

**COURSE DATA****Data Subject**

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| Code | 33556 |
| Name | Labour sociology |
| Cycle | Grade |
| ECTS Credits | 6.0 |
| Academic year | 2023 - 2024 |

Study (s)

| Degree | Center | Acad. year | Period |
|---|----------------------------|-------------------|---------------|
| 1309 - Degree in Labour Relations and Human Resources | Faculty of Social Sciences | 1 | Second term |

Subject-matter

| Degree | Subject-matter | Character |
|---|-----------------------|------------------|
| 1309 - Degree in Labour Relations and Human Resources | 6 - Sociology | Basic Training |

Coordination

| Name | Department |
|-----------------------------|---|
| AGUADO BLOISE, TERESA EMPAR | 330 - Sociology and Social Anthropology |

SUMMARY

This subject has an introductory nature and takes place in the first academic year of the degree in Labour Relations and Human Resources. Its main objective is to provide students with the necessary tools to understand the contemporary social trends related to the world of employment and work. This makes it a reference subject for other sociology-content matters that take place in subsequent academic years. It also aims to complement the approach to other disciplines –Economy, Psychology, etc. - which also count with an introductory module and enable students to get a general vision of the objective of the degree.

Work is addressed as a social construction of essential importance in human societies; it is a type of social relation, a way to confer social identities which determines and is determined by inequality processes and is a key factor for personal, economic and social development within modern societies.



The subject is aimed at improving knowledge and critical thinking on the world of work and work relations from a historical approach and through organisational, social, economical and political measures of work activity.

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

There are no specified enrollment restrictions with other subjects of the curriculum.

Other requirements

Relationship with other subjects of the same degree

No enrolment restrictions have been specified.

Other types of prerequisites

Due to the nature of this subject, the only prerequisites are those needed for the enrolment in degree studies.

COMPETENCES (RD 1393/2007) // LEARNING OUTCOMES (RD 822/2021)

1309 - Degree in Labour Relations and Human Resources

- Students must have acquired knowledge and understanding in a specific field of study, on the basis of general secondary education and at a level that includes mainly knowledge drawn from advanced textbooks, but also some cutting-edge knowledge in their field of study.
- Students must be able to apply their knowledge to their work or vocation in a professional manner and have acquired the competences required for the preparation and defence of arguments and for problem solving in their field of study.
- Students must have the ability to gather and interpret relevant data (usually in their field of study) to make judgements that take relevant social, scientific or ethical issues into consideration.
- Students must be able to communicate information, ideas, problems and solutions to both expert and lay audiences.
- Students must have developed the learning skills needed to undertake further study with a high degree of autonomy.
- Be able to learn independently and develop initiative and entrepreneurship.



- Be able to organise and plan.
- Be able to manage information and to write and formalise reports and documents.
- Be able to analyse, synthesise and reason critically.
- Be able to solve problems, apply knowledge to practice and develop motivation for quality.
- Be able to communicate orally and in writing.
- Be able to use new information and communication technologies.
- Be able to work in a team.
- Respect and promote the principles of fundamental rights, gender equality, equal opportunities and non-discrimination, democratic values and sustainability.
- Know and apply the principles of the professional code of ethics.
- Know and be able to analyse the structure and dynamics of national and community industrial relations systems.
- Know and understand the social processes that structure work and production relations.
- Be able to interrelate the knowledge from the different academic disciplines that analyse the work environment.
- Analyse and evaluate the factors that determine inequalities in the world of work.
- Analyse and evaluate the decisions of the agents that participate in labour relations.
- Be able to select and manage social and labour information and documentation.
- Be able to locate, identify and interpret socio-economic data and indicators relating to the labour market.

LEARNING OUTCOMES (RD 1393/2007) // NO CONTENT (RD 822/2021)

The aim of the subject is to introduce Labour Relations and Human Resources students to the field of sociology of work as one of its theoretical, daily use tools for the analysis of occupational reality, essential for their formation and future professional career.

Theoretical elements will be combined with practical exercises in the context of Spain and the European Union so that by the end of the course students can interpret the most important labour phenomena in our socio-economical and cultural environment.

The main formative objectives of this subject are for students to:

- Understand the social nature of work and become familiar with the main discussions about inequalities related to social organisation.
- Know and know how to use key concepts, terminology and theoretical developments related to the analysis of the world of work from a sociological approach.



- Acquire specific knowledge about socio-occupational repercussions of the main trends and current problems on today's socio-occupational world. This knowledge requires the use of documentation and information sources on the labour market and critical and the obtainment of critical and synthesis skills of said information.

Students must acquire the following skills:

- Ability to access and analyze information sources about work and employment.
- Ability to understand tables, graphs and diagrams with statistical information on the labour market.
- Critical synthesis skills applied to texts related to the world of work.
- Ability to link specific and current labour problems to class explanations and theory.

Regarding the social skills that must be acquired by students, *Sociology of Work* must provide them with both instrumental and theoretical knowledge which can be used to contextualise Labour Relations and Human Resources graduates' professional practice.

Sensibility regarding the immediate environment social skills is vital for those workers who must deal with personal aspects within economical and occupational fields. To this end, the following abilities are developed:

- Foster the students' skills for logically structuring speeches and thoughts.
- Improve active participation and team work.
- Encourage critical observation of the social environment.
- Stimulate the creative ability to deal with and solve the problems that arise.

DESCRIPTION OF CONTENTS

1. Introduction to Sociology of Work (basic concepts)

CHAPTER 1. INTRODUCTION

- 1.1 The sociologic perspective.
- 1.2 Work as an object of study.
- 1.3 The concept of work, historical development. The simplification of the concept work to one of its aspects: employment.
- 1.4 Forms of labour: paid work and reproductive work.
- 1.5 The role of work as a factor of social integration in the capitalist society and the possible erosion of this role today.

CHAPTER 2. SOCIO-OCCUPATIONAL SOURCES AND DATABASES

- 2.1 The analysis of databases and statistics by the Ministry of Work and Immigration, INE (National



Institute of Employment) and the Centre of Sociological Research (CIS).

2.2. SOCIAL AND TECHNICAL DIVISION OF WORK: ORGANIZATION OF WORK AS A GENERATING FACTOR OF GENDER INEQUALITY.

CHAPTER 3. TECHNICAL DIVISION OF WORK: ORGANISATION OF WORK IN THE COMPANY

3.1 Artisan production model.

3.2 The organisation of industrial work: Taylorism and scientific organisation of work, Fordism and mass production.

3.3. The flexible model of specialization and light manufacture.

3.4 New ways of labour management.

CHAPTER 4. WORK DIVISION BY GENDER

4.1 The distribution of activities between men and women: gender inequality.

4.2 Womens disguised employment: the necessary work carried out by women in the private sphere.

4.3 Womens employment: methods of incorporation and exclusion of the labour market.

CHAPTER 5. INTERNATIONAL DIVISION OF WORK

5.1 Capitalist development and international division of work.

5.2 The globalization process and its occupational consequences: productive delocalization, migration and the labour market.

3. TRENDS IN THE LABOUR MARKET.

WORKLOAD

| ACTIVITY | Hours | % To be attended |
|--|---------------|------------------|
| Theoretical and practical classes | 60,00 | 100 |
| Attendance at events and external activities | 5,00 | 0 |
| Development of group work | 15,00 | 0 |
| Development of individual work | 20,00 | 0 |
| Study and independent work | 15,00 | 0 |
| Readings supplementary material | 15,00 | 0 |
| Preparation of practical classes and problem | 10,00 | 0 |
| Resolution of case studies | 10,00 | 0 |
| TOTAL | 150,00 | |



TEACHING METHODOLOGY

Each of the units in the syllabus follows the same structure. The first lessons (generally three) are dedicated to the presentation of contents by means of lectures by the teacher and additionally (one lesson) by means of group work by students. In the last two sessions of each unit, practical activities will be carried out. This will generally consist in the correction of the activities done and uploaded by the students to Aula Virtual.

The practical activity of Chapter 2 will take place in the IT lab; students will work with the INE and CIS websites. The practice of Chapter 5 will be a critical analysis on a documentary watched in class. The second practical activity will be the preparation and presentation (through posters and PowerPoint presentations) by the students of items or concepts related to topics proposed by the teacher.

Lessons will be participative so students can ask about doubts when they arise. The practical activities proposed combine individual (analysis and compositions) and group work (group correction of activities). Class work will be complemented by tutoring hours. The teacher is available several times a week in order to answer and solve any questions and doubts and for individual correction of exercises. Throughout the year the Aula Virtual (<http://pizarra.uv.es>) will be used by both students and teachers to upload activities.

EVALUATION

Assessment will be carried out by means of written tests at the end of the course and also by continuous assessment, based on practical work.

The exam will assess the understanding and the capacity for analysis and synthesis of the contents worked on in the course. The exam mark will account for 70% of the final mark.

The remaining percentage (30%) corresponds to the practical work developed throughout the course: summary of lectures, analysis and commentary of texts, and preparation and presentation of group work.

It is essential to pass the exam and the practical work in order to pass the course. The average of the exam and the mark for the continuous assessment work will only be taken if the exam is passed (5 or more out of 10).

The practical activities of the continuous assessment referred to 30% will be recoverable for the second call.



REFERENCES

Basic

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Additional

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