

**COURSE DATA****DATA SUBJECT**

Code: 33557
Name: Labour relation theories
Cycle: Undergraduate Studies
ECTS Credits: 6
Academic year: 2025-26

STUDY (S)

Degree	Center	Acad. year	Period
1309 - Degree in Labour Relations and Human Resources	Facultat de Ciències Socials	2	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
1309 - Degree in Labour Relations and Human Resources	Sociology	BASIC

COORDINATION

PAYA CASTIBLANQUE RAUL

SUMMARY

The subject of Industrial Relations Theory is taught in the second year of degree.

Its purpose is to provide concepts and perspectives on the different facts that are the subject of industrial relations: the regulation of employment in the broad sense, therefore, on the strict regulation but also on the actors who produce and practices..

Having identified the basic facts of the world of work from a sociological perspective, what is done on the subject "Sociology of Work" (1st Course), is to deepen the knowledge of wage labor, especially, which has to do with the formation of social actors and forms of intervention to regulate collective teaching jobs, that is, forms of pressure from workers and ways of managing conflict.

In time permits, a brief review of theoretical perspectives leading to which has resulted in the study of employment relations.

This subject is prior to study of "Industrial Relations System", which aims to: understand the different industrial relations system formed.



Also, facilitate follow the "employment and industrial relations in the Valencia", an optional subject in 4rs.

The types of content are obviously theoretical (knowledge bound on the expansion by labor relations). However, there is a practical

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PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

There are no specified enrollment restrictions with other subjects of the curriculum.

OTHER REQUIREMENTS

It is recommended to have completed high school social studies
Also, having taken and passed subjects/courses in Sociology of Work, Labor Law, Labor Law and Social History I and Contemporary Labor Relations

COMPETENCES / LEARNING OUTCOMES

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Act with autonomy in learning, making informed decisions in different contexts, issuing judgements based on experimentation and analysis, and transferring knowledge to new situations.

Analyse, synthesise and reason critically.

Analyse and assess decisions made by agents involved in labour relations.

Analyse and assess the factors that determine inequalities in the world of work.

Apply the regulatory framework governing labour relations.

Be familiar with the sources of information and socio-economic indicators of the labour market.

Collaborate effectively in work teams, assuming responsibilities and leadership roles and contributing to collective improvement and development.

Contribute to the design, development and implementation of solutions that respond to social demands, taking into account the Sustainable Development Goals as a reference.

Demonstrate critical and self-critical thinking in the field of the degree programme, considering aspects such as professional ethics, moral values and the social implications of the different activities carried out.

Develop an interrelated vision of the different academic disciplines that analyse the field of work.



Develop organisational and planning actions.

Know and analyse the structure and dynamics of national and European labour relations systems.

Know and apply the principles of the professional code of ethics.

Know and understand, within the field of the degree programme, gender inequalities in society; integrate different needs and preferences based on sex and gender into the design of solutions and problem solving.

Know and understand the social processes structuring labour and production relations.

Know how to communicate effectively, both orally and in writing, adapting to the characteristics of the situation and the audience.

Know the factors that determine inequalities in the world of work.

Learn independently and develop initiative and entrepreneurial spirit.

Locate, identify, analyse and interpret socio-economic data and indicators relating to the labour market.

Manage information, draft and formalise reports and writings.

Propose creative and innovative solutions to complex situations or problems within the field of knowledge, to respond to diverse professional and social needs.

Respect and promote fundamental rights, equality between men and women, equal opportunities and non-discrimination, democratic values and sustainability.

Select and manage social and labour information and documentation.

Solve problems, apply knowledge to practice and develop motivation for quality.

Use information and communication technologies.

DESCRIPTION OF CONTENTS

1. Relations industrial. A brief introduction to their field of study

1.1 Employment Relations

1.2 Industrial Relations: the social construction of the rules of the employment relationship.

1.3 The current environment, deterioration and decline of national industrial relations systems.

1.4 Labor relations in transition. His Schedule of study

2.1. Tradeunions: a conceptual approach

2.2. Union involvement in the defense of economic interests



2.

- 2.1. Tradeunions: a conceptual approach
- 2.3. Union involvement social
- 2.4. Reasons for union membership
- 2.5. Means of industrial action
- 2.6 Types of unions
- 2.7 Union representation of interests (solidarity) today
- 2.8 The challenges of the new environment for unions
- 2.9. The collapse of the egalitarian policies

3.

- 3.1. Labor relations to the company
- 3.2. Business practices in the field of labor relations
- 3.3. The employers
- 3.4. Lógica action and scope

4.

- 4.1. Lines of intervention in industrial relations
- 4.2. Regulatory or legislative intervention of the state
- 4.3. Integrated intervention of the state: the temptation neocorporatist
- 4.4. The intervention of the state employer

5. Representatives of institutions working and paritarisme

- 5.1 Representative institutions in the private sector
- 5.2. Representative institutions in the public sector
- 5.3 Two models of representation in Europe
- 5.4. Large institutions paritarismo (social security, insurance or unemployment benefits, training)

6. Protests and disputes

- 6.1 Forms of protest. Genealogy
- 6.2. Industrial disputes. Typologies
- 6.3. Evolution of labor disputes

- 7.1. The institutionalization of conflict management and labor
- 7.2. Collective bargaining: perspectives on social activity
- 7.3. Dynamics of collective bargaining



7. Collective bargaining and labor dispute

7.1. The institutionalization of conflict management and labor

7.2. Collective bargaining: perspectives on social activity
7.4 Industrial relations between decentralization and internationalization

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theoretical and practical classes	60,00
Total hours	60,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	30,00
Independent study and work	60,00
Preparation of lessons	0,00
Preparation for assessment activities	0,00
Resolution of case studies	0,00
Total hours	90,00

TEACHING METHODOLOGY

EVALUATION

REFERENCES

- García Calavia, Miguel Angel (2023). Sociologia de les relacions laborals (2ª ED.). Universitat de Valencia. Servei de Publicacions.
- Hyman, Richard (1981). Relaciones Industriales, H.Blume ediciones, Madrid.