

28547 - Labour Relations and Social Inequality

Syllabus Information

Academic year: 2023/24

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.

These approaches are aligned with the following SDGs of the 2030 Agenda, such that the acquisition of the learning results provides training and competencies to contribute some extent to their achievement: 1, 3, 4, 5, 8, 10 y 16.

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

1. Sociology and work

2. Centrality, crisis and future of work.

3. Division of labor.

- Technical division and social division of labor.
- Sexual division of labor: productive and reproductive work.
- International division of labor: globalization and new forms of division of labor.

4. Transformations in the production system

- From Fordism to post-Fordism.
- New industrial production dynamics: reorganization of production and flexibility.
- Transformations in labor relations

5. Labor market and employment

- Employment deregulation
- De-standardization of work
- Precarious employment in Spain
- Young people, women and immigrants in the labor market

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 50% 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 50% of the final grade.

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

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 proposed at the beginning of the subject.

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