

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

Code	33578
Name	Social work, employment and equality policies
Cycle	Grade
ECTS Credits	6.0
Academic year	2022 - 2023

Study (s)

Degree	Center	Acad. year	Period
1309 - Degree in Labour Relations and Human Resources	Faculty of Social Sciences	3	First term

Subject-matter

Degree	Subject-matter	Character
1309 - Degree in Labour Relations and Human Resources	19 - Social and labour-related policies	Obligatory

Coordination

Name	Department
LOPEZ MORA, FEDERICO V.	76 - Labour and Social Security Law

SUMMARY**English version is not available**

Políticas Sociolaborales, de Empleo e Igualdad es una asignatura de 6 créditos correspondiente al tercer curso del Grado en Relaciones Laborales y Recursos Humanos; tiene por objeto proveer al alumnado los conocimientos fundamentales sobre el contenido, la formulación y el análisis de tales intervenciones desde una perspectiva jurídica; por ello, y en consecuencia, completa y amplía el estudio que proporciona la asignatura del Grado *Análisis económico de las Políticas Sociolaborales*.

Pertenece al bloque de materias que dan a conocer y revisar la regulación normativa de las relaciones derivadas o conexas con el trabajo asalariado (individuales, colectivas y sindicales, protección social, empleo, administrativas o procesales), incluyendo la problemática que generan otras formas de trabajo a título profesional (función pública, por cuenta propia).



Con ella se persigue abrir al estudio y a la reflexión crítica las llamadas Políticas Sociolaborales, de Empleo y de Igualdad como parte integrante de las actuaciones públicas y de los representantes de trabajadores y empresarios en el orden socioeconómico, intervenciones que deben activarse para tratar de conseguir el pleno ejercicio y la efectividad real de los derechos constitucionales de esa naturaleza.

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

El alumnado debe iniciar el estudio de esta asignatura tras haber obtenido, con la asignatura de primer curso Instrumentos y técnicas de información, estudio y documentación, los conocimientos metodológicos indispensables para asimilar y desarrollar las enseñanzas teórico-prácticas propias del Grado y, con la asignatura Elementos jurídicos básicos para las relaciones laborales, las ideas imprescindibles para el aprendizaje de las disciplinas propias del Derecho social.

OUTCOMES

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 principles, spheres and procedures of action of social and labour-related political institutions.
- 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.
- Have skills to design, implement and evaluate occupational training and labour insertion plans.

LEARNING OUTCOMES

Main objective

The first objective of this discipline is for students to acquire basic and up-to-date knowledge about the legal provisions regulated by the socio-occupational, employment and equality policies. The ultimate objective is to guarantee that students once completed their studies, have a cognitive map of legal interventions directly affecting economic and professional relations and that they can extract their own conclusions in order to act together with the persons and entities that contribute to their design, implementation and development.

Specific objectives

The learning objectives pursued in this subject are the following:

1. Know the general character and the processes of elaboration and implementation of the socio-occupational, employment and equality policies, their different subjective, material and territorial fields and their main actors.



2. Assimilate and interiorize the relevance of said policies for the progress and welfare of our societies, groups and classes that make it up.
3. Identify its legal framework and main institutions, trying to reflect collectively on their correct application both in Spain and the European Union.
4. Carry out an individual study on the different fields of Socio-occupational, Employment and Equality policies from a critical approach and describe the trends and reform proposals from a legal perspective.

WORKLOAD

ACTIVITY	Hours	% To be attended
Theoretical and practical classes	60,00	100
Attendance at events and external activities	4,00	0
Development of group work	5,00	0
Development of individual work	5,00	0
Study and independent work	30,00	0
Readings supplementary material	10,00	0
Preparation of evaluation activities	12,00	0
Preparing lectures	12,00	0
Preparation of practical classes and problem	12,00	0
TOTAL	150,00	

TEACHING METHODOLOGY

The teaching-learning methodology is based on three types of activities:

1. Lectures and classroom activities.
2. Study and activities by students.
3. Individual and group attendance at tutorials and seminars.

Lectures will be structured into three basic elements:

- a. Participative lectures. These will be essentially theoretical; the teacher will present the basic concepts and contents, but however student participation will be encouraged through questions, reflection and opinions on the contents of the subject, texts and materials.



b. Practical lessons. The contents of the practical lessons are closely related to those of the theoretical lessons and are based on the same structure. However, practical lessons will be more active.

Critical evaluation and discussion, as well as the analysis of experience and specific examples on socio-occupational policies, play a relevant role.

The didactic activities of the practical lessons will consist in:

- Analysis, commentaries and discussions in class based on selected materials, provided by the teacher or available on Aula Virtual.
- Presentation of the results of the activities carried out by the students (both individually and in groups).

An active study methodology is highly recommended, based on bibliographic references, attendance and participation in class and tutorials.

EVALUATION

English version is not available

REFERENCES

Basic

- 1º) CES, Memoria sobre la situación socioeconómica y laboral de España 2020, Madrid, CES, 2021
- 2º) Banco de España, Informe Anual 2020
- 3º) Gobierno de España, PLAN DE RECUPERACIÓN, TRANSFORMACIÓN Y RESILIENCIA, octubre de 2020
- 4º) Gobierno de España, PLAN DE RECUPERACIÓN, TRANSFORMACIÓN Y RESILIENCIA, 13 de abril de 2021

Additional

- - ESPING-ANDERSEN. Los tres grandes retos del Estado del Bienestar, Ariel, Ciencia Política, Barcelona, 2010
- FONTANA, El futuro es un país extraño (Una reflexión sobre la crisis social de comienzos del siglo XXI), Pasado y Presente, 2013
- JIMENA QUESADA, Devaluación y blindaje del Estado social y democrático de derecho, Tirant lo Blanch, Valencia, 2017



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- JUDT, Algo va mal, Taurus, 2011
 - MONEREO PEREZ, La metamorfosis del Derecho del Trabajo, Bomarzo, Albacete. 2017
 - NAVARRO, El subdesarrollo social de España. Causas y consecuencias, Anagrama, Madrid, 2006
 - NAVARRO, Ataque a la democracia y al bienestar (Crítica al pensamiento económico dominante), Anagrama, 2015
 - PAZOS MORÁN, Contra el patriarcado (Economía feminista para una sociedad justa y sostenible), Katrakrak, 2018
 - POLANYI, La gran transformación (Los orígenes políticos y económicos de nuestro tiempo), Fondo de Cultura Económica, Buenos Aires, 2007
 - PRECIADO DOMENECH, Breve historia del trabajo y de los derechos fundamentales, Bomarzo, Albacete, 2018
 - RENDUELES y MENÉNDEZ de LLANO, Contra la igualdad de oportunidades (Un panfleto igualitarista), Seix Barral - Planeta, 2020
 - SUPIOT, El espíritu de Filadelfia (La justicia social frente al mercado total), Ediciones Península, Barcelona, 2010
 - VV.AA., Mora Cabello de Alba, Laura, y Rodríguez Fernández, María Luz (Coordinadoras), El futuro del trabajo que queremos, Bomarzo, 2017
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