

## 28549 - Theory and Systems of Labour Relations I

### Syllabus Information

**Academic year:** 2023/24

**Subject:** 28549 - Theory and Systems of Labour Relations 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

The goal of the subject Theory and Systems of Industrial Relations I is for students to deepen their knowledge of the economic and legal dimension of structures and decision-making processes, as well as on the behaviour of social agents and governmental decisions that affect the institutional framework of the labour market and labour relations, offering them the theoretical, conceptual and applicative framework necessary to deal professionally with the solution of economic and legal problems in aspects such as: collective bargaining, social dialogue and labour reforms.

These approaches and goals are aligned with the Sustainable Development Goals (SDGs) of the United Nations Agenda 2030 (<https://www.un.org/sustainabledevelopment/es/>), in particular the learning activities contribute to the achievement of Goal 1, Goal 5, Goal 8, Goal 10 and Goal 16.

### 2. Learning results

The student, in order to pass this subject, must demonstrate the following results....

1. Understand and assess the main characteristics of the labour market and the evolution of the institutional labour framework at through the different labour reforms in Spain, from an economic perspective.
2. Understand and evaluate the economic effects of the wage structure in Spain.
3. Assess and assess the economic consequences of the decisions made by public economic agents and private agents involved in labour relations and social dialogue processes in Spain and from a comparative perspective.
4. Understand and evaluate the macroeconomic and microeconomic effects derived from the characteristics of the collective bargaining system in Spain and from a comparative perspective.
5. Is able to understand the regulatory framework of labour relations in a dynamic and changing context at the national and European Union level.
6. They are capable of advising on regulatory matters related to the constitution, organization and operation of trade unions and business associations and knows and understands the trade union legal system.
7. Demonstrates a detailed understanding of the content and meaning of economic and social agents and their constitutional recognition and knows and understands the basics of social concertation and negotiated social legislation.

The main contribution from the area of economics is for the student to apply economic reasoning and understand the economic effects of the bargaining system, as well as the actions in terms of social dialogue and the measures applied by the different labour reforms in the labour market in Spain. The law contributes to provide a basis for basic legal knowledge in a multidisciplinary degree, as well as to bring the legal perspective to the field of organizations and consultation processes.

### 3. Syllabus

AREA OF APPLIED ECONOMICS:

Unit 1. The institutional framework of the labour market in Spain

Wage structure and the collective bargaining system. A comparative analysis

Unit 2. The policy of concerted action and social dialogue in Spain

Phases of social dialogue and main social pacts in the socioeconomic context.

Unit 3. The main labour market reforms in Spain.

Objectives and Results. An economic analysis.

AREA OF LABOR AND SOCIAL SECURITY LAW:

#### Unit 4. Freedom of association

Theory of labour relations: state and constitutional legal framework The legal regime of freedom of association.

The constitution of the union, its bylaws and its responsibility. The most representative unions.

The protection of freedom of association.

Business associations and other professional organizations.

#### Unit 5. Social concertation

The configuration of meeting frameworks: State and social agents. Institutional participation of labour unions.

Economic and Social Councils.

The international framework and comparative law.

### 4. Academic activities

The academic-teaching activities of Type 1 theory will consist of expository classes, where the theoretical foundations of the subject will be presented and worked on.

Type 2 practical activities may consist of: exchanges of ideas, debates, opinions, problems, case studies, conferences, comments on texts and/or news, individual and/or group work. On the other hand, in Applied Economics the students will prepare in advance and autonomously some of the T2 activities to be performed, according to the time allotment assigned to the Type 6 teaching activities.

The training activities programmed in Applied Economics. Student hours are as follows:

Study: 30 hours

Assessment tests. 3 hours

Master class. 15 hours

Problem solving and case studies: 15 hours

Teaching assignments: 12 hours

The training activities programmed in Labour Law. Student hours are as follows: Study: 42 hours

Assessment tests. 3 hours

Master class. 15 hours

Problem solving and case studies: 15 hours

### 5. Assessment system

Students must carry out the following evaluation activities and the following weighting criteria will be used for the qualification in each of the areas:

Area of Applied Economics:

60% Theoretical content teaching activity T1

40% Teaching activity of practical content T2 and T6

An objective test to evaluate the basic and fundamental contents of the subject developed in the activity teaching of theoretical content T1. An objective test of development questions (open questions, multiple choice, etc.) to evaluate the teaching activity of practical content, corresponding to the formulation, analysis and discussion of problems or exercises, individual and / or group work raised in relation to the contents of the program of the subject developed in the teaching activity of T2 and T6.

Multiple-choice tests:

The relationship between successes, errors, and omissions to obtain the final grade in this type of tests will be specified by the professor at the beginning of the teaching period.

Oral/written tests:

Mere attendance will not be assessed, nor the mere submission of assignments, but the degree of achievement will be assessed

Area of Labour Law and Social Security:

70% Teaching activity Type 1

30% Teaching activity Type 2

An objective test to evaluate the basic and fundamental contents of the subject developed in the teaching activity T1. 14 questions to answer in 25 minutes, with the possibility of having the legislation on paper on the table. A objective test of development of a practical case to evaluate the contents of the teaching activity T2 that will be related to the practical cases carried out during the term.

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