

Academic Year/course: 2022/23

## 28549 - Theory and Systems of Labour Relations I

### Syllabus Information

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**Academic Year:** 2022/23

**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

### 1.1. Aims of the course

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

The objective is for the student of Labour Relations and Human Resources to identify, understand and value the economic dimension of the Theory and System of Labour Relations in Spain, in aspects such as the collective bargaining system, the social dialogue process and the main labour reforms that modify the institutional framework of the labour market and labour relations in Spain, from an economic perspective. Thus, through this analysis you complete your understanding of structures and processes.

socio-economic, the change in the social and economic environment and the behavior of social agents and government decisions that affect industrial relations systems. On the other hand, 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 business associations and of the relations of dialogue and consultation between them and with the State.

These approaches and objectives are aligned with the following Sustainable Development Goals (SDGs) [of the United Nations 2030 Agenda \(https://www.un.org/sustainabledevelopment/es/\)](https://www.un.org/sustainabledevelopment/es/), in such a way that the acquisition of the learning outcomes of the subject provides training and competence to contribute to some extent to its achievement". Especially with the following:

- Goal 1: End poverty. ? Goal 4: Quality education. ? Goal 5: Gender equality. ? Goal 8: Decent work and economic growth. ? Goal 10: Reduce inequalities ? Goal 11: Sustainable cities and communities ? Goal 12: Responsible production and consumption ? Goal 16: Peace, Justice and strong Institutions. ? Goals 17: Partnerships to achieve the Goals.

### 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

Students have to face the subject willing to be constant in their study work. Therefore, it is recommended that students are involved and participate in the development of the subject with critical and reflective spirit. In this context, in order to achieve a high degree of achievement, regular attendance and the active participation of students in the various work sessions (theoretical and practical) are recommended, as well as the availability for study and autonomous work. It is also recommended the continuous consultation of the subject in the ADD-Moodle of the University of Zaragoza, since it will mark the guidelines of the subject throughout the teaching period, also through the Moodle platform will be made available to student materials necessary 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 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. The law contributes to base basic legal knowledge on a multidisciplinary degree, as well as to provide the legal perspective to the field of organizations and concertation processes.

## 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 qualification of approved it will be necessary to have obtained at least a 4 in the one of lower qualification. If not obtained, the final grade will be the one with the lowest score.

In accordance with article 30 of the Regulation of Learning Evaluation Standards, the use of any irregular practice in the performance of the different exercises and / or tests will imply a suspense qualification in the corresponding exercise or test.

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

Applied Economics Area:

60% Teaching activity of theoretical content T1

40% Teaching activity of practical content T2 and T6

Evaluation 1st Call:

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

An objective test of short questions to evaluate the teaching activity of practical content, corresponding to the resolution of problems or exercises raised in relation to the contents developed during the teaching period.

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

Evaluation 2nd Call:

An objective test of short questions will be carried out to evaluate the contents developed in the theoretical and practical teaching activities.

Area of Labor Law and Social Security

70% Teaching Activity Type 1

30% Type 2 teaching activity

An objective test type 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. An objective test of development of a practical case to evaluate the contents of the T2 teaching activity that will be related to the practical cases carried out during the course.

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

1. Studio 30
2. Assessment Tests 3
3. Master Class 15
4. Troubleshooting and cases 15
5. Teaching work 12

Total 75

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

1. Studio 42
2. Assessment Tests 3
3. Master Class 15
4. Troubleshooting and cases 15

Total 75

The hours of activities correspond to those established in the Teaching Management Plan of the corresponding course.

## 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) can be a fundamental tool. The learning process has been designed on the following elements:

1. The 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 observed. In addition to solving specific problems, students will be asked to discuss the relationship between certain theoretical concepts and the real world.

The approach, methodology and evaluation of this guide is prepared to be the same in any teaching scenario. They will be adjusted to the socio-sanitary conditions of each moment, as well as to the indications given by the competent authorities.

## 4.2. Learning tasks

The program offered to students to help them achieve the expected results includes the following activities...

The teaching activities of theory will consist of expository classes with the group in its entirety, where they will be exposed and

work on the theoretical foundations of the subject.

The pedagogical objective of the practical activities is that the student becomes aware of the connection between the theoretical contents of the subject and its application to economic reality.

To this end, the Type 2 practical sessions will involve a practical approach to the subject, and may consist of: exchanges of ideas, debates, opinions, problems, case studies, conferences, comments on texts and / or news, individual and / or group work ...

These Type 2 activities will be carried out on the dates indicated and into the groups established according to the schedules prepared by the decanal team of the center.

On the other hand, students will prepare in advance and autonomously some of the T2 activities to be carried out, according to the time allocation assigned to T6.

## 4.3. Syllabus

### BLOCK 1: AREA OF APPLIED ECONOMICS

DIDACTIC UNIT 1 (1 CREDIT). Labour market in Spain: an institutional framework

- 1.1. The salary 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: Basic concepts
- 2.2. Phases of the 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. Labor reforms of the XXI century (2001, 2006, 2010, 2012, 2022)

### BLOCK 2: AREA OF LABOUR AND SOCIAL SECURITY LAW

DIDACTIC UNIT 4 (2 CREDITS). 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 statutes and its responsibility. The most representative unions.

The protection of freedom syndicate.

Business associations and other professional organizations.

DIDACTIC UNIT 5 (1 CREDIT). Social consultation

The configuration of meeting frameworks: State and social agents. 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 / exhibition of exercises, practical cases, works etc.

In accordance with the principles already exposed, the detailed programming of the learning activities will be provided at the beginning of the teaching period adapting to the calendar and schedules provided on the Website of the Faculty.

The teaching staff will inform of the key dates related 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 teaching: number of students, structure of spaces, etc.