

## Labour Relations, Labour Rights, and Gender

Code: 106993  
ECTS Credits: 6

**2025/2026**

Degree	Type	Year
Sociocultural Gender Studies	OB	3

### 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

There is no requirement for this subject.

### Objectives and Contextualisation

- To know the fundamental historical-legal concepts related to LGBTI people and women's rights.
- To understand the legal structure of the rights of women and LGTBI people and the evolution of legislative policies derived from the rights in Spain.
- To know the basic legal notions of Labor Law.
- To evaluate from a work perspective issues related to the principle of equality and non-discrimination, the conciliation of work, personal and family life, equality plans, gender violence, sexual harassment or for reasons of sex, moral or psychological harassment.
- To understand and gain a critical view of gender actions and policies and the development of the rights of LGBTI women and people in the workplace, both from a historical and current perspective.
- To understand the advances and setbacks that have taken place in this area.

### Learning Outcomes

1. CM20 (Competence) Critically analyse the sustainability of equality plans for professional relationships in the workplace.

2. KM35 (Knowledge) Interpret employment law, doctrine and case law from a gender perspective, and taking into account the Law on Equality, then propose possible solutions.
3. KM36 (Knowledge) Contextualise social events and legal repercussions related to gender equality from a historical perspective.
4. KM37 (Knowledge) Evaluate the impact of fiscal policies on matters related to inequality and poverty.
5. KM38 (Knowledge) Propose solutions to inequality in the workplace in public, private and non-governmental companies.
6. KM39 (Knowledge) Evaluate how employment equality laws are applied in public, private and non-governmental companies.
7. SM34 (Skill) Use tools to write up studies and reports that will help mitigate or reverse inequalities in the workplace.
8. SM35 (Skill) Produce an organised and politically correct speech, orally and in writing, in the relevant language.
9. SM36 (Skill) Use the technical vocabulary that correctly interprets employment doctrine and case law.
10. SM60 (Skill) Produce an organised and politically correct speech, orally and in writing, in the relevant language and using non-sexist language.

## Content

SECTION I: The History of Social Law with a Gender Perspective: Approaches and Realities

Unit 1. The beginnings of liberalism: exclusions, discrimination and women.

Unit 2: Scientific interventionism and working women in the eyes of the reformist legislator.

Unit 3: Social rights in the Second Republic and women in the professional and work space.

Unit 4: Colonialism, decolonialism with gender perspective.

Section II: Labor law and gender

Unit 1: Constitution, Labor Law and Gender development in the Statute of "Workers".

Unit 2: Manifestations of discrimination against women in the workplace: wage gap, professional promotion, work reconciliation and family life, etc.

Unit 3: Gender Equality plans, collective bargaining and the role of representatives of working people and labor administration.

Unit 4: Sexual and gender-based harassment in companies: Prevention and action measures. The protocols.

## Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Practical lessons	26.5	1.06	CM20, KM35, KM36, KM37, KM38, KM39, SM34, SM35, SM36, SM60, CM20
Theoretical lessons	26	1.04	CM20, KM35, KM36, KM37, KM38, KM39, SM34, SM35, SM36, SM60, CM20
Type: Supervised			
Cas studies	15.5	0.62	CM20, KM35, KM36, KM37, KM38, KM39, SM34, SM35, SM36, SM60, CM20
Type: Autonomous			
Preparation of assignments	32	1.28	CM20, KM35, KM36, KM37, KM38, KM39, SM34, SM35, SM36, CM20
Reading	20	0.8	CM20, KM35, KM36, SM35, SM36, SM60, CM20

Research	10	0.4	CM20, KM35, KM36, CM20
Self study	20	0.8	SM35, SM36, SM60, SM35

The learning process is based on the student's work through their self-study, reading texts, searching for documentation and preparing papers.

That consists of different activities that will be performed during the classes, such as case studies, comments on case law, lectures, presentations., debates, etc.

The schedule of the activities will be available at Moodle before the beginning of the course.

*The teaching methodology and the assessment may undergo some modifications depending on the restrictions on in-class attendance that might be imposed by the health authorities.*

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.

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## Assessment

### Continous Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Case Study Section I	25%	0	0	CM20, KM35, KM36, KM37, KM38, KM39, SM34, SM35, SM36, SM60
Case Study Section II	25%	0	0	CM20, KM35, KM36, KM37, KM38, KM39, SM34, SM35, SM36, SM60
Examen Section I	25%	0	0	CM20, KM35, KM36, KM37, KM38, KM39, SM34, SM35, SM36, SM60
Examen Section II	25%	0	0	CM20, KM35, KM36, KM37, KM38, KM39, SM34, SM35, SM36

The evaluation is based on the following activities;  
 a Case Study on Section I (25%),  
 a Case Study on Sections II (25%),  
 an exam on Section I (25%),  
 an exam on Section II (25%)

To pass the subject assessment, students must obtain a final grade, - result of all the evaluation activities- of at least 5/10 and a minimum score of 3/10 on each activity.

At the beginning of the course, the professor will inform about the content and requirements of the activities and their schedule. (Moodle)

At the time of developing each activity, the professor will inform the students (Moodle) about the procedure and date for the grading revision.

Only those students who do not pass the final grade of the subject and have obtained a minimum of 3/10 in each activity will have access to the reassessment

The reassessment task will consist of an exam of the corresponding sections. The exam shall be theoretical and/or a case study.

In the event of a student committing any irregularity that may lead to a significant variation in the grade awarded to an assessment activity, the student will be given a zero for this activity, regardless of any disciplinary process that may take place. In the event of several irregularities in assessment activities of the same subject, the student will be given a zero as the final grade for this subject.

In the event that tests or exams cannot be taken onsite, they will be adapted to an online format made available through the UAB's virtual tools (original weighting will be maintained). Homework, activities and class participation will be carried out through forums, wikis and/or discussion on Teams, etc. Lecturers will ensure that students are able to access these virtual tools, or will offer them feasible alternatives.

The single assessment will consist of 3 tests of 3 different types: test, text commentary and oral exam (33.3% each of the parts). The same recovery system will be applied as for the continuous assessment.

For this subject, the use of Artificial Intelligence (AI) technologies is allowed exclusively in support tasks, such as bibliographic or information search, proofreading or translations. The student will have to clearly identify which parts have been generated with this technology, specify the tools used and include a critical reflection on how these have influenced the process and the final result of the activity. Non-transparency of the use of AI in this evaluable activity will be considered academic dishonesty and may result in a partial or total penalty in the grade of the activity, or higher penalties in serious cases.

## Bibliography

### Section 1

García González, Guillermo, Paz Torres, Olga, "Women and State: between prevention and protection (1900-1912): the scenarios of the first social legislation in Spain from a gender perspective", *Historia* 396, ISSN-e 0719-0719, Vol. 1, Nº. 2, 2011, págs. 281-303.

Paz Torres, Olga, "Hopes and opportunities for women in the Spanish Second Republic: the access to employment as labor inspectors", *Iuslabor*, ISSN-e 1699-2938, Nº. 1, 2015.

Espuny Tomás, María Jesús, "Aproximación histórica al principio de igualdad de sexos (IV): De la Ley de Contrato de Trabajo de 1944 a las últimas disposiciones franquistas", *Iuslabor*, ISSN-e 1699-2938, Nº. 1, 2008.

### Section 2

Cabeza Pereiro, Jaime, "Los planes de igualdad: Balance y cambios normativos", *Revista Derecho Social y Empresa*, nº 12, 2020.

López Balaguer, Mercedes, "El derecho a la adaptación de jornada y forma de trabajo por conciliación de la vida laboral y familiar tras el Real Decreto-Ley 6/2019", *Revista de Trabajo y Seguridad Social*, nº 437-438, 2019.

Bodelón, Encarna y Gala, Carolina, "Teoría y práctica de los protocolos frente al acoso sexual", *Nueva revista española de Derecho del Trabajo*, nº 162, 2014.

## Software

No specific software.

## Groups and Languages

Please note that this information is provisional until 30 November 2025. You can check it through this [link](#). To consult the language you will need to enter the CODE of the subject.

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

