

Academic Year: (2019 / 2020)

Review date: 23-03-2018

Department assigned to the subject: Social and Private International Law Department

Coordinating teacher: GIMENO DIAZ DE ATAURI, PABLO

Type: Compulsory ECTS Credits : 6.0

Year : 2 Semester :

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

It is useful, but not necessary, to have completed classes in economics, sociology, contemporary history (from the Industrial Revolution to the present), and a basic introduction to law.

OBJECTIVES

Competencies:

- Knowledge of the role of law, collective bargaining and other instruments in the definition of the regulatory framework of labor and employment relations.
- Knowledge of the historical contexts of the development of theories regarding labor relations and collective action related to the world of work.
- Understanding of the connections between politics and the labor market and their impact on the development of unions and employer associations.
- Knowledge of the origins and consequences of different patterns of collective actions in the labor market and their impact on the development of national systems of labor market regulation.
- Understanding of the origins and consequences of the welfare state and its connections to labor market regulation.
- Understanding of the consequences of different competitive strategies by employers on the dynamics of labor and employment relations

Understanding of the consequences of different union strategies on the same.

- An understanding of the main challenges facing contemporary systems of employment and labor relations from regionalization (Europe) to globalization to other changes affecting the possibilities for collective action of workers and employers.

Skills:

- Evaluation and comparison of theories
- Evaluation of contemporary and historical developments in light of theoretical debates
- Capacity for reflection and public speaking.

Aptitudes:

- The ability to defend a position and debate it.

DESCRIPTION OF CONTENTS: PROGRAMME

1. Basic social science concepts and legal systems of industrial relations
2. The Birth of Social Question: The revolutions and the communist answer. Reactions on social protection, labour and employment law. The evolution to social-democracy
3. The "sciences" of management and collective relations in the workplace. Evolution of management theories and its incidence on employment and labour law.
4. Welfare state and industrial relations
5. Challenges of economic democracy: collective bargaining and labour unions. Impact of legislation on industrial democracy
6. The crisis (es) of Fordist societies
7. A new labor law for a new world: Dualization, flexicurity, gender and other challenges of labour markets. Labour market reforms and gender equality regulations
8. European integration, European social Law: Impact on labour relations and employment and legal effectiveness of self regulations on international labour relations
9. Global regulation of labour relations. International labour law
10. Conclusions: the future of work

LEARNING ACTIVITIES AND METHODOLOGY

- Lectures
- Readings and discussion of readings
- Essays, quizzes, group presentations, analysis of cases, etc.

ASSESSMENT SYSTEM

- Evaluation of solutions to practical cases and participation in classroom debates (75%)
- Evaluation of understanding of theoretical sessions (25%)
- Comprehensive final exam (as an alternative to continual assessment or if the student does not pass it). In this case, its value will be 50% of final grade.

% end-of-term-examination:	50
% of continuous assessment (assignments, laboratory, practicals...):	50

BASIC BIBLIOGRAPHY

- Bob Hepple, ed. The Making of labour law in Europe: a comparative study of nine countries up to 1945, Hart Publishing, 2010
- Greg J. Bamber et al. International and Comparative Employment Relations: Globalisation and Change, 5th Edition., Sage, 2011
- Cathi Jo Martin and Duane Swank The Political Construction of Business Interests: Coordination, Growth and Equality , Cambridge University Press, 2012
- Hayter, Susan The role of collective bargaining in a global economy. Negotiating for Social Justice, Edgar Elgar and ILO, 2011