

Degree programme	Type	Course
Sociology	OP	4

Contact lecturer

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Prerequisites

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

Group languages

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

Objectives

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.

Learning outcomes

1. 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.
2. Developing critical thinking and reasoning and communicating them effectively both in your own and other languages.
3. Developing self-learning strategies.

4. Defining the sociological concepts that interpret labour, employment and industrial relations.
5. Comparing the meanings of several theoretical approaches about labour, employment and industrial relations.
6. Identifying the social interpretations of work according with these approaches.
7. Expressing the debates regarding these approaches, that refer to labour.
8. Identifying the underlying social phenomena of labour policies and conflicts.
9. Comparing the reading of labour, employment and industrial relations from several ideologies of the social reality of Spain and Catalonia.
10. Distinguishing the underlying relationships of employment, labour and collective bargaining of specific policies or conflicts.

Contents

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.

Learning activities and methodology

Title	Hours	ECTS	Learning outcomes
Study, preparation and organization	82.5	3.3	
Presentations, debates and group assignment	45	1.8	
Readings, teamwork and tutorials	22.5	0.9	

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.

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

Continuous assessment activities

Title	Weight	Hours	ECTS	Learning outcomes
Two written exams	35%	0	0	1, 2, 3, 4, 5, 6, 7, 10
Group assignment: analysis of a labour dispute / conflict	30%	0	0	7, 8, 9
Class participation and Weekly Assignments	35%	0	0	2, 3, 6, 7, 10

THE EVALUATION IS PERFORMED ALONG THE COURSE

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

- Class assignments and active participation in classroom activities. These assignments will consist of exercises designed to assess students' understanding and application of each section of the course syllabus (35% of the final grade).
- Group Project: Industrial Conflict Analysis (30% of the final grade).
- Two written examinations (35% of the final grade)

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 5 (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 minimum of 2/3 of the total grade for the subject. If the value of the activities carried out does not reach this threshold, the subject teacher may consider the student as non-evaluable

Use of Artificial Intelligence (AI) - Restricted Use:

"For this course, the use of Artificial Intelligence (AI) technologies is permitted exclusively for the development of assignments, and only for support tasks such as bibliographic or information searches, text correction, or translations. The student must clearly identify which parts have been generated using this technology, specify the tools used, and include a critical reflection on how these tools have influenced the process and the final outcome of the activity. Lack of transparency in the use of AI in this graded activity will be considered a breach of academic integrity and may result in a partial or total penalty on the grade for the activity, or more severe sanctions in serious case

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Software

No specific software required

Course groups and languages

The information provided is provisional until November 30. After this date, you will be able to consult the language of each group through this [link](#). To access the information, you will need to enter the course CODE

Type of teaching	Group	Language	Semester	Shift
(TE) Theory	1	Spanish	first semester	morning-mixed
(PAUL) Classroom practices	1	Spanish	first semester	morning-mixed