

## B.EΣ.3. Industrial Relations II

### COURSE OUTLINE

#### 1. GENERAL

SCHOOL	Social Sciences		
ACADEMIC UNIT	Inter-departmental		
LEVEL OF STUDIES	Postgraduate		
COURSE CODE	B.-ΕΣ.3	SEMESTER	B'
COURSE TITLE	Industrial Relations II		
<b>INDEPENDENT TEACHING ACTIVITIES</b> <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
<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>	specialised general knowledge		
PREREQUISITE COURSES:	Industrial Relations I		
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	Greek		
IS THE COURSE OFFERED TO ERASMUS STUDENTS			
COURSE WEBSITE (URL)			

#### 2. LEARNING OUTCOMES

<b>Learning outcomes</b> <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>Consult Appendix A</p> <ul style="list-style-type: none"> <li>• <i>Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area</i></li> <li>• <i>Descriptors for Levels 6, 7 &amp; 8 of the European Qualifications Framework for Lifelong Learning and Appendix B</i></li> <li>• <i>Guidelines for writing Learning Outcomes</i></li> </ul> <p>By completing the course, students are expected to</p> <ul style="list-style-type: none"> <li>• Have the necessary knowledge to relate the basic theories of industrial relations with the contemporary empirical data in the field of industrial relations</li> </ul>

- Have the ability to "problematize" all interrelated industrial relations phenomena in order to formulate judgements and reflect on relevant social and scientific issues.
- Mobilise, from an interdisciplinary perspective, knowledge and tools from different disciplines of the social sciences for the study of industrial relations.
- Understand the interdisciplinary and multidisciplinary nature of industrial relations as a subject.
- Understand, recognise and analyse contemporary developments as well as changes and transformations in the field of industrial relations over time.
- Reflect on the interactions between different levels of industrial relations (micro, macro, enterprise-industry-national, national-European-international, etc.)

### **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*

.....

*Others...*

.....

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

## 0. SYLLABUS

This course aims to:

a) deepen and consolidate the issues examined in the compulsory first-semester course Industrial Relations I); b) analyse more specific topics of interest to scholars in the field.

In particular, it will examine issues relating to trade unions, other forms of employee participation in the workplace, and collective bargaining and collective labour agreements (CLAs), as well as forms of trade union action and advocacy. These will be examined in relation to specific thematic areas and case studies.

1. How can the power of trade unions be measured?
  - 1.1 Trade union power resources
  - 1.2. Trade union density
2. Why do workers join unions?
  - 2.1 Factors influencing unionisation
  - 2.2 Factors influencing union commitment
3. The crisis of trade unions and strategies for trade union renewal.
  - 3.1. The causes of the trade union crisis
  - 3.2. Key strategies for trade union renewal at the international and European levels
  - 3.3. Trade unions and social movements
4. Trade unions and the organisation and representation of unorganised workers.
  - 4.1 Precarious workers.
  - 4.2 Self-employed workers.
  - 4.3. Young workers
5. Trade union action and emerging areas of activity.
  - 5.1. New technologies and digital transformation
    - 5.1.1. Trade unions and new technologies in the service of trade union action
    - 5.1.2. Work on digital platforms and trade union action
    - 5.1.3. Artificial intelligence and trade union action
  - 5.2. Climate crisis and green transition
6. Trade unions and corporate restructuring: the case of privatisation
7. Labour relations and trade union action at the European and international levels
  - 7.1. European and global works councils
  - 7.2. Multinational companies and codes of conduct
  - 7.3. International networks of trade union action for decent work

## 0. TEACHING and LEARNING METHODS - EVALUATION

<b>DELIVERY</b> <i>Face-to-face, Distance learning, etc.</i>	Distance learning
<b>USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY</b> <i>Use of ICT in teaching, laboratory education, communication with students</i>	Distance learning, Use of ICT (power point, video) in teaching/E-learn, Communication with students (e-mail, e-learn)
<b>TEACHING METHODS</b>	

<p><i>The manner and methods of teaching are described in detail.</i></p> <p><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></p> <p><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></p>		<table border="1"> <thead> <tr> <th><b>Activity</b></th><th><b>Semester workload</b></th></tr> </thead> <tbody> <tr> <td>Lectures</td><td>39h</td></tr> <tr> <td>Unguided/ Non-guided study &amp; analysis of literature</td><td>78h</td></tr> <tr> <td>Preparation of an essay /Writing of final/interim papers</td><td>33h</td></tr> <tr> <td></td><td></td></tr> <tr> <td></td><td></td></tr> <tr> <td></td><td></td></tr> <tr> <td></td><td></td></tr> <tr> <td></td><td></td></tr> <tr> <td><b>Course total</b></td><td><b>150h</b></td></tr> </tbody> </table>	<b>Activity</b>	<b>Semester workload</b>	Lectures	39h	Unguided/ Non-guided study & analysis of literature	78h	Preparation of an essay /Writing of final/interim papers	33h											<b>Course total</b>	<b>150h</b>
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<p><b>STUDENT PERFORMANCE EVALUATION</b></p> <p><i>Description of the evaluation procedure</i></p> <p><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></p> <p><i>Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i></p>																						

## 0. ATTACHED BIBLIOGRAPHY

### - Suggested bibliography:

- Atzeni, M. (2013). Workers and labour in a globalised capitalism: Contemporary themes and theoretical issues. Bloomsbury Publishing.
- Baccaro, L., & Howell, C. (2017). Trajectories of neoliberal transformation: European industrial relations since the 1970s. Cambridge University Press.
- Bean, R. (2021). Comparative industrial relations: An introduction to cross-national perspectives. Routledge.
- Doellgast, V., Lillie, N., & Pulignano, V. (Eds.). (2018). Reconstructing solidarity: Labour unions, precarious work, and the politics of institutional change in Europe. Oxford University Press.
- Drahokoupil, J., & Vandaele, K. (Eds.). (2021). A modern guide to labour and the platform economy. Edward Elgar Publishing.
- Fairbrother, P., & Yates, C. (Eds.). (2013). Trade unions in renewal: A comparative study.
- Fairbrother, P., Lévesque, C., & Hennebert, M. A. (Eds.). (2013). Transnational trade unionism: Building union power. Routledge.

- Gumbrell-McCormick, R., & Hyman, R. (2013). *Trade unions in Western Europe: hard times, hard choices*. Oxford University Press, USA.
- Harrod, J., & O'Brien, R. (Eds.). (2012). *Global unions?: theory and strategies of organized labour in the global political economy*. Routledge.
- Jansen, G. and Sluiter, R. (2019) "The matter of representation: precarious self-employment and interest organizations." In W. Conen and J. Schippers (eds.) *Self-employment as precarious work: A European Perspective*. Edward Elgar Publishing, pp. 216-237.
- Καρακιουλάφη, Χ. (2012). *Εργασιακές Σχέσεις : Θεωρητικές προσεγγίσεις και εμπειρικά ζητήματα*. Αθήνα : Παπαζήσης.
- Klandermans, B. (1984) "Mobilization and participation in trade union action: An expectancy-value approach." *Journal of Occupational Psychology*, 57(2): 107-120.
- Klandermans, B. (1986) "Psychology and trade union participation: Joining, acting, quitting." *Journal of Occupational Psychology*, 59(3): 189-204.
- Laroche, M., and Murray, G. (2024) "Case studies in union experimentation." In *Experimenting for union renewal: challenges, illustrations and lessons*. ETUI, pp. 39-54.
- Lévesque, C. and Murray, G. (2010) "Understanding union power: resources and capabilities for renewing union capacity." *Transfer: European review of labour and research*, 16(3): 333-350.
- Κουτρούκης, Θ. (2022). *Σύγχρονες εργασιακές σχέσεις*. Αθήνα, Κριτική.
- Κουζής, Γ. (2022). *Η μεγάλη εργασιακή απορρύθμιση. Τα 30+ χρόνια προς το ευέλικτο πρότυπο*. Αθήνα, Τόπος.
- Leat, M., Kouzής, Γ., Koutroúkης, Θ. (2009). *Εργασιακές σχέσεις*. Αθήνα : Κριτική.
- Meardi, G. (2018). *Trade union activists, east and west: comparisons in multinational companies*. Routledge.
- Pearson, R., Seyfang, G., & Jenkins, R. (2013). *Corporate responsibility and labour rights: Codes of conduct in the global economy*. Routledge.
- Pérez-de Guzmán, S. P., Iglesias-Onofrio, M. and Pais, I. (2023) *Introduction: what is at stake regarding the collective representation of contingent workers?* In S. Pérez de Guzmán, M. Iglesias-Onofrio and I. Pais *Contingent Workers' Voice in Southern Europe*. Edward Elgar Publishing, pp. 1-18.
- Platzer, H. W., & Keller, B. (2018). *Industrial Relations and European Integration: Trans and Supranational Developments and Prospects*. Routledge.
- Waddington, J., Müller, T. and Vandaele, K. (2023) "Conclusion: Trade Unions picking up the pieces from the neoliberal challenge." In J. Waddington, T. Müller, T. and K. Vandaele (eds.) *Trade unions in the European Union: Picking up the pieces of the neoliberal challenge*. Peter Lang, pp. 1093-1147.

- *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*
- *Labor: Studies in Working-Class History*

