

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

<b>Code</b>	33557
<b>Name</b>	Labour relation theories
<b>Cycle</b>	Grade
<b>ECTS Credits</b>	6.0
<b>Academic year</b>	2022 - 2023

**Study (s)**

<b>Degree</b>	<b>Center</b>	<b>Acad. year</b>	<b>Period</b>
1309 - Degree in Labour Relations and Human Resources	Faculty of Social Sciences	2	First term

**Subject-matter**

<b>Degree</b>	<b>Subject-matter</b>	<b>Character</b>
1309 - Degree in Labour Relations and Human Resources	6 - Sociology	Basic Training

**Coordination**

<b>Name</b>	<b>Department</b>
GARCIA CALAVIA, MIGUEL ANGEL	330 - Sociology and Social Anthropology

**SUMMARY**

The subject of Industrial Relations Theory is taught in the second year of degree.

Its purpose is to provide concepts and perspectives on the different facts that are the subject of industrial relations: the regulation of employment in the broad sense, therefore, on the strict regulation but also on the actors who produce and practices..

Having identified the basic facts of the world of work from a sociological perspective, what is done on the subject "Sociology of Work" (1<sup>st</sup> Course), is to deepen the knowledge of wage labor, especially, which has to with the formation of social actors and forms of intervention to regulate col- teaching jobs, that is, forms of pressure from workers and ways of managing conflict.



In time permits, a brief review of theoretical perspectives leading to which has resulted in the study of employment relations.

This subject is prior to study of “Industrial Relations System”, which aims to: understand the different industrial relations system formed.

Also, facilitate follow the “employment and industrial relations in the Valencia”, an optional subject in 4rs.

The types of content are obviously theoretical (knowledge bound on the expansion by labor relations). However, there is a practical

## PREVIOUS KNOWLEDGE

### Relationship to other subjects of the same degree

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

### Other requirements

It is recommended to have completed high school social studies

Also, having taken and passed subjects/courses in Sociology of Work, Labor Law, Labor Law and Social History I and Contemporary Labor Relations

## 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)**

**English version is not available**

## **DESCRIPTION OF CONTENTS**

### **1. Relations industrial. A brief introduction to their field of study**

- 1.1 Employment Relations
- 1.2 Industrial Relations: the social construction of the rules of the employment relationship.
- 1.3 The current environment, deterioration and decline of national industrial relations systems.
- 1.4 Labor relations in transition. His Schedule of study



## **2.**

- 2.1. Tradeunions: a conceptual approach
- 2.2. Union involvement in the defense of economic interests
- 2.3. Union involvement social
- 2.4. Reasons for union membership
- 2.5. Means of industrial action
- 2.6 Types of unions
- 2.7 Union representation of interests (solidarity) today
- 2.8 The challenges of the new environment for unions
- 2.9. The collapse of the egalitarian policies

## **3.**

- 3.1. Labor relations to the company
- 3.2. Business practices in the field of labor relations
- 3.3. The employers
- 3.4. Lógica action and scope

## **4.**

- 4.1. Lines of intervention in industrial relations
- 4.2. Regulatory or legislative intervention of the state
- 4.3. Integrated intervention of the state: the temptation neocorporatist
- 4.4. The intervention of the state employer

## **5. Representatives of institutions working and paritarisme**

- 5.1 Representative institutions in the private sector
- 5.2. Representative institutions in the public sector
- 5.3 Two models of representation in Europe
- 5.4. Large institutions paritarismo (social security, insurance or unemployment benefits, training)

## **6. Protests and disputes**

- 6.1 Forms of protest. Genealogy
- 6.2. Industrial disputes. Typologies
- 6.3. Evolution of labor disputes

**7. Collective bargaining and labor dispute**

- 7.1. The institutionalization of conflict management and labor
- 7.2. Collective bargaining: perspectives on social activity
- 7.3. Dynamics of collective bargaining
- 7.4 Industrial relations between decentralization and internationalization

**WORKLOAD**

ACTIVITY	Hours	% To be attended
Theoretical and practical classes	60,00	100
Development of group work	15,00	0
Development of individual work	15,00	0
Study and independent work	49,00	0
Readings supplementary material	11,00	0
<b>TOTAL</b>	<b>150,00</b>	

**TEACHING METHODOLOGY****English version is not available****EVALUATION****English version is not available****REFERENCES****Basic**

- García Calavia, M.A., Sociologia de les relacions laborals, Publicacions Universitat de València, València

**Additional**

- Hyman, R. (1981), Relaciones Industriales, H.Blume ediciones, Madrid.