

**COURSE DATA****DATA SUBJECT****Code:** 33557**Name:** Labour relation theories**Cycle:** Undergraduate Studies**ECTS Credits:** 6**Academic year:** 2026-27**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 course "Labor Relations Theory" is offered in the second year of the bachelor's degree program. Its purpose is to provide concepts and perspectives on the various issues that constitute the subject matter of labor relations: the standardization of employment in the broadest sense—that is, not only in the strict sense but also with regard to the actors involved and their practices. Once the basic facts about the world of work have been identified from a sociological perspective—which is the focus of the course "Sociology of Work" (1st Year)—the course aims to deepen students' understanding of wage labor, particularly as it relates to the formation of social actors and their forms of collective action to regulate employment, that is, the forms of pressure exerted by workers and the ways in which conflicts are managed. If time permits, we will briefly review the main theoretical perspectives that have emerged from the study of employment relations. This course is a prerequisite for the course "Labor Relations Systems," which aims to: to understand the various labor relations systems that have been established. It must also allow students to take the course "Employment and Labor Relations in the Valencian Community," an elective course in the 4th year. The course content is primarily theoretical (in-depth knowledge of the development of labor relations). However, there is also a practical component.

**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 that students have completed a high school program in the social sciences. In addition, it is recommended that they have taken and passed the following courses: Sociology of Work, Labor Union Law, Labor Law I, and Social History and Contemporary Labor Relations.

## **COMPETENCES / LEARNING OUTCOMES**

### **1309 - Degree in Labour Relations and Human Resources**

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. Introduction to the Field of Labor Relations

1.1. Employment Relationships

1.2. Production Units in the Capitalist Economy

1.3. Labor Relations

1.4. The Current Environment

### 2. Unions and Trade Unionism

2.1. Concepts and Theories on Unions

2.2. Union Action in the Economic and Social Spheres

2.3. Reasons for Union Membership



2.4. Organization

2.5. Means of Union Action

2.6. Types of Trade Unionism

2.7. The Challenges Facing Unions in the New Environment

2.8. The Collapse of Equality Policies

**3. Business, Labor Relations, and Employers' Associations**

3.1. Business Practices in the Field of Labor Relations

3.2. Employers' Associations

3.3. Rationale for Action and the Future

**4. The State in Labor Relations**

4.1. Its Different Areas of Intervention

4.2. The State as a Regulator

4.3. The State as a Facilitator

4.4. The State as a Developer of Employment Policies and as an Employer

**5. Employee Representative Bodies (IRP) and Joint Management**

5.1. Two Models of Representation: Dual and Single (or Monistic)

5.2. Employee Representative Bodies in the Dual Model



5.3. Major Institutions of Joint Management (Social Security, Unemployment Insurance or Benefits, Vocational Training)

**6. Labor Conflict and Protest**

6.1. The Origins of Current Forms of Protest

6.2. Strikes and Their Dimensions

6.3. The Evolution of Labor Conflict

6.4. Transformations in Labor Conflict

**7. Conflict and Collective Bargaining**

7.1. Labor Conflict Management: Its Institutionalization

7.2. Collective Bargaining: Concept and Types

**WORKLOAD**

**PRESENCIAL ACTIVITIES**

Activity	Hours
Theoretical and practical classes	60,00
<b>Total hours</b>	<b>60,00</b>

**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
<b>Total hours</b>	<b>90,00</b>



## TEACHING METHODOLOGY

The professor will present the basic content of each topic. To follow along, students will use one of the textbooks recommended by the professor at the beginning of the course, which will facilitate a more participatory and enriching classroom experience for everyone. This should not prevent students from using other methods, such as group presentations on a specific part of a topic, using the recommended textbooks.

1. Tutorial sessions to address any misunderstandings regarding the course topics and to provide guidance on completing the practical assignments.
2. Reading articles as an individual assignment that broadens knowledge and facilitates the acquisition of certain skills and abilities that have been mentioned.

The practical component is primarily a learning process that requires individual and/or group work both inside and outside the classroom.

Some of the practical activities can be found in the recommended textbooks.

## EVALUATION

The assessment consists of two parts:



1. Assessment of knowledge of the thematic units, which is conducted through a written test and accounts for 75% of the final grade.
2. The course includes practical activities and readings that are assessed through continuous assessment or a final exam. Continuous assessment requires attending class and completing the activities on time and as instructed. The final exam requires passing the tests provided, which will be similar to the practical activities completed in class. The practical component accounts for 25% of the final grade.

You must pass both parts—that is, earn a grade of 5.

This is regardless of whether individual professors may establish other procedures for raising grades.

## 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.

Payá Castiblanque, Raúl (2024). *Teories clàssiques i contemporànies de les Relacions Laborals: actors, institucions, conflicte i negociació*. València: Tirant Lo Blanch.