

SUBJECT TEACHING GUIDE

G1226 - Social and Labour Policies on Employment and Gender

Degree in Labour Relations

Academic year 2019-2020

1. IDENTIFYING DATA					
Degree	Degree in Labour Relations			Type and Year	Optional. Year 4
Faculty	Faculty of Law				
Discipline	Subject Area: Social and Labour Policies Specialisation Module				
Course unit title and code	G1226 - Social and Labour Policies on Employment and Gender				
Number of ECTS credits allocated	6	Term	Semester based (2)		
Web					
Language of instruction	Spanish	English Friendly	No	Mode of delivery	Face-to-face

Department	DPTO. DERECHO PRIVADO				
Name of lecturer	JOSE LUIS TRUEBA BARQUIN				
E-mail	joseluis.trueba@unican.es				
Office	Edificio de las Facultades de Derecho y Ciencias Económicas y Empresariales. Planta: + 1. SEMINARIO DE DERECHO DEL TRABAJO (D144)				
Other lecturers	FERNANDO MARIA BREÑOSA ALVAREZ DE MIRANDA				

3.1 LEARNING OUTCOMES

- Employment is a constitutional and social right of an objective nature, but with reduced possibilities of exercise, so with this course the students will know the development of labor policies on gender differences, we will study both inherent and external factors to the labor market itself, which cause an imbalance between supply and demand, developing possible policy within the workplace that affect directly or indirectly to persons involved in the labor market (employers, workers, job seekers, labor inter-mediators, socioeconomic actors), because it is this space and area where the public authority develops social and labor policies. With this you learn the study of the strategic set of actions for which you can choose on different ways such as, rules, laws and regulations, and a set of action plans, in particular on the situation of women, which with a majority presence in the university population and the higher professional training, see promotion and career hampered with their peers, based on cultural and subjective factors, as family, maternity, age, etc. The profile of the Spanish woman continues to show a situation of labor exclusion, being the recipient of temporary or part time contracts. The study of this subject will be on integration employment policy, toward greater equality

4. OBJECTIVES

With this discipline is intended that students could acquire a basic knowledge of the legal rules that have as regulatory core social and labor policies about equality and employment. The ultimate goal is that students could be able to draw conclusions about the design and implementation of these measures. The educational objectives pursued this course are to understand the processes of development and implementation of the social and labor policies about equality and employment, its different subjective, material and territorial areas as well as its protagonists. To understand and internalize the relevance of such policies for the progress and welfare of our companies, and the groups and classes that integrate both in Spain and in the European Union. And from a critical standpoint to evaluate and make proposals.

6. COURSE ORGANIZATION

CONTENTS

1	<p>UNIT 1. EMPLOYMENT POLICY</p> <ol style="list-style-type: none"> 1. The concept of "Employment Policy" and its expressions. 2. The purpose of employment policy. The commitment of public authorities to employment. 3. Employment policy as a multidimensional policy. 4. Unemployment as a socioeconomic phenomenon.
2	<p>UNIT 2. INSTRUMENTS OF THE EMPLOYMENT POLICY: EMPLOYMENT PROMOTING LABOR MEASURES.</p> <ol style="list-style-type: none"> 1. Classification of employment policy measures. 2. Economic measures to promote employment. 3. Incentives for employment contract. 4. Labor mediation: temporary employment agencies. 5. Other incentives for employment contracts.
3	<p>UNIT 3. EMPLOYMENT POLICY INSTRUMENTS: UNEMPLOYMENT PROTECTION.</p> <ol style="list-style-type: none"> 1. Employment policy and unemployment protection. 2. The unemployment protection in the social security system. 3. The legal status of the contributory level protection. 4. The unemployment assistance benefit: legal regime.
4	<p>UNIT 4. GENDER EQUALITY POLICIES IN THE LABOR SCENE</p> <ol style="list-style-type: none"> 1. Basic concepts concerning equality between men and women. 2. Access to employment. 3. professional classification and promotion. 4. Wages.
5	<p>UNIT 5. GENDER AND EMPLOYMENT POLICIES</p> <ol style="list-style-type: none"> 1. Community policies in support of women's employment. 2. Measures to promote female employment on national level: a) Measures aimed at reducing the high unemployment rate; b) Measures aimed to fight inequalities between men and women in the employment; c) Measures aimed at facilitating the reconciliation of work and family life. 3. Women with special problems of employment. Treatment of women victims of gender violence.
6	<p>UNIT 6. THE ROLE OF COLLECTIVE BARGAINING IN PROMOTING EQUAL EMPLOYMENT OPPORTUNITIES FOR MEN AND WOMEN: EQUALITY PLANS..</p> <ol style="list-style-type: none"> 1. Concept and content 2. Obligations of companies in developing equality plans. 3. Phases of the equality plan. 4. The design and negotiation with the representation of workers. 5. Final considerations on collective bargaining and equality plans.

7. ASSESSMENT METHODS AND CRITERIA

Description	Type	Final Eval.	Reassessn	%
Description written exam consisting of three theoretical questions	Written exam	No	Yes	60,00
Description Attendance of students and realization of practical cases and group work	Work	No	Yes	40,00
TOTAL				100,00
Observations				
Observations for part-time students				
Part-time students may make the substitute practical cases of the ones made in the classroom in conjunction with the written exam.				

8. BIBLIOGRAPHY AND TEACHING MATERIALS

BASIC

- MEMORIA SOBRE LA SITUACIÓN SOCIOECONÓMICA Y LABORAL DE ESPAÑA, CES, ÚLTIMA EDICIÓN.
- AA.VV.: MANUAL DE POLÍTICA Y DERECHO DEL EMPLEO, TECNOS, ÚLTIMA EDICIÓN.
- NUÑEZ-CORTÉS CONTRERAS, P.: NOCIONES BÁSICAS SOBRE IGUALDAD EN LAS RELACIONES LABORALES, TECNOS, ÚLTIMA EDICIÓN.
- FABREGAT MONFORT, G.: LOS PLANES DE IGUALDAD COMO OBLIGACIÓN EMPRESARIAL, BOMARZO, ÚLTIMA EDICIÓN.
- SÁNCHEZ TRIGUEROS, C. Y SEMPERE NAVARRO, A.: COMENTARIOS A LA LEY ORGÁNICA 3/2007, DE 22 DE MARZO, PARA LA IGUALDAD EFECTIVA DE MUJERES Y HOMBRES, ARANZADI, 2008