

Academic Year: 2024/25

68811 - Contractual relationships among women and group negotiation

Teaching Plan Information

Academic year: 2024/25

Subject: 68811 - Contractual relationships among women and group negotiation

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

Degree: 460 - Master's in Gender Relations

ECTS: 6.0

Year: 1

Semester: Second semester

Subject type: Compulsory

Module:

1. General information

These classes will provide in-depth knowledge of hiring, discriminatory dismissals, negotiation, unionism, employment strategies, dependency, and in-depth knowledge of the Organic Law on Equality between Women and Men.

2. Learning results

Upon completion of the subject, the student will learn:

1. Notions on women's employment: starting to work and recruitment
2. Exclusion from the labour market. Employment discrimination. Discriminatory dismissal.
3. Equal pay and equal treatment. Equality plans.
4. Women and trade unionism. Gender and workforce.
5. Elements of negotiation. How to implement positive actions in the company.

3. Syllabus

MODULE 1. Women's employment. Employment and recruitment

MODULE 2. Exclusion from the market. Employment discrimination. Discriminatory dismissal.

MODULE 3. Equal pay and equal treatment. Equality plans.

MODULE 4. Women and trade unionism. Gender and workforce.

MODULE 5. Elements of negotiation. How to implement positive actions in the company.

4. Academic activities

Company law: 2 ECTS

Psychology and sociology: 2 ECTS

Structure and History of Economic Institutions: 2 ECTS

The activities are divided into:

-Theoretical and expository sessions (20 hours)

-Sessions with practical content, analysis of texts, essays, debates, etc. In addition, the results of personal work may be presented in the classroom sessions (30 hours)

5. Assessment system

1) Mixed System

The evaluation will be carried out by areas of knowledge involved, and a global average will subsequently be calculated global.

The teacher of each of the areas involved may ask the students to take a test in class, whether in the classroom or by videoconference- to learn about the acquisition of knowledge, or a paper to be delivered on the date requested (summary of what has been explained, review, reading commentary, etc.).

The works may be individual or in small groups

Those who have attended the various scheduled sessions (at the Faculty or by videoconference) will obtain the final grade according to the work done. When, in spite of opting for continuous evaluation, it is not possible to attend some of the sessions, the teacher in charge will indicate the summary, commentary, reading or similar that will make up for this absence.

The maximum numerical grade will be 10 points.

2) Simple system based exclusively on the final global test.

Those who do not attend the sessions (face-to-face and by videoconference) will take the indicated exam at the end of the module.

The test may include summaries of articles, completion of personal work, and a test of evaluation in the strict sense.

3) Second call.

Those who apply for the second call must proceed in the same way as for the overall test of evaluation of the first call

6. Sustainable Development Goals

4 - Quality Education

5 - Gender Equality

10 - Reduction of Inequalities