

**COURSE DATA****DATA SUBJECT****Code:** 42765**Name:** Associated work cooperatives, worker-owned companies and mutual companies**Cycle:** Master's Degree**ECTS Credits:** 3**Academic year:** 2026-27**STUDY (S)**

Degree	Center	Acad. year	Period
2204 - Master's Degree in Social Economics (Cooperatives and Non-Profit Organisations)	Facultat d'Economia	1	Second quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
2204 - Master's Degree in Social Economics (Cooperatives and Non-Profit Organisations)	Associated work cooperatives, worker-owned companies and mutual companies	ELECTIVES

COORDINATION

TALENS VISCONTI EDUARDO ENRIQUE

SUMMARY

The module on Worker Cooperatives, Labor Companies and Mutual Societies focuses on the study, analysis and reflection on the different legal and labor aspects that affect this type of companies and entities of the Social Economy. By means of the knowledge of the regulatory framework of Associated Worker Cooperatives, Labor Companies and Mutual Societies, the professionals and the Social Economy organizations themselves have an essential tool at their disposal when identifying, applying and interpreting, from their respective fields, the legal discipline to which they are inexorably subjected. This should enable them to make decisions effectively and efficiently and to deal with situations of conflicts of interest. The professionals and the Social Economy organizations themselves must be able to process, in all its logical sequence, this social and labor regulatory framework of Associated Worker Cooperatives, Labor Companies and Mutual Societies, adapting their methodology to the idiosyncrasy and specificities of these organizations, so that through its application they can improve both their effectiveness (covering the needs of the groups towards which their actions are directed) and their efficiency (adequately allocating their resources and capacities).

PREVIOUS KNOWLEDGE**RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE**



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

OTHER REQUIREMENTS

COMPETENCES / LEARNING OUTCOMES

2127 -

Be able to integrate into teams, both as managers or coordinators and for specific and limited functions and in support of the team or of others.

Be able to integrate new technologies in their professional and/or research work.

Comprender el funcionamiento de las entidades y empresas que conforman la Economía Social

Conocer la realidad sectorial de las cooperativas y sociedades laborales: su funcionamiento y peso dentro de la Economía Social.

Critically analyse one's own work and that of colleagues.

Entender el ámbito de actuación de la Economía Social desde sus diferentes puntos de vista y perspectivas: jurídica, social, económica y empresarial, fundamentalmente.

Entender el funcionamiento de las empresas de trabajo asociado (cooperativas y sociedades laborales) y de las mutualidades.

Have a proactive attitude towards possible changes that may occur in their professional and/or investigative work.

Know how to work in multidisciplinary teams reproducing real contexts and contributing and coordinating their own knowledge with that of other branches and participants.

Know how to write and prepare presentations to present and defend them later.

Participate in, lead and coordinate debates and discussions, be able to summarize them and extract the most relevant conclusions accepted by the majority.

Proyectar sobre problemas concretos sus conocimientos y saber resumir y extraer los argumentos y las conclusiones más relevantes para su resolución.

Saber trabajar en equipo con eficacia y eficiencia.

Ser capaces de buscar, ordenar, analizar y sintetizar la información, seleccionando aquella que resulta pertinente para la toma de decisiones.

Ser capaces de tomar decisiones tanto individuales como colectivas en su labor profesional y/o investigadora.

Students should apply acquired knowledge to solve problems in unfamiliar contexts within their field of



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study, including multidisciplinary scenarios.

Students should be able to integrate knowledge and address the complexity of making informed judgments based on incomplete or limited information, including reflections on the social and ethical responsibilities associated with the application of their knowledge and judgments.

Students should communicate conclusions and underlying knowledge clearly and unambiguously to both specialized and non-specialized audiences.

Students should demonstrate self-directed learning skills for continued academic growth.

Students should possess and understand foundational knowledge that enables original thinking and research in the field.

Use different presentation formats (oral, written, slide presentations, boards, etc.) to communicate knowledge, proposals and positions.

DESCRIPTION OF CONTENTS

1. THE PROFESSIONAL RELATIONSHIP SYSTEM IN SPAIN

1.1. The legal regimes of work and its transformations.

1.2. The three main forms of regulated employment: wage labor, self-employed and civil servants.

1.3. Other forms of work and its renewed problems (volunteering, scholarships, organic, compulsory).

1.4. The irregular, illegal or undeclared work (special attention to the ¿false self-employed¿)

1.5. The future of employment and the new challenges it presents (new forms of employment and technology).

1.6. The OIT Decent Work Program: Worthwhile Labor and Social Economy.

2. MODELS OF COMPANIES OF SOCIAL ECONOMY AND THE APPLICATION OF LAW OF WORK

2.1. The forms of work in Social Economy companies and their differences.

2.2. The legal nature of the provision of services of members and employees in Social Economy companies: their professional status.

2.3. The normative framework of employment in the companies of Social Economy: international, EU, state and of the CC.AA of Spain.



3. THE PROMOTION OF EMPLOYMENT FOR COMPANIES OF THE SOCIAL ECONOMY

- 3.1. The plans, programs and aid for employment in the Social Economy from the European Union.
- 3.2. The plans, programs and aid for employment in the Social Economy from the State.
- 3.3. Autonomous employment programs and grants in the field of Social Economy.

- 3.4. The takeover of insolvent companies by employees.

4. TRIANGULAR RELATIONS AND FORMS OF BORDERS OR FRAUDULENT COOPERATION OF SOCIAL ECONOMY

- 4.1. Productive decentralization: cooperatives and labor societies as contractors and subcontractors.
- 4.2. Unlawful transfer of workers.
- 4.3. Temporary Employment Companies, Multiservice Companies and franchises
- 4.4. Groups of societies, especially cooperatives
- 4.5. The guarantees of continuity of the working partners in the case of succession of company and succession or reversal of contract or administrative concession.
- 4.6. The Cooperatives of Services, Entrepreneurs or Corporate Impulse.
- 4.7. TRADE and sporadic self-employed.

5. THE PROFESSIONAL STATUS OF MEMBERS AND / OR WORKERS OF THE COMPANIES OF SOCIAL ECONOMY

- 5.1. Management structure, business powers and socioeconomic relationship.
- 5.2. The letter of rights and obligations.
- 5.3. Working conditions and salary regime.
- 5.4. Modification and suspension of the contract, leave, permits and licenses.
- 5.5. Control, monitoring and sanctioning regime.
- 5.6. Termination of the contract and specific rules.
- 5.7. Guardianship and work guarantees for partners and / or workers.



6. COLLECTIVE LAW OF WORK FOR MEMBERS AND / OR EMPLOYEES OF SOCIAL ECONOMY COMPANIES

- 6.1. Freedom of association and representation in the company.
- 6.2. Collective bargaining.
- 6.3. Collective conflict: strike and employer closure.
- 6.4. Conciliation, mediation and arbitration. Special reference to cooperative solutions.
- 6.5. Social dialogue, consultation and institutional participation of the representative organizations of the Social Economy

7. THE SOCIAL PROTECTION OF MEMBERS AND / OR EMPLOYEES OF SOCIAL ECONOMY COMPANIES

- 7.1. Framing in the Public Security System.
- 7.2. Affiliation, affiliation and contribution.
- 7.3. Protective action (benefits)
- 7.4. The Social Security Mutuels: function and scope of action

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theoretical and practical classes	30,00
Total hours	30,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	20,00
Independent study and work	20,00
Preparation of lessons	5,00
Preparation for assessment activities	0,00
Resolution of case studies	0,00
Total hours	45,00

TEACHING METHODOLOGY



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The learning module is divided into a theoretical and a practical part.

The theoretical part will be developed through lectures supported by the Basic and complementary bibliography for each topic and specific reading materials will be provided to students through the virtual classroom. However, positively valued student participation throughout the theoretical sessions, participation may consist of personal reflections and evaluations of students about the concepts and theoretical content disseminated by the teacher.

The practical sessions will be developed through active participation based on the students and inspired by the discovery teaching through the case method. Case studies will be presented concerning Cooperatives, Mutual Societies and Labour. Information concerning the case studies to solve in class the student will be provided through the virtual classroom, so that the student will read and analyze this information in advance of the conclusion of the practice session and proceed to search for information supplementary information which may be helpful in solving the case.

Simulating participation in discussions on organizational matters of interest. Assumption of roles.

The practice session will be as follows: first, in small groups of students (3 to 4 people) will analyze and solve the case, secondly, each group will present to other groups the conclusions reached, and in Third, there will be a discussion by the whole class in order to reach a final solution only. After the practice session, each student should prepare a separate report containing the analysis and resolution of the case, to be delivered by the teacher in the practice session later. The student can use both the virtual and face tutorials to solve, together with the teacher, the doubts that may arise in connection with the resolution and report writing for practice.

EVALUATION

To accredit certain monitoring and understanding of the contents, in the last session there will be an evaluation test that will mark the passing of the subject and will determine the grade obtained. This may consist of an objective test and/or a practical case study of the aspects that have been explained and developed in class. The continuous assessment of the subject accounts for 40% of the total mark and the final mark for 60%.

Artificial Intelligence (AI) Usage Policy. Generative AI tools (ChatGPT, Copilot, Gemini, NotebookLM, Claude, etc.) are useful for supporting learning and developing professional skills; however, AI cannot replace a student's critical thinking or decision-making. The use of AI must be thoughtful and appropriate, assessing in each case whether it is truly suitable for the task. ALWAYS remember to be critical and question the answers, both in the context of AI and in real life.

The misuse of AI in activities where it is prohibited constitutes a breach of academic integrity. Specifically, according to Article 11.g of Law 3/2022, dated February 24, on university life, with regard to generative AI tools, it shall be considered a very serious offense to plagiarize a work in whole or in part, or to commit academic fraud in the preparation of any assignment or activity required of students. Academic fraud shall be understood as any premeditated behavior intended to falsify the results of an exam or assignment—whether one's own or another's (including the misuse of artificial intelligence such as ChatGPT)—carried out as a requirement to pass a course or demonstrate academic performance.

Students must check for each assignment whether AI is permitted and under what conditions it may be

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used. Specifically, when its use is permitted, the student must disclose this transparently by including a paragraph at the end of any assignment in which AI is used, explaining what it was used for and what instructions and prompts were applied. Failure to do so will constitute a violation of the academic integrity policy and will be considered plagiarism or academic fraud.

However, the use of generative AI has a negative and fraudulent aspect. The quality of the generated responses depends on the quality of the instructions (prompts) provided. First and foremost, always keep in mind that AI can suffer from hallucinations. Therefore, all information produced by AI must be verified against reliable sources, as it may contain errors, biases, or fabricated data. If two or more fabricated references are identified, this will be considered fraud. Second, generative AI can affect privacy, data protection, and copyright. The identification of plagiarized (uncited) content will be considered fraud.

REFERENCES

- López Gandía, J. (2006): *La aplicación del Derecho del Trabajo en las Sociedades Laborales*. Tirant Lo Blanch, Valencia.
- Fajardo García, G. (directora) (2018): *Participación de los Trabajadores en la Empresa y Sociedades Laborales*. Tirant lo Blanch, Valencia.
- Chaves,R., Fajardo,G, Monzón,J.L. (dir) (2020): *Manual de Economía Social*, Editorial Tirant lo Blanch, Valencia
- CES, Memoria sobre la situación socioeconómica y laboral de España 2023, Madrid, CES, 2023 (<https://ces.es/memorias>).
- Mercader Uguina, J. R. (director) (2010): *Fundaciones laborales. Herramienta para canalizar la responsabilidad social empresarial*, Ed. Tirant lo Blanch, Valencia.