

Degree	Type	Year
2500258 Labour Relations	OT	4

## Contact

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## Teachers

Laura Rodriguez Murciano

## Teaching groups languages

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

## Prerequisites

The teaching of the subject will be taught taking into account the perspective of the Sustainable Development Goals

## Objectives and Contextualisation

The aim of this elective subject is to meet and assess, since the labour perspective, all those questions related with the principle of equality and no discrimination collected at the article 14 of the Constitution (no discrimination for reason of sex, age, disability, religion, language, race...), the conciliation of the labour life, personal and familiar, the plans of equality, the violence of genus, the sexual bullying or for reason of sex, the moral or psychological bullying with concepts updated at the Real decreto ley 6/2019, of 1 of March, of urgent measures for guarantee of the equality of tract and of opportunities among women and men at the occupancy, and also with brief reference at the labour insertion of the persons with disability.

The purpose is that the students meet at the theoretic and practical frame (collective negotiation, jurisprudence...) Related with these matters so that they can learn how to manage in companies.

## Competences

- 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.

- Contrasting the equality between men and women in the workplace and solving the issues arisen with the Act on Equality.
- Drawing up and formalising reports and documents.
- Identify the foundations of the main legal and organisational areas in the field of human work.
- Managing unstructured labour situations taking into account their development diversity (immigration, equality, disability), demonstrating adaptability.
- Properly analysing the specific situations of reconciliation of work and family life, and implementing the corresponding regulations.
- Self-motivating by undertaking specific training programs to acquire new knowledge.
- Students must be capable of deciding, sharply taking decisions and judging.
- Students must be effective in a changing environment and when facing new tasks, responsibilities or people.
- Verbally communicating and defending a project.
- Working autonomously.
- Working effectively in teams.

## Learning Outcomes

1. Clearly expressing ideas or facts in a compelling way.
2. Drawing up and formalising reports and documents.
3. Enumerating the regulations helping the reconciliation of work and family life.
4. Explaining the Act on Equality.
5. Explaining the historical evolution and legal regulation of the applicable rule.
6. Gathering good business related practices.
7. Interpreting the social events as mechanisms that affect rules and current legal institutions.
8. Knowing the Act on Equality and its practical implementation.
9. Knowing the foundations of the legal areas of industrial relations in the specific scenario of industrial relations during the Francoism and the Spanish transition to democracy.
10. Knowing the foundations of the legal areas of industrial relations in the specific scenario of legal management of diversity in the company.
11. Knowing the foundations of the legal areas of industrial relations in the specific scenario of new technologies and labour market.
12. Knowing the foundations of the legal areas of industrial relations in the specific scenario of public administrations.
13. Knowing the working conditions of European and non-European people foreigners in Spain and their access requirements to the labour market, as well as their rights and obligations.
14. Recognising the influence and implementation of the Act on Equality on the labour market.
15. Recognising the space between the promulgation of the rule and its effective implementation.
16. Self-motivating by undertaking specific training programs to acquire new knowledge.
17. Solving the contractual problems of disabled workers.
18. Students must be capable of deciding, sharply taking decisions and judging.
19. Students must be effective in a changing environment and when facing new tasks, responsibilities or people.
20. Understanding the situations derived from the reconciliation of work and family life.
21. Understanding the specific situations in a collective agreement.
22. Verbally communicating and defending a project.
23. Working autonomously.
24. Working effectively in teams.

## Content

Lesson 1 Introduction. Brief historical perspective of feminism and Anti-Discrimination Law

Lesson 2. Non-discrimination based on sex in the workplace. Special emphasis on pay inequality.

Lesson 3. Equality and the reconciliation of work, personal and family life. Adaptation of the working day and Family Law.

Responsibility in reconciling work, personal and family life. Introduction to feminist economics and the theory of social reproduction

Lesson 4. Domestic work, RDL 16/2022, and other special labor relations.

Lesson 5. Sexual harassment, because of sex, discrimination and moral harassment or mobbing

Lesson 6. Equality plans and protocols for prevention and against sexual harassment.

## Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
DIRECTED PRACTICAL ACTIVITIES	12	0.48	2, 6, 14, 18, 21, 22, 23, 24
THEORETICAL CLASSES	27	1.08	4, 8, 10, 12, 13, 14, 16, 17, 18
Type: Supervised			
SEARCH AND READING OF PREPARATORY MATERIALS FOR THE ELABORATION OF EVALUABLE PRACTICES. WRITING OF WORKS FOR EVALUABLE PRACTICES.	50	2	2, 4, 6, 8, 9, 10, 14, 16, 17, 18, 19, 20, 23, 24
Type: Autonomous			
STUDY	53	2.12	3, 4, 8, 9, 10, 11, 14, 18, 21, 23

The process of learning bases at the work of the student, being the mission of the professorship aid it at this task supplying him information and showing him the fonts where can achieve . The development of the teaching of the subject and of the learning of the student bases at the following activities:

### 1. Activities directed:

1.1 masterly Classes: where the student achieves the conceptual bases of the matter and his normative juridical frame and jurisprudential. The masterly classes are the activities at which demands less interactiveness at the student and are conceived like a fundamentally unidirectional method of transmission of kens of the teacher/at at the student.

1.2 practical Classes: where the students, individually or at groups reduced, analyse and resolve together with the teacher/at practical cases.

The resolution and debate of the practical cases requires a previous work of the students, that will consist at the preparation of the basic conceptual elements of the matter at treating and the upright resolution of a case to hand it and/or debate it at the classroom. This activity will orient at the preparation of the students for the realisation of the 3 practical activities of appraisal.

The base of the practical work is the realization and critical app of the rule and jurisprudence related with the content of the matter explained at the theoretic classes.

### 2. Staffed activities:

Activities that the students will develop individually or at groups reduced, with the no face-to-face support of the teacher/at, oriented at the preparation of the practical exams.

2.1 Elaboration of chips-abridge of sentences or of rule. Realisation of diagrams of some epigraphs of the lessons.

2.2 Search and reading of bibliography and instrumental jurisprudence for the resolution of the practical cases.

2.3 practical Cases that elaborate previously at the resolution at the classroom.

### 3. Freelance activities:

3.1 Search and reading of bibliography, rule and complementary jurisprudence at the contents of the theoretic classes.

3.2 Survey.

3.3 practical Cases that elaborate and resolve at the

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
EVALUABLE PRACTICE 1	16,67	2	0.08	1, 2, 5, 6, 7, 8, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23
EVALUABLE PRACTICE 2	16,67	2	0.08	1, 2, 4, 7, 8, 10, 14, 15, 16, 18, 19, 20, 21, 23
EVALUABLE PRACTICE 3	16,67	2	0.08	1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 13, 14, 15, 17, 18, 19, 20, 21, 22, 24
THEORIC EXAM	50	2	0.08	2, 3, 4, 10, 11, 12, 13, 17, 20

1. SISTEMA DE EVALUACIÓN: combina la evaluación continua de las clases prácticas y la resolución de un examen final.

1.1 Evaluación continua de las clases prácticas.

Se realizarán tres unidades prácticas evaluables a lo largo del curso.

- Una presentación oral en grupo sobre el análisis de un caso resuelto con normativa derogada, cómo cambiaría con la mirada del derecho antidiscriminatorio.

- Un examen de preguntas a desarrollar

- Un examen tipo test

Se evaluarán a partes iguales, sumando un 50% de la nota.

"El alumnado será evaluable siempre que haya realizado un conjunto de actividades cuyo peso equivalga a un mínimo de 2/3 partes de la calificación total de la asignatura. Si el valor de las actividades realizadas no llega a este umbral, el profesor/a de la asignatura puede considerar al estudiante como no evaluable".

#### 1.2 Examen final.

Sólo se podrá realizar si se ha superado la evaluación continua. Consistirá en una prueba tipo test de 12 preguntas y tres preguntas cortas.

#### 1.3 Calificación de la asignatura con el sistema de evaluación continua y examen final

La puntuación obtenida en la evaluación continua de las prácticas tendrá un valor del 50% de la calificación de la asignatura. La puntuación del examen tendrá un valor del 50% de la calificación de la asignatura.

Cuando se haya superado la evaluación continuada y se haya obtenido un mínimo de 5 puntos sobre 10 en el examen, la calificación final de la asignatura se obtendrá haciendo la media correspondiente.

#### 1.4 Evaluación única

Consistirá en 10 preguntas teóricas cortas y 1 en desarrollar, así como la entrega de un trabajo individual sobre un temadel curso.

### 2. SISTEMA DE REEVALUACIÓN: la adquisición de las competencias se evalúa mediante la realización de un examen

2.1. Reevaluación del alumnado con la evaluación continua de prácticas superada, que no se ha presentado o suspendido el examen final. Podrá realizar un examen de reevaluación, con los mismos criterios aplicables al examen de evaluación.

2.2. Reevaluación de alumnos que no han realizado o no han superado el sistema de evaluación continua de las prácticas.

Se realizará un examen teórico-práctico que constará de dos partes:

a) Una parte teórica que consistirá en la resolución de cuatro preguntas de desarrollo, cada una correspondiente a uno o más epígrafes y/o subepígrafes del contenido de la asignatura. Cada pregunta se puntuará de 0 a 10 puntos y la nota se obtendrá de la media correspondiente. Esta parte del examen tendrá un valor de 50% de la nota.

b) Una parte práctica que consistirá en la resolución convenientemente fundamentada en derecho, de un supuesto práctico con el contenido temático correspondiente a la materia objeto de examen. Para la resolución de esta parte deberá disponerse, como material de soporte, de un repertorio normativo. Esta parte del examen tendrá un valor de 50% de la nota.

La calificación final del examen se obtendrá promediando la puntuación obtenida en ambas partes. La asignatura se aprobará cuando se haya superado independientemente cada una de las dos partes del examen teórico-práctico.

### 3. FECHAS DE LOS EXÁMENES

3.1 Examen de evaluación: fecha oficial fijada.

3.2 Examen de reevaluación: fecha oficial fijada.

### 4. CONVOCATORIAS

El número de convocatorias se establece en la normativa de permanencia.

## Bibliography

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Ngozi Adichie, Chimamanda, " Ed Fanbooks, 2018

Ballester Pator, M. Amparo; "Retos y perspectivas de la discriminación laboral por razón de género" Ed. Tirant lo Blanc, 2017.

José Fernando Lousada Arochena (Coord.); "Curso de igualdad y diversidad en las relaciones laborales" Ed. Tirant lo Blanc, 2017.

Calvo Gallego, J., Contrato de trabajo y libertad ideológica, CES, Madrid, 1995.

Fernández López, M. F., «El acoso moral en el trabajo, ¿una nueva forma de discriminación?», Revista de Derecho Social, núm. 19.

Pérez del Río, T., «La problemática salarial en la negociación colectiva», Revista de Derecho Social, núm. 1998.

## Software

There is no specific software.

## 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