSICAL ERGONOMIC STRESSES: Physical workload, musculoskeletal disorders.

5.5. PSYCHOSOCIAL DISORDERS: Psychosocial factors and stress, moral harassment at work, working hours: shift work, working hours and teleworking.

### 6. MONITORING AND CONTROL OF WORKING CONDITIONS

6.1 The prevention plan, the planning of preventive activity and the periodic monitoring of working conditions

6.2. Investigation of accidents and incidents: Human error as a cause and the multi-causality.

6.3. Organisational learning. Continuous improvement

## Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Theoretical classes	22.5	0.9	3, 6, 7, 11, 12, 13
Type: Supervised			
Oral presentations and information search	22.5	0.9	1, 4
Seminars	7.5	0.3	4, 6, 7, 12
Type: Autonomous			
Autonomous organization of the student	47.5	1.9	2, 14
Team work	45	1.8	5, 11

*The course will be taught by means of lectures and seminars with practical cases in the classroom. There will also be work during the course to apply the knowledge worked on in the classroom.*

In accordance with the proposed criteria, the course will use the following teaching methodology:

#### 1- Theoretical classes

Throughout the course, lecturers will give various presentations on the main concepts and theoretical proposals for each unit of study.

#### 2- Seminars

The seminars will consist of the discussion, presentation and debate of a series of practical cases and selected lectures on the thematic content of the course. At the beginning of the course, the lecturer will provide the schedule of discussions and debates.

#### 3- Practical application work during the course with an individual part and a part in pairs.

Groups of 2 people will be formed. Each group will have to do a work that combines the knowledge seen in the classroom with a real case from their environment, thus reflecting on working conditions and risk prevention in the real world. The teacher will give detailed instructions at the beginning of the course on how to do this and there will be group supervision of the progress during the practical sessions.

#### 4- Information gathering and oral presentations

Throughout the course each student will have to prepare a public presentation based on the reading materials and/or the information collected for the group work. These presentations will be made in groups, following a timetable that will be established at the beginning of the course.

#### 5- Autonomous student work

Each student will have to do one part of the practical application individually and another in pairs, and will also have to prepare to answer two individual written tests (multiple-choice test and short-question test), as well as to prepare the presentations of the conclusions that will be discussed in class.

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.

## Assessment

### Continous Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Exam	50%	2	0.08	2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 14
Seminar	25%	2	0.08	1, 4, 5
Team work	25%	1	0.04	5, 8, 11, 14

In accordance with these criteria, the assessment of the course will consist of:

- a) An individual written exam (40%)
- b) Group work (30%)
- c) Seminars (30%)

At the beginning of the course, the teachers will give detailed instructions on the material and the timetable for the discussions.

In order to pass the course, it is essential to pass sections a) and b) separately.

Students will be assessed provided that they have completed a set of activities, the weight of which is equivalent to at least 2/3 of the total qualification for the course. If the value of the activities carried out does not reach this threshold, the subject teacher may consider the student as not assessable. If a student does not take the exams or does not do the group work, he/she will be considered as 'Non Avaluable'.

In the make-up exam, the maximum mark that can be obtained will be a 'Pass'.

A student who copies or tries to copy in an exam will get a 0 in the course and will lose the right to the re-assessment. A student who presents a practice in which there are indications of plagiarism or who cannot justify the arguments of the practice will get a 0 and will receive a warning. If the behaviour is repeated, the student will fail the course (0) and will lose the right to a make-up.

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Espluga, Josep & Caballero, Xavier (2005) Introducción a la Prevención de Riesgos Laborales. From work to health. Barcelona: Ariel (chapters 5, 6, 8, 10, 11, 12, 13, 14, 15).

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Fomento del trabajo (2023) Nuevos enfoque en la gestión de la seguridad y salud laboral (2023) New approaches to occupational health and safety management.

Espluga, Josep; Caballero, Xavier (2005) Introducción a la prevención de los riesgos laborales. From Work to Health. Barcelona: Ariel.

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Complementary bibliography:

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Moreno, Neus & Solé, Maria Dolors (dir.) (2005) *Dones, salut i treballs*. Barcelona: CTESC.

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## Software

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## Language list

Name	Group	Language	Semester	Turn
(PAUL) Classroom practices	1	Catalan	first semester	morning-mixed
(PAUL) Classroom practices	51	Catalan	first semester	afternoon
(TE) Theory	1	Catalan	first semester	morning-mixed
(TE) Theory	51	Catalan	first semester	afternoon