

COURSE OUTLINE

(1) GENERAL

SCHOOL	SOCIAL SCIENCES		
ACADEMIC UNIT	JOINT		
LEVEL OF STUDIES	MA PROGRAMME (post-graduate)		
COURSE CODE		SEMESTER	A'
COURSE TITLE	Industrial Relations I: Main Institutions		
INDEPENDENT TEACHING ACTIVITIES <i>if credits are awarded for separate components of the course, e.g. lectures, laboratory exercises, etc. If the credits are awarded for the whole of the course, give the weekly teaching hours and the total credits</i>		WEEKLY TEACHING HOURS	CREDITS
		3	6 ECTS (in total)
<i>Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).</i>			
COURSE TYPE <i>general background, special background, specialised general knowledge, skills development</i>	general background, specialised general knowledge, research skills development		
PREREQUISITE COURSES:			
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	Greek		
IS THE COURSE OFFERED TO ERASMUS STUDENTS	Yes		
COURSE WEBSITE (URL)			

(2) LEARNING OUTCOMES

<p>Learning outcomes</p> <p><i>The course learning outcomes, specific knowledge, skills and competences of an appropriate level, which the students will acquire with the successful completion of the course are described.</i></p> <p><i>Consult Appendix A</i></p> <ul style="list-style-type: none"> • Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area • Descriptors for Levels 6, 7 & 8 of the European Qualifications Framework for Lifelong Learning and Appendix B • Guidelines for writing Learning Outcomes
<p>During the course, post-graduate students will get familiar with the term of “Industrial relations”, by focusing to the major institutions and practices which define contemporary labour market. In addition, participants will acquire considerable knowledge in relation to theoretical and empirical research on industrial relations, through the exploitation of research tools used in contemporary social sciences. In detail, during the course will be analyzed issues related to historical evolution and theoretical approaches which estimates on industrial relations from 19th century till nowadays. In addition, special emphasis will be given to the analysis of issues related to the development of key institutions and practices, such as the role of organized interests (e.g. trade unions and employers' organisations) and the implementation of social dialogue and collective bargaining, both in Greece and internationally. Upon completion of the course, participants will have developed basic research and analytical skills, as well as the ability to critically analyze and interpret, regarding the scientific field under consideration.</p>

General Competences

Taking into consideration the general competences that the degree-holder must acquire (as these appear in the Diploma Supplement and appear below), at which of the following does the course aim?

<i>Search for, analysis and synthesis of data and information, with the use of the necessary technology</i>	<i>Project planning and management</i>
<i>Adapting to new situations</i>	<i>Respect for difference and multiculturalism</i>
<i>Decision-making</i>	<i>Respect for the natural environment</i>
<i>Working independently</i>	<i>Showing social, professional and ethical responsibility and sensitivity to gender issues</i>
<i>Team work</i>	<i>Criticism and self-criticism</i>
<i>Working in an international environment</i>	<i>Production of free, creative and inductive thinking</i>
<i>Working in an interdisciplinary environment</i>	<i>.....</i>
<i>Production of new research ideas</i>	<i>Others...</i>
	<i>.....</i>

Search for, analysis and synthesis of data and information, with the use of the necessary technology
Adapting to new situations
Decision-making
Working independently
Team work
Critical Thinking
Working in an interdisciplinary environment
Production of new research ideas
Respect for difference and multiculturalism
Showing social, professional and ethical responsibility and sensitivity to gender issues
Criticism and self-criticism
Production of free, creative and inductive thinking
Development of research skills

(3) SYLLABUS

I. ABSTRACT- CONTENTS

The aim of the course is to make students familiar with the subject of industrial relations, by placing particular emphasis on the institutions and practices developed in this scientific field under examination.

Among others, the course focuses on highlighting the interdisciplinary nature of industrial relations in the contemporary era, through the utilization of methodological approaches and research tools used in the field of social sciences.

In this context, the course is divided into three main sections, which cover parallel dimensions of industrial relations, through the development of specific practices, institutions and organizations.

In the first section, the historical, theoretical and methodological framework of industrial relations, as well as, the representation of interests in the workplace is analyzed. Initially, are presented the main concepts related to course content (e.g. industrial relations, trade unionism, organized interests, social dialogue, etc.). In addition, is analyzed the evolution of industrial relations from the end of the 19th century to the end of the 20th. The current section concludes with the presentation of the main theoretical approaches mentioned in the study of industrial relations and trade unionism, giving importance, among others, to the approaches of pluralism, Marxism and corporatism.

In the second section, are presented the basic characteristics of industrial relations in Greece, through the estimation on the parameters of social dialogue and collective bargaining. The specific lectures, among other things, analyze the Greek employers and employees' system of representation, its structure, as well as the basic institutions of bipartite and tripartite social dialogue. At the same time, there will be a special focus on the analysis of the basic repertoire of actions and claims that characterize the Greek trade union movement, from 2010 onwards.

Finally, in the third section, the emphasis will be on the shift of industrial relations from the national to the international level. In this context, the focus will be on the role of the

European Union (EU), regarding issues of social dialogue and collective bargaining. At the same time, are analyzed issues such as those of lobbying in the EU, as well as, the role of international organizations (e.g. ILO and OECD) in industrial relations and social dialogue.

II. COURSE STRUCTURE

1. Introduction. Description and implementation of the course “Industrial Relations I: Main institutions”.

Presentation of the structure and main objectives of the course. Analysis of key learning outcomes. Implementation and evaluation of the course.

1st SECTION: Conceptual framework, historical development and theoretical approaches

2. Institutions and industrial relations: conceptual framework

The aim of the lecture is to present the main institutions and concepts related with course's content. Among others, will be analyzed the concepts of industrial relations, interest groups, trade unions and employers' organizations, civil society, social dialogue and collective bargaining.

3. Historical development and formation of the scientific field of industrial relations: 19th-20th century

During the lecture it will be presented, in brief, the historical development of industrial relations. Special emphasis will be given to the development and evolution of the main institutions related to the scientific field under examination, from the end of the 19th century to the end of the 20th.

4. Theoretical approaches on industrial relations and trade unionism I: the early theories

Brief presentation of the main theoretical approaches relevant to the analysis of industrial relations and trade unionism. The focus will be on both the early and modern approaches. Among others, will be analyzed the "Pluralist approach", the "Approach of corporatism", "Marxist analyses", "Institutional approaches" and "Theories of action and interaction".

5. Theoretical approaches on industrial relations and trade unionism II: the modern theories

Brief presentation of the main theoretical approaches relevant to the analysis of industrial relations and trade unionism. The focus will be on both the early and modern approaches. Among others, will be analyzed the "Pluralist approach", the "Approach of corporatism", "Marxist analyses", "Institutional approaches" and "Theories of action and interaction".

2nd SECTION: Industrial relations, social dialogue and collective bargaining in Greece

6. The Greek employers and employees' organizations

In the current lecture, will be presented the main characteristics and the structure of the Greek employers and employees' organizations. Emphasis will be given to the analysis, composition and structure of the national (or institutional) social partners (i.e. GSEE, SEV, GSEVEE, ESEE, SETE, SBE) and their evolution during the period of

the Third Hellenic Republic. In addition, it will be presented the role of social partners' research institutes.

7. Social dialogue and collective bargaining in Greece I: main institutions of social dialogue

Presentation of the main institutions and levels of social dialogue, such as the National General Collective Labour Agreement (EGSSE). Analysis of the main governance institutions, as well as, the main institutions of bipartite and tripartite social dialogue in the wider field of labour (e.g. employment, sectoral collective bargaining, VET, discriminations at work, etc.).

8. Social dialogue and collective bargaining in Greece II: main governance institutions in labour market

Presentation of the main institutions and levels of social dialogue, such as the National General Collective Labour Agreement (EGSSE). Analysis of the main governance institutions, as well as, the main institutions of bipartite and tripartite social dialogue in the wider field of labour (e.g. employment, sectoral collective bargaining, VET, discriminations at work, etc.).

9. Trade unionism, claims and mobilization- Historical evolution and current institutional framework

The main purpose of this presentation is the analysis of the main repertoires of action in the labour market. Among other things, issues related to the strike phenomenon and other forms of union advocacy are presented, giving particular weight to the period of the economic crisis.

3rd SECTION: Industrial relations from national to international: Social dialogue and collective bargaining in the supranational level

10. Social dialogue and collective bargaining in the European Union

During the lecture, will be presented the main European Directives, as well as, the main social dialogue institutions in the EU (e.g. European Semester). Special emphasis will be given to the implementation of the European social dialogue and how it interacts with the national representation systems.

11. Lobbying and organized interests in the European Union

Analysis of the main features of lobbying in the EU and the "Revolving Door Theory". The institutional and non-institutional dimension of organized interests in decision-making process at the EU level.

12. International Organizations, social dialogue and collective bargaining

The main objective of the lecture is to present the actions and the role of important supranational organizations, such as the International Labor Organization (ILO) and the Organization for Economic Co-operation and Development (OECD), in shaping social dialogue and industrial relations.

13. Conclusions and completion of the course

(4) TEACHING and LEARNING METHODS - EVALUATION

DELIVERY <i>Face-to-face, Distance learning, etc.</i>									
USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY <i>Use of ICT in teaching, laboratory education, communication with students</i>									
TEACHING METHODS <i>The manner and methods of teaching are described in detail.</i> <i>Lectures, seminars, laboratory practice, fieldwork, study and analysis of bibliography, tutorials, placements, clinical practice, art workshop, interactive teaching, educational visits, project, essay writing, artistic creativity, etc.</i> <i>The student's study hours for each learning activity are given as well as the hours of non-directed study according to the principles of the ECTS</i>	Activity	Semester workload							
	Lectures	39							
	Study and analysis of bibliography	17							
	Essays writing	94							
	Course total	150 (students' workload)							
STUDENT PERFORMANCE EVALUATION <i>Description of the evaluation procedure</i> <i>Language of evaluation, methods of evaluation, summative or conclusive, multiple choice questionnaires, short-answer questions, open-ended questions, problem solving, written work, essay/report, oral examination, public presentation, laboratory work, clinical examination of patient, art interpretation, other</i> <i>Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i>	Participant evaluation includes: a) the completion of two short assignments/quizzes. These activities account for 30% of the final grade. b) the preparation of a written paper, which is assigned to students in collaboration with the instructor. The paper is presented orally and defended by the students at the end of the semester. The paper should be approximately 4,000 words in length, and its preparation must adhere to all the specifications that will be posted on the course's eLearn platform. Overall, therefore, the evaluation breaks down as follows:								
	<table><tr><td>Participation in short assignments/quizzes</td><td>30%</td></tr><tr><td>Assignment's conduction</td><td>50%</td></tr><tr><td>Oral defense of the assignment</td><td>20%</td></tr><tr><td>Total:</td><td>100%</td></tr></table>	Participation in short assignments/quizzes	30%	Assignment's conduction	50%	Oral defense of the assignment	20%	Total:	100%
Participation in short assignments/quizzes	30%								
Assignment's conduction	50%								
Oral defense of the assignment	20%								
Total:	100%								

(5) ATTACHED BIBLIOGRAPHY

- Suggested bibliography:

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- Καρακιουλάφη, Χ. και Σπυριδάκης, Μ. (επιμ.) (2017). *Κοινωνία, ανεργία και κοινωνική αναπαραγωγή*, Αθήνα: Gutenberg.
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- *Related academic journals:*