

Academic Year/course: 2021/22

28549 - Theory and Systems of Labour Relations I

Syllabus Information

Academic Year: 2021/22

Subject: 28549 - Teoría y sistemas de las relaciones laborales I

Faculty / School: 108 - Facultad de Ciencias Sociales y del Trabajo

Degree: 428 - Degree in Labour Relations and Human Resources

ECTS: 6.0

Year: 2

Semester: Second semester

Subject Type: Compulsory

Module:

1. General information

1.1. Aims of the course

The subject and its expected results respond to the following approaches and objectives:

The objective is that the student of Labor Relations and Human Resources identifies, understands and values the economic dimension of the Theory and System of Labor Relations in Spain, in aspects such as the collective bargaining system, the process of social dialogue and the main labor reforms that modify the institutional framework of the labor market and labor relations in Spain, from an economic point of view. Thus, through this analysis completes his understanding of socio-economic structures and processes, the change in the social and economic environment and the behavior of social agents and government decisions that affect industrial relations systems. For its part, the legal contribution provides students with the theoretical, conceptual and application framework necessary to deal professionally with the solution of legal problems in the internal organization of the sindicatos and business associations and of the relations of dialogue and concertation between them and with the State.

These approaches and objectives are aligned with the following Sustainable Development Goals (SDGs) of the 2030 Agenda of the United Nations (<https://www.un.org/sustainabledevelopment/es/>), so that the acquisition of the learning outcomes of the subject provides training and competence to contribute to some extent to its achievement?. In particular with the following:

Objective 1: End poverty. Objective 4: Quality education. Goal 5: Gender equality. Goal 8: Decent work and economic growth. Objective 10: Reduction of the number of wastes. Goal 11: Sustainable cities and communities. Objective 12: Responsible production and consumption. Goal 16: Peace, justice and strong institutions. Objectives 17: Partnerships to achieve the objectives.

1.2. Context and importance of this course in the degree

The Degree in Labor Relations and Human Resources has an interdisciplinary vocation. Module 7: Theory and Systems of Labor Relations (12 credits) gives a good example of this vocation allowing to analyze a common object of study from different sciences. Its location in the second semester of the second year, before subjects such as Labor Relations Systems, Collective Labor Law and Negotiation Techniques clearly shows its basic character for the development of other subjects of the Degree. This subject has been awarded a teaching of 6 credits, of which 3 correspond to the area of Applied Economics and 3 to the area of Labor Law and Social Security.

1.3. Recommendations to take this course

The students have to face the subject willing to be constant in their work of study. Therefore, it is recommended that students get involved and participate in the development of the subject with a critical and reflective spirit. In this context, in order to achieve a high degree of achievement, it is advisable to attend regularly and actively participate students in the various work sessions (theoretical and practical), as well as the availability for study and self-employment. Likewise, the continuous consultation of the subject in the ADD-Moodle of the University of Zaragoza is recommended, since in it the guidelines of the subject will be marked throughout the period of the teaching, likewise through the platform of Moodle will be put at the disposal of the students necessary materials for the study of the subject.

2. Learning goals

2.1. Competences

Upon passing the subject, the student will be more competent to...

In accordance with the provisions of the Report of Verification of the Degree, this asignatura will develop knowledge

in line with the following competences:
Generic powers such instruments:

- 1- Analyze and synthesize
- 2- Manage information
- 3- Organize and plan
- 4- Communicate orally and in writing in Spanish
- 7- Make decisions and manage problems
- 8- Generic personal competencies:
- 9- Have skill in interpersonal relations
- 10- Reason critically
- 11- Work as a team
- Systemic generic competencies:
- 14- learn autonomously
- 15- develop creativity
- 18- apply quality criteria
- Specific competences of the title:
- 31- Ability to know the theory and systems of labor relations
32. Advice to trade union and employers' organisations and their members
- 49- Ability to perform representation and negotiation functions in different areas of industrial relations, as well as mediation and arbitration
- 50- Ability to select and manage labor information and documentation
- 52- Ability to understand the relationship between socio-economic processes and the dynamics of labour relations
- 54- Critical analysis of the decisions emanating from the social agents involved in labour relations

2.2. Learning goals

The student, to overcome this subject, must demonstrate the following results...

1. Understand and assess the main characteristics of the labour market and the evolution of the labour institutional framework through the different labour reforms in Spain, from an economic perspective

1. Understand and assess the economic effects of the wage structure in Spain
2. Assess and evaluate the economic consequences of the decisions emanating from public and private economic agents involved in labour relations and social dialogue processes in Spain and from a comparative perspective
3. Understand and evaluate the macroeconomic and microeconomic effects derived from the characteristics of the collective bargaining system in Spain and from a comparative perspective
4. It is able to understand the regulatory framework of industrial relations in a context of dynamic and changing character at national and European Union level
5. It is able to advise on matters pertaining to the normative field in relation to the constitution, organization and operation of trade unions and business associations and knows and understands the trade union legal regime
6. It demonstrates a detailed understanding of the content and meaning of economic and social actors and their constitutional recognition and knows and understands the foundations of social concertation and negotiated social legislation.

2.3. Importance of learning goals

The main contribution from the area of economics is that the student applies the economic reasoning and understands the economic effects of the negotiation system, as well as the actions in the field of social dialogue and the measures applied by the different labor reforms in the labor market in Spain. From the law it contributes to base the basic legal knowledge in a degree of multidisciplinary character, as well as to contribute the legal perspective to the field of the organizations and the processes of concertation.

3. Assessment (1st and 2nd call)

3.1. Assessment tasks (description of tasks, marking system and assessment criteria)

The student must demonstrate that he/she has achieved the expected learning outcomes through the following assessment activities

The final grade of the subject will consist of the average of the grades obtained in each of the areas. In any case, in order to obtain the pass grade, it must have obtained at least a 4 in the lowest grade. If it is not obtained, the final score shall be the lowest score.

In accordance with Article 30 of the Regulation on Standards for the Evaluation of Learning, the use of any irregular practice in the performance of the various exercises and/or tests shall entail a qualification of suspenso in the corresponding exercise or test.

For the qualification in each of the areas, the following weighting criteria will be met:

Applied Economics Area:

- 50% Teaching activity Type 1
- 25% Teaching activity Type 2

25% Teaching activity Type 6

Evaluation 1st Call:

An objective test type test to evaluate the basic and fundamental contents of the subject developed in the type 1 teaching activity.

An objective test of short questions to evaluate the contents developed in the teaching activity Type 2 corresponding to the formulation, analysis and debate of the problems or exercises raised in relation to the Type 1 contents.

A practical test to evaluate the teaching activity Type 6 consisting of an autonomous work in which the students must proceed in writing to the realization of the activities, problems or cases to be solved that arise. This work will be carried out in a group and throughout the teaching period.

To average between the different tests corresponding to the activities of T1, T2 and T6 the student must obtain a minimum grade, in each of them, established by the teacher.

Evaluation 2nd Call:

The grade obtained in the test that assesses the Type 6 activities is saved and an objective test of short questions will be carried out to evaluate the contents developed in the Type 1 and Type 2 teaching activities

Area of Labour Law and Social Security

70% Teaching activity Type 1

30% Teaching activity Type 2

An objective test type test to evaluate the basic and fundamental contents of the subject developed in the teaching activity Type 1. 14 questions to answer in 25 minutes, with the possibility of having the legislation on paper on the table. An objective test of development of a practical case to evaluate the contents of the Type 2 teaching activity that will be related to the practical cases made during the course.

Teaching activity Economy
Hours

Type 1: Master class 15
Type 2: Problems and Cases 7.5
Type 6: Practical work 7.5
Type 7: Self-employment student 42
Type 8: Passing Test 3
Total 75

Teaching activity Labour Law Hours
Type 1: Master class 15
Type 2: Problems and Cases 15
Type 6: Practical work 0
Type 7: Self-employment student 42
Type 8: Passing Test 3
Total 75

4. Methodology, learning tasks, syllabus and resources

4.1. Methodological overview

The learning process that has been designed for this subject is based on the following:

The main protagonist of the learning process is the student. The teacher will provide different elements to facilitate learning, and in this task the Digital Teaching Ring (ADD) may be a fundamental tool.

The learning process has been designed on the following elements:

1. The instructional didactic model with exposition of the concepts and theoretical knowledge and the use of bibliography on the programmed contents
2. In the practical activities, focused on the activity and participation of the student, different assumptions and practical cases related to the theoretical concepts must be solved. In addition to solving specific problems, students will try to discuss the relationship between certain theoretical concepts and the real world.

4.2. Learning tasks

The program offered to the student to help him achieve the expected results comprises the following activities...

The teaching activities of Type 1 will consist of expository classes with the group in its entirety, where the theoretical foundations of the subject will be exposed and worked. Type 2 teaching activities will involve a more practical approach to the subject consisting of the exchange of ideas, debates, problems, cases, individual and / or group work, etc.

Finally, the activity Type 6 of Economics will consist in the realization of a work in group on topics related to the

content of the program, whose bases will be concreted in the first week of teaching of the subject.

4.3. Syllabus

BLOCK 1: AREA OF ECONOMY

DIDACTIC UNIT 1 (1 CREDIT). The labour market in Spain: institutional framework

- 1.1. The wage structure in Spain
- 1.2. The collective bargaining system in Spain.

DIDACTIC UNIT 2 (1 CREDIT). Concertation policy and social dialogue in Spain

- 2.1. Social dialogue: Basics
- 2.2. Phases of social dialogue in Spain: Main **social** pacts

DIDACTIC UNIT 3 (1 CREDIT). Labour market reforms in Spain

- 3.1. Labor reforms of the late twentieth century (1984, 1994 and 1997)
- 3.2. Twenty-first century labor reforms (2001, 2006, 2010, 2012)

BLOCK 2: AREA OF LABOUR LAW AND SOCIAL SECURITY

DIDACTIC UNIT 4 (2 CREDITS). Freedom of association

Labour relations theory: state and constitutional legal framework
The legal regime of freedom of association.
The constitution of the trade union, its statutes and its responsibility. The most representative trade unions.
The protection of freedom of association.
Business associations and other professional organizations.

DIDACTIC UNIT 5 (1 CREDIT). Social concertation

The confection of meeting frameworks: State and social partners. The institutional participation of trade unions.
The Economic and Social Councils.
The international framework and comparative law.

4.4. Course planning and calendar

Calendar of face-to-face sessions and presentation of papers

In accordance with the principles already stated, the detailed programming of learning activities will be provided at the beginning of the teaching period in accordance with the calendar and schedules provided on the Faculty's website.

The teaching staff will inform of the key dates relating to the different training and evaluation activities to be carried out. These will be adjusted both to the calendar and schedules proposed by the decanal team and to all those fundamental aspects to design the teaching: number of students, structure of spaces, etc.