

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

Code: 33576
Name: Labour relations systems
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	3	Second quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
1309 - Degree in Labour Relations and Human Resources	Labour relations systems	COMPULSORY

COORDINATION

PAYA CASTIBLANQUE RAUL

SUMMARY

The course "Labor Relations Systems" is offered in the third year of the bachelor's degree program in Labor Relations and Human Resources; it is also offered in the bridge program for graduates with a diploma in labor relations who wish to earn a bachelor's degree in labor relations. Its place in the grade-level curriculum allows students to see (and understand) how a whole series of events (and phenomena) studied in other subjects in previous grades are integrated at the (supra)national level. This course is related to many of the courses in the bachelor's degree program, particularly "Theory of Labor Relations"—of which it is a partial continuation—as well as "Labor Law," "Union Law,"... The overall objective of this course is to present the characteristics that define labor relations systems in a number of Western European countries. Because these systems share common characteristics, they can be referred to as models, and understanding them is important for students of labor relations and human resources. On the other hand, Europe has undergone transformations in recent decades: greater and broader economic and monetary integration; the growing impact of globalization on economies; and changes in production structures. These transformations have affected labor relations systems. Understanding their direction and scope is another objective of this module, as is determining whether certain lines of action are being established within a European labor relations system. Its content is primarily theoretical (established knowledge about existing labor relations systems), although it is also both theoretical and practical in that it provides students with tools to gather information on their own and organize it systematically.



PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

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

OTHER REQUIREMENTS

Relationship with other courses in the degree programme:

No enrollment restrictions have been specified regarding other courses in the curriculum.

Other requirements:

To take the course "Labor Relations Systems," it is recommended that students have previously taken the following courses: "Theory of Labor Relations," "Labor Union Law," "Labor Law," "Labor, Employment, and Equality Policies."

COMPETENCES / LEARNING OUTCOMES

1309 - Degree in Labour Relations and Human Resources

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.

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

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 principles, areas and procedures of action of socio-labour political institutions.

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 the social processes structuring labour and production relations.

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

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

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.

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. Labor Relations in Spain

Historical Background. Institutional Context. Social Actors and Their Practices.

2. The "Nordic" Model of Labor Relations

Collective Bargaining in Norway. Labor Protests in Finland.

3. Central European Models

Trade Union Organization and Worker Representation in Germany. The Austrian Partnership Model. Dutch Social Policies.

4. Models from Southern Europe

France (or Italy).

5. European Labor Relations: Transformation or Institutional Rigidity?



Economic globalization and its impact on national labor relations systems. Collective bargaining. The role of the state.

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	10,00
Independent study and work	55,00
Preparation of lessons	25,00
Preparation for assessment activities	0,00
Resolution of case studies	0,00
Total hours	90,00

TEACHING METHODOLOGY

The basic content of the topics will be presented primarily by the instructor. To follow along, students will have a handbook on labor relations in Europe, which facilitates a more participatory and enriching classroom experience for everyone. As the content of the topics is presented, an effort will be made to clearly articulate the questions the material seeks to answer.

In addition, the following will be used:

1. Tutorial sessions to address any misunderstandings regarding the topics and to provide guidance on completing the practical assignments.
2. Practical assignments as an application of and supplement to theoretical knowledge; also, as a way to become familiar with certain techniques for gathering and organizing information.
3. Reading articles as an individual assignment that broadens knowledge and facilitates the acquisition of certain skills and abilities that have been mentioned.

EVALUATION

The assessment consists of two parts:

For the **first exam session**, the assessment consists of the following two parts:



1. A written exam on the theoretical content covered during the course. This exam accounts for 70% of the final grade.
2. Practical activities assessed through continuous assessment throughout the course, which account for 30% of the final grade. Continuous assessment requires attending class and completing the activities assigned by the instructor in a timely manner and as directed.

To pass the course, students must pass the exam. Grades for the practical activities are included in the final grade once the exam has been passed. Grades for the practical activities are not included in the final grade if the exam is failed.

For the **second exam session**, the evaluation is based on the following criteria:

On the one hand, for those who have passed the continuous assessment but failed or did not take the exam during the first session, the criteria for the first session apply.

On the other hand, for those who have failed or have not submitted the practical assignments for the continuous assessment, the criteria set forth below apply. It is considered that the continuous assessment activities carried out during the course **can be partially made up**, since regular class attendance and the timely and proper submission of assignments cannot be fully made up. Thus, the partial make-up for continuous assessment will consist of submitting an assignment proposed by the faculty, which will account for 15% of the final grade.

Therefore, the assessment for the second exam period—for those who did not pass or did not submit the practical assignments (continuous assessment)—consists of two parts:

1. Theory exam (accounts for 70% of the final grade).
2. Partial make-up assignment for the practicum (accounts for 15% of the final grade).

Thus, students who have not passed or have not submitted the practical assignments for the continuous assessment during the course will be eligible for a maximum of 85% of the total grade.

REFERENCES

Ferner, Anthony y Hyman, Richard (coord.) (2002). *La transformación de las relaciones laborales en Europa*. Madrid: Ministerio de Trabajo y Seguridad Social.

Payá Castiblanque, Raúl (2021). *Sistemas de relaciones laborales europeos: des de la diversitat cap a la convergència*. València: Tirant Lo Blanch.

García Calavia, Miguel Ángel (2024). *Regulación del empleo en entornos nacionales europeos (España, Gran Bretaña, Suecia, Alemania, Francia, Italia)*. València: Tirant Lo Blanch.



VNIVERSITAT ID VALÈNCIA

Course Guide
33576 Labour relations systems
