

Labour Relations

Code: 101153
ECTS Credits: 6

2024/2025

Degree	Type	Year
2500262 Sociology	OT	4

Contact

Name: Oscar Molina Romo
Email: oscar.molina@uab.cat

Teaching groups languages

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

Prerequisites

There are no specific pre-requisites, but having passed Sociology of Work is recommended

Objectives and Contextualisation

The objective of the subject is to deepen the knowledge of employment relations. In particular, it will analyze the actors involved in them, the different perspectives for their analysis, the problems of collective action, the relationship between unions and social movements, among other topics.

The subject will not only focus on the analysis of employment relations at the national level. Due to the importance of the processes of Europeanization and economic internationalization for employment relations, special attention will be given to the articulation between the national and supranational levels.

The specific objectives of the subject are:

- To know the theory and basic concepts used in the study of labor relations.
- Study of social actors in labor relations: organizational models, demands and strategies, as well as challenges and transformations that affect them more recently.
- Study of the mechanisms of interrelation between social actors in labor relations: characteristics and products that emerge, with specific reference to the procedures of regulation of working conditions, collective bargaining, cooperation and conflict; And major trends of change in this respect.
- To know the main lines of theoretical reflection in the study of labor relations.
- Know how to interpret specific or generic aspects of labor relations in Catalonia, Spain and Europe.
- Know and know how to use the main sources of information in the study of labor relations.

Competences

- Applying the concepts and approaches of the sociological theory, specially the explanations of social inequalities between classes, between genders and between ethnic groups, to the implementation of public policies and to the resolution of conflict situations.
- Demonstrating a comprehension of the approaches of the sociological theory in its different aspects, interpretations and historical context.
- Describing social phenomena in a theoretically relevant way, bearing in mind the complexity of the involved factors, its causes and its effects.
- Developing critical thinking and reasoning and communicating them effectively both in your own and other languages.
- Developing self-learning strategies.
- Students must be capable of managing their own time, planning their own study, managing the relationship with their tutor or adviser, as well as setting and meeting deadlines for a work project.

Learning Outcomes

1. Comparing the meanings of several theoretical approaches about labour, employment and industrial relations.
2. Comparing the reading of labour, employment and industrial relations from several ideologies of the social reality of Spain and Catalonia.
3. Defining the sociological concepts that interpret labour, employment and industrial relations.
4. Developing critical thinking and reasoning and communicating them effectively both in your own and other languages.
5. Developing self-learning strategies.
6. Distinguishing the underlying relationships of employment, labour and collective bargaining of specific policies or conflicts.
7. Expressing the debates regarding these approaches, that refer to labour.
8. Identifying the social interpretations of work according with these approaches.
9. Identifying the underlying social phenomena of labour policies and conflicts.
10. Students must be capable of managing their own time, planning their own study, managing the relationship with their tutor or adviser, as well as setting and meeting deadlines for a work project.

Content

1. INTRODUCTION 1.1. Conceptual delimitation of the object of study of employment relations. Meanings of employment relations, alternative forms of regulation of employment conditions and the birth of discipline.

2. THE CONSTRUCTION OF THE THEORY OF EMPLOYMENT RELATIONS 2.1. The company and the social relations from the classic authors: Marx, Durkheim and Weber. 2.2. The emergence of theory from the 1920s: the schools of Wisconsin and Oxford. 2.3. The theoretical consolidation in the late 50's and 60's: structural-functionalist, Marxist and neocorporativist currents. 2.4. The contribution in the field of the logic of collective action: Olson, Offe and the institutionalist perspective. 2.5. Conflict and negotiation in labor relations. Prospects for conflict and cooperation. The social functions of conflict. Typologies of labor conflicts and their historical evolution.

3. THE SOCIAL ACTORS IN EMPLOYMENT RELATIONS 3.1. The representation of the workers: the union organization and the unitary representation. Types of unions. Trade union demands and strategies. Historical perspective of unionism and class composition. Fordist model, mass syndicalism and affiliation. Changes in the work and crisis of Fordist syndicalism. The individual in employment relations. New forms of worker representation? 3.2. Entrepreneurs and business organizations. The two logics of business action: entrepreneurs and employers. Demands and business strategies. Business organizations and politics. New trends in business representation. 3.3. The State in labor relations. Models of state intervention. The functions of the state in labor relations: labor rights, legitimation and social cohesion or social order; Labor relations and economics. Welfare State and corporatism: the construction of consensus and legitimation in advanced capitalism. New trends in state intervention since the 1980s. 3.4. The social actors in our environment.

4. COLLECTIVE ACTION AND SOCIAL RELATIONS OF EMPLOYMENT 4.1. Collective bargaining. Concept, historical origin, main dimensions and conditions of collective bargaining. Labor market and negotiation strategies: state of the art. 4.2. Collective bargaining and social consultation in the field of public policy. Income policy and employment policy: the logic of social pacts. Coordination, scope and limits of the European employment policy. 4.3. Labor conflict. Characteristics and trends in labor conflict. Differences by country. New forms of labor conflict: from industrial conflict to tertiary conflict. 4.4. The participation of workers. Meaning and models of participation. Industrial democracy vs human resources management. 4.5. Models of labor relations compared: Latin, European center, Anglo-Saxon and others. 4.6. Collective bargaining and social consultation in our environment: references in Catalonia, Spain and the European Union.

5. CONCLUSIONS: THE TRANSFORMATIONS OF EMPLOYMENT RELATIONS 5.1. The limits of the theory of industrial relations. Gender, ethnicity and class in employment relations theory 5.2. Main trends in employment relations in the company. Changes in organizational organizational models, flexibilization strategies and employment relations: personnel management and human resources management. employment relations vs. human resources management. 5.3. Economic globalization, European integration and theories of convergence and divergence. 5.4. Industrial relocation, corporate social responsibility, trade unions and NGOs. 5.5. Main challenges affecting social actors in employment relations today.

Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Presentations, debates and group assignment	45	1.8	1, 2, 3, 4, 6, 7, 8, 9, 10
Type: Supervised			
Readings, teamwork and tutorials	22.5	0.9	1, 2, 3, 5, 6, 7, 8, 9, 10
Type: Autonomous			
Study, preparation and organization	82.5	3.3	1, 2, 3, 5, 6, 7, 8, 9, 10

The development of the course is based on the following activities, which are divided into three main groups:

A) Master classes: where the student reaches the conceptual bases of the subject by attending the master classes and completing them with the personal study of the topics explained.

B) Group assignment of industrial conflict or any other development related to industrial relations: where the student (individually or in a group of 2 or 3) elaborates an in-depth analysis of an industrial conflict or any other topic related to industrial relations, presents in the classroom a presentation on a previously analyzed reading and gives a written report. On seminar days, students who do not present should make an assessment of the exhibition, following some guidelines that will be explained in class.

The characteristics of the Group assignment of industrial conflict are summarized below:

1- Steps to follow: a) Choose a topic, which must be accepted by the teacher b) Search for bibliography and select 2-3 theoretical articles; Study and contrast them c) From the previous point, raise a research question d) Personal reflection or possibility to propose an empirical study design e) Presentation of the work done in class f) Report delivery: last day of class

2- Characteristics of the report to be delivered a) Some 3,000 words (between 8 and 10 pages), annexes apart b) Presentation according to conventional guidelines c) Outline: i) Introduction; ii) Methodological explanation; iii) Body of work: state of the question and relevant question (s); iv) Personal reflection and / or possible

empirical contrast design; (V) Conclusions; (Vi) Bibliography; (Vii) Attachments (those of the work plus a copy of the transparencies used in the presentation).

3- Characteristics of the presentation a) The last days of class will be done, in dates that the professor will specify with time. Each presentation will be about 15 minutes, and should be done using transparencies or powerpoint, which will include a conceptual map and conclude with a final question addressed to the class. In the case of group work, all the authors of the paper must intervene in the oral presentation.

4- Evaluation criteria (50% of the final grade, distributed as follows: 60% report, 25% presentation, 15% participation in the seminars), according to the following criteria: a) Order, clarity and coherence of the C) Originality of the approach d) Adequacy of the bibliography used e) Bibliographic support in the drafting and correct presentation of quotations f) overall presentation of the work, Of the bibliography and annexes g) Oral explanation in class.

To participate in a seminar, students should: - Communicate to the teacher the proposed topic and whether the work is individual or in a group, no later than September 29 - Comment and agree with the teacher in tutorial the bibliography to work (no more 18 October) - Discuss the approach and development of the work (no later than 8 November).

C) Practical classes and Exercises made in class: where the student analyzes documents or responds to questions posed by the teacher, to show the degree of understanding and critically analyze what is explained in the theoretical classes.

During the course will be held in class several practical exercises, at a date that will be warned in advance. The students will have to comment in writing and according to some guidelines that will be communicated to them in each case, and using the materials that have the subject, some text, question or news of topicality, that the teacher will raise 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
Group assignment: analysis of a labour dispute / conflict	35%	0	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10
Participation in class activities	5%	0	0	4, 7
Weekly Assignments	60%	0	0	1, 2, 3, 5, 6, 7, 8, 9, 10

THE EVALUATION IS PERFORMED ALONG THE COURSE

The final grade consists of the sum of two parts. Each one of them must be approved to pass the subject:

- Weekly assignments. These works will consist of exercises in understanding and applying each of the parts of the program (60% of the final grade).
- Group work. Analysis of industrial conflict (35% of the final mark).
- Active involvement and participation in class activities (5%)

In order to pass the subject, it is mandatory that the student attend and usually participate in class, in a minimum of 75% of the exercises and work done in class and the seminar sessions.

Re-evaluation

The student who suspends the evaluation continues with a grade higher than 3 (out of 10) will have the opportunity of an individual and written repesque test on the whole syllabus of the subject.

Single Assessment

The single assessment of the subject will be based on two pieces of evidence

A final written test (60% of the final mark)

An analysis of an industrial conflict (40% of the final mark)

SINGLE ASSESSMENT RECOVERY

Recovery of the single assessment will be done with a written test

Students will be assessable as long as they have completed a set of activities whose weight is equivalent to a mi

Bibliography

BIBLIOGRAFIA

- Ackers, P.; Wilkinson, A. (eds., 2003): Understanding Work and Employment. Industrial Relations in Transition. Oxford: Oxford University Press.
- Alós Moner, R.de; Martín Artiles, A. (2002): Teories del conflicte i negociació laboral. Una perspectiva sociològica. Barcelona: UOC.
- Baglioni, G.; Crouch, C. (comps., 1992): Las relaciones laborales en Europa. El desafío de la flexibilidad. Madrid: MTSS.
- Barranco, O.; Molina, O. (2014) Sindicalismo y Crisis Económica: Amenazas, Retos y Oportunidades, Kul-tur, 1(2), pp. 171-194
- Beneyto, P.J. (2008). 'El sindicalismo español en perspectiva europea: de la anomalía a la convergencia'. Cuadernos de Relaciones Laborales, v. 26, n. 1: 57-88.
- Crouch, C.; Traxler, F. (1995): Organized Industrial Relations in Europe: What Future?. Aldershot: Ashgate.
- Consejo Económico y Social (2008): España 2007. Economía, trabajo y sociedad. Memoria sobre la situación socioeconómica y laboral de España. Madrid: CES

- Dunlop, J.T (1978): *Sistemas de relaciones industriales*. Barcelona: Península.
- Edwards, P. (eds., 2002): *Industrial Relations. Theory and Practice*. Malden: Blackwell.
- European Commission (2009): *Industrial Relations in Europe 2008*. Luxembourg: European Communities.
- García Calavia, M.A. (2008): *Sociologia de les relacions laborals*. València: Universitat de València.
- Hyman, R. (1980): *Relaciones Industriales: una introducción marxista*. Madrid: Blume.
- Hyman, R. (2001): *Understanding European Trade Unionism. Between Market, Class & Society*. London: SAGE Publications.
- Hyman, R.; Ferner, A. (eds., 1994): *New Frontiers in European Industrial Relations*. Oxford: Basil Blackwell.
- Kelly, J. (1998): *Rethinking Industrial Relations*. London: Routledge.
- Kochan, T.A.; Katz, H.C.; McKersie, R.B. (1993): *La transformación de las relaciones laborales en los Estados Unidos*. Madrid: MTAS.
- Martin, A.; Ross, G. (1999): *The Brave New World of European Labor. European Trade Unions at the Millenium*. New York: Berghahn Boks.
- Martín Artilés, A. (2002). 'Teorías sociológicas de las relaciones laborales'. A *Teoría de las relaciones laborales. Fundamentos*, ed. per J.M. Blanch et al. Barcelona: UOC.
- Martín Artilés, A. (2002). 'Actores y modelos de relaciones laborales'. A *Teoría de las Relaciones Laborales. Desafíos*, ed. per J.M. Blanch i altres. Barcelona: UOC.
- Martin, A.; Molina, O. (2014) ¿Por qué los afiliados sindicales tienen actitudes diferentes hacia la inmigración?, *Revista Migraciones Internacionales*, 7(3), 99-131
- Miguélez, F.; Prieto, C. (eds., 1999): *Las relaciones de empleo en España*. Madrid: Siglo XXI.
- Molina, O. (2014) Beyond de-centralization: The erosion of collective bargaining in Spain during the Great Recession, *Stato e Mercato*, 102, 371-396
- Molina, O. (2014) Self-regulation and the State in Industrial Relations in Southern Europe: Back to the Future?, *European Journal of Industrial Relations*, 20(1), pp. 21-36
- Poole, M. (1993): *Relaciones industriales. Modelos y orígenes de la diversidad nacional*. Madrid: MTSS.
- Rubery, J.; Wilkinson, F. (eds., 1994): *Employer Strategy and the Labour Market*. Oxford: Oxford University Press.
- Streeck, W. (1987): 'The Uncertainties of Management in the Management of Uncertainty: Employers, Labor Relations and Industrial Adjustments in the 1980s'. *Work, Employment & Society*, v. 1, n. 3: 281-308.
- Van Ruysseveldt, J.; Huiskamp, R.; van Hoof, J. (eds., 1995): *Comparative Industrial & Employment Relations*. London: Sage Publications.
- Waddington, J.; Hoffman, R. (eds., 2000): *Trade Unions in Europe. Facing challenges and searching for solutions*. Brussels: European Trade Union Institute.
- Windmuller, J.P. (1989): *Nueva consideración de la negociación colectiva en los países industrializados*. Madrid: MTSS.

Software

No specific software required

Language list

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

PROVISIONAL