

## 28547 - Labour Relations and Social Inequality

### Syllabus Information

**Academic year:** 2024/25

**Subject:** 28547 - Labour Relations and Social Inequality

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

**Degree:** 428 - Degree in Labour Relations and Human Resources

**ECTS:** 3.0

**Year:**

**Semester:** Second semester

**Subject type:** Optional

**Module:**

### 1. General information

The subject and its expected results respond to the following approaches and goals

- To acquire the knowledge necessary to understand the complexity and the dynamic and inter-relational nature of work, taking into account its legal, organizational, psychological, sociological, historical and historical perspectives .
- Training in the application of the theoretical and practical knowledge acquired, in its various fields of action: labour counselling, management and direction of personnel, work organisation, and management and mediation in the labour market, both in the private and public sector.

### 2. Learning results

In order to pass this subject, students must demonstrate the following results

- That it recognizes the integral elements of the new forms of organization and division of labor.
- That includes new forms of employment in production restructuring and flexibility.
- It analyzes the relationship between social processes and the dynamics of labor relations.
- Knows and interprets the factors that structure inequalities in the world of work.

### 3. Syllabus

Block 1. Analysis of inequality and stratification

- What is inequality?
- Stratification. Historical and contemporary models
- How it is measured
- Social effects of inequality

Contemporary transformations of the productive system, labor relations and inequality

- The increase in inequalities
- Globalization and automatization
- Techno-optimism and neoliberalism
- Trade union decline
- Surveillance capitalism
- Distributive consequences

The transformation of the labor market and the consequences on inequality. Labor and social dualization

- Labor market segmentation
- The expansion of atypical employment
- Employment relations and social rights

Age as a factor of inequality in the labor market.

- Older workers
- Young people in the labor market
- Intergenerational conflicts in the labor market and in the distribution of social protection

Gender as a factor of inequality

- Gender gaps
- Obstacles to equality: penalization for maternity, segregation, glass ceiling, harassment

Block 6. International migration and labor inequality

- Prejudice and discrimination
- Immigrants in the labor market
- Immigrants' access to social benefits

Block 7. Social exclusion

- Social exclusion as a multidimensional phenomenon
- Labor exclusion and poverty
- The consequences of poverty and exclusion

Translated with DeepL.com (free version)

#### 4. Academic activities

The subject will be developed through theoretical and practical classes and individual or group work by the students.

- Theoretical expository sessions of the most relevant concepts of each topic, according to the indicated readings . Students should read the specified material in advance.
- Use of audiovisual resources and hands-on classroom activities to encourage discussion and participation . This is a more practical approach to the subject, through exchanges of ideas, debates, problems, cases, individual and/or group work.

Sessions will be held in accordance with the established academic calendar. The activities to be carried out, as well as their dates, will be indicated in Moodle.

#### 5. Assessment system

Students must demonstrate that they have achieved the intended learning outcomes by means of the following assessment activities

Continuous assessment

In order to carry out the continuous evaluation modality, the student must comply with 80% of attendance in activities type T1 and T2, except for justified absences.

The evaluation will consist of two parts:

- Practical exercises to be carried out individually or in pre-established groups throughout the term. Its completion and evaluation will compute 40% of the overall grade.
- Written exam on theoretical aspects of the subject, consisting of a series of open questions in which the student will have to demonstrate his/her ability to recognize and identify the contents of the subject and relate them to. This test will take place during the official call and will compute 60% of the final grade.

A minimum grade of 4,5 will be required in each activity, in order to be averaged in the aggregate grade.

Single evaluation

The evaluation will take place on the official date and will consist of two parts:

Written exam (60% grade) on theoretical aspects of the subject.

Individual work (40% grade), which will consist of the reading, summary and critical commentary, based on the theory, of a book that will be suggested at the beginning of the course

A minimum grade of 4,5 for each part will be required to average into the overall grade.

#### 6. Sustainable Development Goals

5 - Gender Equality

