

A.5. Work, Society and State

COURSE OUTLINE

1. GENERAL

SCHOOL	Social Sciences		
ACADEMIC UNIT	Inter-departmental		
LEVEL OF STUDIES	Postgraduate		
COURSE CODE	A.5.	SEMESTER	A
COURSE TITLE	WORK, SOCIETY AND STATE		
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>	special background and skills development		
PREREQUISITE COURSES:	No		
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	Greek		
IS THE COURSE OFFERED TO ERASMUS STUDENTS	No		
COURSE WEBSITE (URL)	https://elearn.uoc.gr/course/view.php?id=5997		

2. LEARNING OUTCOMES

Learning outcomes <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> <i>Consult Appendix A</i> <ul style="list-style-type: none"> <i>Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area</i> <i>Descriptors for Levels 6, 7 & 8 of the European Qualifications Framework for Lifelong Learning and Appendix B</i> <i>Guidelines for writing Learning Outcomes</i>
<p>Upon successful completion of the course, postgraduate students are expected to:</p> <ul style="list-style-type: none"> Analyze the complex relationships and dynamic interactions between labour, society, and the state in both historical and contemporary contexts. Understand the historical nature of work as a set of socially, institutionally, and culturally shaped practices and relationships that evolve over time, along with the ways in which these are perceived. Critically discuss basic theoretical approaches and interpretations of labour and employment relations.

- Trace historical developments and contemporary social and cultural processes that (re)shape labor experiences, practices, identities, and their meanings.
- Examine the multifaceted dynamics that produce inequalities, asymmetries, and discrimination in the labor market as a whole, as well as in the division of labor within specific sectors.
- Recognize the significance of analytical categories—such as social class, gender, age, ethnic identity, and other socio-cultural distinctions—in understanding labor as a social and historical phenomenon.
- Integrate tools and perspectives from different academic disciplines (sociology, political science, history, economics) to critically examine employment-related issues.
- Analyze the complex role of the state as an employer, regulator, and mediator of social interests within both national and supranational (e.g., EU, global) contexts.

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?

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

Working in an international environment

Working in an interdisciplinary environment

Production of new research ideas

Project planning and management

Respect for difference and multiculturalism

Respect for the natural environment

Showing social, professional and ethical responsibility and sensitivity to gender issues

Criticism and self-criticism

Production of free, creative and inductive thinking

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Others...

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- Criticism and self-criticism
- Promotion of free, creative and inductive thinking
- Production of new research ideas
- Adapting to new situations
- Decision-making
- Working independently
- Teamwork
- Search for, analysis and synthesis of data and information, with the use of the necessary technology
- Working in an interdisciplinary environment
- Respect for difference and multiculturalism

3. SYLLABUS

Object / Aim of the Course:

The course aims at an interdisciplinary exploration of the complex relationships and interactions between work, society, and the state. Emphasis is placed on: (a) the historical development of work, employment, and their analysis (b) experiences of work and labor relations, and the ways in which they are conceptualized (c) the role of the state in the realm of work and employment in modern and contemporary societies—for example, as a regulatory mechanism, a mediator of interests, an expression of ideologies, and an employer.

Parts and Main Topics of the Course:

Part A: Introduction

- *Wage Labor in Modern Europe (17th–19th Centuries):*
The transition from proto-industrial forms of production within early ("commercial") capitalism—such as the cottage industry, "manufactory," and early factory systems—to the fully mechanized factory system of the Industrial Revolution and the emergence of industrial capitalism. Emphasis on historical evidence and historiographical approaches to this transformation.
- *The Rise of the "Working Society" and Evolving Views on Work (18th Century Onwards):*
Exploration of how work began to be understood and valued from the Enlightenment to the 19th century, through the ideas of key thinkers such as Adam Smith, G.W.F. Hegel, and Karl Marx.
- *Transformations of Work in the 20th Century:*
A study of the evolution from Taylorism and Fordism to post-Taylorist and post-Fordist models of labor organization and management.

Part B: Exploring Labor Differentiations and Inequalities, Work Experiences, Meanings, and Identities in the Changing Contemporary Context

- *Work as a Central Social Category and Emerging Challenges:*
Examination of work as a fundamental aspect of social life and identity formation, with particular focus on contemporary transformations in labor markets—such as unemployment, precarious employment, and job insecurity—and their effects on both individual and collective identities. Emphasis will be placed on the analysis of lived experiences of insecurity at work.
- *Social Factors Shaping and Differentiating Labor Relations, Experiences, and Identities – the importance of "Intersectionality":*
Analysis of how various social factors—including class, gender, migration, and ethnicity—shape and differentiate labor relations, experiences, and meanings of work, as well as the formation of worker identities. Emphasis will be placed on contemporary research approaches and the use of selected case studies to explore these dynamics in context.

Part C: Theoretical Approaches to Labor with an Emphasis on the Role of the State

- *Models of Capitalism, the Labor Market, and the State:*
Comparative analysis of three major models of capitalism—liberal, coordinated, and Southern European—in relation to labor market structures and the role of the state – Labor relations within the framework of Corporatism and Neo-corporatism.

- *Institutional and Neo-Institutional Approaches to Labor Relations:* Examination of key theoretical trends in the study of labor relations, with emphasis on the role of institutions in structuring employment frameworks.
- *The State as Legislator:* Definition and critical discussion of the institutional frameworks governing employment, the labor market, and labor relations. Exploration of the state's legislative functions in shaping labor policy.
- *The State as Employer:* Analysis of employment in the public sector, including the specific features and challenges of state employment in modern labor markets.
- *The State as Mediator of Social Interests:* Exploration of the state's role in mediating competing social and economic interests, and its regulatory functions in employment and labor market dynamics.
- *The Regulatory Role of the State in the Context of Globalization:* Examination of European employment policies and the role of EU institutions in shaping labor relations - Critical analysis of key concepts such as *Europeanization*, *globalization*, *flexicurity*, and *social dialogue*.

4. TEACHING and LEARNING METHODS - EVALUATION

DELIVERY <i>Face-to-face, Distance learning, etc.</i>	Distance learning (synchronous and asynchronous distance learning)										
USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY <i>Use of ICT in teaching, laboratory education, communication with students</i>	Use of ICT in teaching (PowerPoint, video)/Communication with students (e-mail, E-Learn)										
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>	<table border="1"> <thead> <tr> <th>Activity</th><th>Semester workload</th></tr> </thead> <tbody> <tr> <td>Lectures</td><td>39h</td></tr> <tr> <td>Independent/ Non-directed study & analysis of bibliography</td><td>51h</td></tr> <tr> <td>Final Essay writing/Intermediate assignments writing</td><td>60h</td></tr> <tr> <td>Course total</td><td>150h</td></tr> </tbody> </table>	Activity	Semester workload	Lectures	39h	Independent/ Non-directed study & analysis of bibliography	51h	Final Essay writing/Intermediate assignments writing	60h	Course total	150h
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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</i>	<p>Evaluation Procedure:</p> <p>Language of evaluation: Greek</p> <p>Methods of evaluation:</p> <ol style="list-style-type: none"> 1. Intermediate written assignments (30% of the final grade) 2. Final written essay (70% of the final grade) 										

<p>questions, problem solving, written work, essay/report, oral examination, public presentation, laboratory work, clinical examination of patient, art interpretation, other</p> <p><i>Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i></p>	<p>Specifically:</p> <p>1. Intermediate Assignments (30%) Intermediate Written Individual Assignments (30% of the Final Grade): Students are required to complete two written assignments (1,000 words each), each accounting for 15% of the final grade. These assignments involve the critical reconstruction of selected academic texts provided in relation to the thematic units of the course. Alternatively, students may choose to analyze testimonies related to everyday work experiences—such as biographical narratives or other forms of contemporary or historical accounts—accompanied by a short, relevant bibliography. Students will have four (4) weeks to submit each assignment via the designated section on the course’s E-Learn platform. The submission deadlines for the intermediate assignments will be announced by the instructors during the first lecture.</p> <p>2. Final Written Essay (70%) An individual or group essay (3.500-4.000 words) involving the analysis of a topic or case study relevant to the course content. In cases of collaboration, each individual contribution must be specified precisely (70% of the final grade). The final essays will be presented orally during the last lecture of the course in the form of a “workshop.”</p> <p>Evaluation Criteria for Intermediate Assignments and Final Written Essay The evaluation criteria are clearly defined, announced by the instructors during the first lecture of the semester.</p>
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5. ATTACHED BIBLIOGRAPHY

Indicative- Suggested bibliography:

In Greek

Allen, C. R. (2021). *Η Βιομηχανική Επανάσταση. Συνοπτική Εισαγωγή*, (μτφ. Α. Κακριδής - Ά. Φιλιππάτος, επιστ. επιμέλεια - επίμετρο: Α. Κακριδής). Ηράκλειο: Πανεπιστημιακές Εκδόσεις Κρήτης [το Επίμετρο του ιστορικού Α. Κακριδή αναφέρεται στην ελληνική εκβιομηχάνιση]

Blanning T.C.W. (2009-επιμ.). *Ιστορία της σύγχρονης Ευρώπης* (μτφ. Σ. Πλουμίδης), Αθήνα: εκδ. Τουρίκη.

- Engels, F. (1974). *Η κατάσταση της εργατικής τάξης στην Αγγλία*, Τομ. Α' (μτφ. Λ. Αποστόλου, επιμ. Θ. Χ. Παπαδόπουλος). Αθήνα: Μπάυρον.
- Engels, F. (1985). *Η κατάσταση της εργατικής τάξης στην Αγγλία*, Τομ. Β' (μτφ. Λ. Αποστόλου, επιμ. Θ. Χ. Παπαδόπουλος). Αθήνα: Μπάυρον.
- Καρακιουλάφη, Χ. & Σπυριδάκης, Μ. (2017-επιμ.). *Κοινωνία, ανεργία και κοινωνική αναπαραγωγή*. Αθήνα: Gutenberg.
- Koutroukis, T. (2017). *Ο ρόλος του Κράτους στις εργασιακές σχέσεις*. MPRA Paper No. 77927. Διαθέσιμο στο: <https://mpra.ub.uni-muenchen.de/77927/>
- Παπαδάκης, Ν., Δρακάκη, Μ., Σαριδάκη, Σ. (2021). «Ο Βαθμός Απελπισίας». *Αγορά Εργασίας, Επισφαλής Εργασία και Κοινωνική Ευπάθεια στη Νέα Γενιά στην Ελλάδα: Η κατάσταση των πραγμάτων (σε Ευρώπη και Ελλάδα), παράμετροι, τάσεις, μετασχηματισμοί, επιπτώσεις και προκλήσεις για τις πολιτικές απασχόλησης*. Αθήνα: Ι. Σιδέρης.
- Perrot, M. (1988). *Η εργασία των γυναικών στην Ευρώπη, 19^{ος}-20^{ος} αιώνας*, (μτφ. Δ. Σαμίου). Ερμούπολη Σύρου: Επιστημονικό και Μορφωτικό Ίδρυμα Κυκλάδων.
- Πετρινιώτη, Ξ. (1985). *Κράτος και εργασιακές σχέσεις*. Αθήνα: Εκδ. Παπαζήση.
- Τόμσον, Ε. Π. (1994). *Χρόνος, εργασιακή πειθαρχία και βιομηχανικός καπιταλισμός* (2η έκδ.) (μτφ. - επίμετρο: Β. Τομανάς). Θεσσαλονίκη: Νησίδες.
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- Alberti, G., Bessa, I., Hardy, K., Trappmann, V., & Umney, C. (2018). In, against and beyond precarity: Work in insecure times. *Work, Employment and Society*, 32(3), 447-457. <https://doi.org/10.1177/0950017018762088>
- Barley, S. R., Bechky, B. A., & Milliken, F. J. (2017). The changing nature of work: Careers, identities, and work lives in the 21st century. *Academy of Management Discoveries*, 3(2), 111-115. DOI: [10.5465/amd.2017.0034](https://doi.org/10.5465/amd.2017.0034)
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- John, A. (1986-ed.). *Unequal Opportunities: Women's Employment in England, 1800-1918*. Oxford: Basil Blackwell.
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- Watson, T. (2017). *Sociology, work and organization*. London: Routledge.
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Related academic journals:

- Industrial Relations: A Journal of Economy and Society
- Relations Industrielles / Industrial Relations
- Journal of Industrial Relations
- Employee Relations
- Transfer
- Sociologie du Travail
- Industrielle Beziehungen
- International Journal of Comparative Labour Law and Industrial Relations
- British Journal of Industrial Relations