

**Socio-employment Policy**

Code: 100502  
ECTS Credits: 6

**2024/2025**

Degree	Type	Year
2500258 Labour Relations	OB	2

## Contact

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## Teachers

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## Teaching groups languages

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

## Prerequisites

No prerequisite is necessary. It is recommended to have previously successfully completed the courses of Introduction to Economics and Labour Economics.

## Objectives and Contextualisation

The Socio-labour Policies course has as its main objective the knowledge and analysis of public policies that affect the labour market.

Its specific goals are:

- knowledge and evaluation of the problems that justify the application of Socio-labour Policies
- Knowledge of the characteristics and critical points of the main Socio-labour Policies
- Evaluate the effects of these policies, how they interact with the environment in which they are applied, and how they interact with each other
- Discuss the contents, objectives and impacts of political proposals in terms of Socio-labour Policies
- Compare different models of Socio-Labour Policies

## Competences

- Advising union and business organizations and their members.
- Applying the information and communication technologies to the different areas of action.
- Clearly expressing ideas or facts in a compelling way.
- Connecting the labour market needs, demands, and fluctuations, and the dynamics and policies of the industrial relations.
- 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.
- Distinguishing the special needs of labour integration in different groups of workers (with mental or psychological disabilities, immigrants...).
- Drawing up and formalising reports and documents.
- Interpreting data and socioeconomic indicators concerning the labour market.
- Organising and managing the available time.
- Producing, implementing and assessing territorial strategies of economic promotion and labour integration.
- Properly analysing the specific situations of reconciliation of work and family life, and implementing the corresponding regulations.
- Retain the ethical values and moral standards in decision-making.
- Students must be aware of the impact and implications of decisions and activities in other company areas.
- Students must be capable of persuading others to agree with their point of view.
- Understanding the dynamic and changing character of the labour relations in the national and international field.
- Verbally communicating and defending a project.
- Working autonomously.
- Working effectively in teams.

## Learning Outcomes

1. Analysing the economic globalisation in the national and international fields.
2. Applying the information and communication technologies to the different areas of action.
3. Assessing and contrasting the segmentation and discrimination in the labour market.
4. Classifying the general and specific policies of occupation. Assessing the equality between men and women in the labour market.
5. Classifying the working time regulations.
6. Clearly expressing ideas or facts in a compelling way.
7. Defining the equality policies.
8. Describing the Social Security policies.
9. Distinguishing the migratory policies.
10. Drawing up and formalising reports and documents.
11. Economically analysing the policies of the current working conditions.
12. Explaining the structure of the labour market
13. Identifying and distinguishing the policies affecting employment.
14. Identifying the institutional aspects of the labour market in order to relate the needs, demands and fluctuations of the labour market and their dynamics.
15. Identifying the position of the Spanish labour market within the context of globalisation.
16. Knowing the structure of the labour market.
17. Organising and managing the available time.
18. Producing and verbally defending written texts of topics related with the previous competences.
19. Recognising the economic policies of the current working conditions.
20. Recognising the institutional aspects of the labour market.
21. Retain the ethical values and moral standards in decision-making.
22. Solving and debating the policies affecting employment as trade unions and employer's organizations.
23. Students must be aware of the impact and implications of decisions and activities in other company areas.
24. Students must be capable of persuading others to agree with their point of view.
25. Understanding the data concerning employment supply and demand.

26. Understanding the employment supply and demand.
27. Understanding the general and specific policies of occupation.
28. Verbally communicating and defending a project.
29. Working autonomously.
30. Working effectively in teams.

## Content

The main objective is to study, from an economic perspective, the main social policies that influence labour markets.

### *Part 1. The role of socio labour policies*

#### 1. Labour activity

Labour and social needs. The spaces of labour: markets, families and public regulation

#### 2. The role of Public Policy

The role and forms of public regulation. Public policies. National models of employment

### *Part 2. Employment policies*

#### 3. Macroeconomic policies

The concept of full employment. Keynesian and neoliberal policies. Employment policies in the era of globalisation

#### 4. Policies of protection to unemployed

Types of policies and their economic effects. From welfare to workfare. The debate on universal income

#### 5. Active employment policies

Assesment to unemployed people. Occupational training. Employment promotion

### *Part 3. Other labour policies*

#### 6. Time policies

The debate on worktime and their employment effects. Time flexibility and every day life

#### 7. Migratory policies

Types of migrations and types of policies. The effect of flux policies on labour markets

#### 8. Policies against inequalitys

Inequalities in the labour market. Gender policies. The role of unions and collective bargaining

### *Part 4. Othes policies with social and labour effects*

#### 9. Social Security and labour markets

Social Security systems and their labourmarket impacts. State ofthe art

#### 10. Personal autonomy Policies

The dependency law

## Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
PROFESSORS TEACHING	25	1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 17, 18, 19, 20, 21, 22, 23, 24, 26, 27, 28, 29
Type: Supervised			
TEAM WORK	20	0.8	2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30
Type: Autonomous			
EXAMS	7.5	0.3	6, 10, 15, 17, 24
SEARCH OF BIBLIOGRAPHY AND DATA	22.5	0.9	2, 3, 5, 6, 7, 9, 10, 11, 12, 16, 17, 18, 19, 22, 26, 29
TIME DEVOTED TO INDIVIDUAL LEARNING	70	2.8	2, 3, 5, 6, 7, 9, 10, 11, 12, 16, 17, 18, 19, 22, 26, 29

### TEACHING METHODOLOGY

Teaching includes both theory and practice of labour and social policies.

Team work: the teacher proposes topics, discusses the scheme and supervises the work. The students make the oral presentation and deliver the work.

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
ATTENDANCE	5%	0	0	3, 4, 5, 6, 7, 8, 9, 11, 14, 19, 20, 21, 23, 24, 27, 28
TEAM WORK	20%	1.25	0.05	2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 27, 28, 30
Two exams	75%	3.75	0.15	1, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 19, 20, 25, 26, 27, 29

There are two exams, each of them accounts for 37,5% of the final grade.

Team work accounts for 20% of the final grade. Assessment, considers both, the quality of the written paper and the oral presentation.

And, finally, class participation accounts for 5% of the final grade.

## Bibliography

BANYULS, J., CANO, E., PITXER, J.V. SANCHEZ, A. (2005) *Economia Laboral i Polítiques d'Ocupació*. Universitat de València

FINA, L. (2001) *El reto del empleo*. McGraw Hill, Madrid

MC CONNELL, C.R., BRUE, S.L., MACPHERSON, D.A. (2007) *Economía Laboral*. McGraw-Hill, Madrid

RECIO, A. (1997) *Trabajos, personas, mercados* FUHEM Icaria, Barcelona

When necessary, bibliography and complementary readings will be provided on the Virtual Campus

## Software

The subject does not require any specific software

## Language list

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