

BACHELOR'S DEGREE IN LABOUR RELATIONS AND

Summary Guide on the Effects of Implementing the Bachelor's Degree in Labour Relations and Human Resources on the Diploma in Labour Relations (RR.LL.) and the Degree in Labour Sciences (CC.T.).

1. HOW WILL IT BE AND WHEN DOES IT START?

- **START DATE:** At the University of Córdoba, THE BACHELOR'S DEGREE IN LABOUR RELATIONS AND HUMAN RESOURCES began in the academic year 2010-2011.
- **CREDITS AND DURATION:** The program consists of 240 ECTS, distributed over 4 years with approximately 60 ECTS per year.
- **FOREIGN LANGUAGE REQUIREMENT:** To obtain the degree (applicable to all bachelor's programs at Andalusian universities, including UCO), students must demonstrate a B1 level or higher in a recognized foreign language (English, French, Italian, or German).

2. WHAT HAPPENS TO THE DIPLOMA IN LABOUR RELATIONS AND THE DEGREE IN LABOUR SCIENCES?

Current DIPLOMAS and LICENTIATE DEGREES will be replaced by the new BACHELOR'S DEGREES, either through an equivalent program or by consolidating several existing ones into a single degree. This is the case for the BACHELOR'S DEGREE IN LABOUR RELATIONS AND HUMAN RESOURCES, which will result in the discontinuation of the DIPLOMA IN LABOUR RELATIONS and the DEGREE IN LABOUR SCIENCES (hereinafter, DIPLOMA/LICENTIATE).

To minimize disruptions for current students, the implementation of the new BACHELOR'S DEGREE and the phasing out of existing programs will occur PROGRESSIVELY, according to the following schedule for IMPLEMENTATION and DISCONTINUATION:

IMPLEMENTATION/PHASING OUT CALENDAR			
IMPLEMENTATION	PHASING OUT CALENDAR	COURSES FROM OLD PROGRAMS BEING PHASED OUT	COURSES FROM OLD PROGRAMS BEING RETAINED
2010-2011	1º	1º RR.LL.	2º-3º RR.LL. y 1º y 2º CC.T.
2011-2012	1º y 2º	1º y 2º RR.LL.	3º RR.LL. y 1º y 2º CC.T.
2012-2013	1º, 2º y 3º	1º, 2º y 3º RR.LL.	1º y 2º CC.T.
2013-2014	1º, 2º, 3º y 4º	1º, 2º y 3º RR.LL. y 1º CC.T.	2º CC.T.
2014-2015		2º CC.T.	

This calendar has been designed to ensure that students enrolled in the DIPLOMA IN LABOUR RELATIONS can continue their university studies upon completing the third year. Since the BACHELOR'S DEGREE will not be fully implemented until the 2013-2014 academic year, and the courses required for its completion are offered in the later years, the option to enroll in the LICENTIATE DEGREE IN LABOUR SCIENCES will remain available until the 2012-2013 academic year..

For example: A student who enrolled in the DIPLOMA IN LABOUR RELATIONS during the 2009-2010 academic year and completes the program within the planned three years (finishing the third year in 2011-2012) could enroll in the LICENTIATE DEGREE IN LABOUR SCIENCES in the following academic year (2012-2013).

3. STUDENTS ENROLLED IN THE DIPLOMA/LICENTIATE DEGREE: IF THEY WANT TO PURSUE THE BACHELOR'S DEGREE, IS IT BETTER TO WAIT FOR THE FULL IMPLEMENTATION OR TO CONTINUE THEIR CURRENT PROGRAM?

Considering students currently enrolled in the Diploma/Licentiate programs, the implementation of the BACHELOR'S DEGREE has been designed to ensure that courses completed in the current programs can largely be adapted to those included in the future BACHELOR'S DEGREE.

Students wishing to transition to the new Bachelor's Degree from one of these programs (e.g., after completing the third year of the Diploma in Labour Relations) should also consider the implementation schedule. Most of the courses required to complete the Bachelor's Degree are offered in the third and, especially, the fourth years of the new program. As a result, students may initially be unable to enroll in these courses. For this reason, and to avoid an academic gap year, it would be advisable for current students to continue with their studies in the Diploma/Licentiate programs or, alternatively, enroll in the Licentiate Degree in Labour Sciences. By doing so, students can: Obtain a fully recognized university degree (Diploma/Licentiate). Begin completing courses that will be part of the Bachelor's Degree once it is fully implemented, thus minimizing the credits needed later if they decide to pursue the Bachelor's Degree.

As clarified below, the equivalency table outlines how completed courses and qualifications will correspond to those in the Bachelor's Degree. Additionally, or alternatively, students with at least a Diploma may consider pursuing a Postgraduate Degree (Master's) during this time to obtain a specialized qualification.

In any case, it is strongly recommended that students use this time to study a foreign language and achieve the minimum proficiency level required to obtain the Bachelor's Degree. This requirement is mandatory (see point 1).

For example: A student who completes the DIPLOMA IN LABOUR RELATIONS in the current academic year and wishes to pursue the BACHELOR'S DEGREE would need to wait several years to enroll in courses that do not have an equivalent in the Diploma program. These courses are typically offered in the later years of the Bachelor's program, and there is currently no option to take a bridging course.

Instead of waiting without continuing their studies, it is recommended that the student enrolls in the LICENTIATE DEGREE IN LABOUR SCIENCES. This allows them to:

1. **Complete the Licentiate Degree:** By doing so, they would obtain an additional university degree. If they later decide to pursue the Bachelor's Degree, they would only need to complete the Final Project to obtain the new degree.
2. **Take advantage of adaptable courses:** Even if the student does not complete the Licentiate Degree, they can still enroll in courses within the program that can later be adapted to the Bachelor's Degree. These courses would address the gaps left by courses in the Diploma program that do not have equivalents in the Bachelor's Degree. As a result, the number of credits required to complete the Bachelor's Degree would be minimized. *(Note: The equivalency table highlights in bold the courses from the LICENTIATE DEGREE IN LABOUR SCIENCES that correspond to the Bachelor's Degree and complement those earned in the Diploma in Labour Relations.)*

Another option to make productive use of this time would be to pursue a Master's Degree. However, it should be noted that these studies are not equivalent to Bachelor's Degree courses and do not count toward adaptation purposes.

4. WHAT HAPPENS IF I HAVE NOT PASSED ALL THE COURSES OF A DIPLOMA/LICENTIATE PROGRAM WHEN IT IS PHASED OUT?

Once a course of the DIPLOMA/LICENTIATE program is phased out, the student will retain the right to enroll in and take exams for the courses they have not passed from that year for the following two years.

For example: A student who, during the 2009-2010 academic year, enrolled in a First-Year course of the DIPLOMA IN LABOUR RELATIONS will, starting from the following academic year (2010-2011), no longer receive classes for that First-Year course (as the first year of the BACHELOR'S DEGREE will already have been implemented). However, the student will retain the right to enroll in and take exams for the First-Year courses of the DIPLOMA IN LABOUR RELATIONS that they did not pass, for a period of two academic years.

This will be under the same conditions as currently applied (number of attempts, exam calls, etc.). The same will apply progressively to all subsequent years, as they are replaced by the corresponding years of the BACHELOR'S DEGREE, following the implementation schedule.

5. WHAT IF I DO NOT PASS THE COURSES OF THE DIPLOMA OR LICENTIATE DEGREE WITHIN THE ALLOTTED TIME OR DECIDE TO TRANSFER TO THE BACHELOR'S DEGREE

If a student does not pass the phased-out courses of the DIPLOMA/LICENTIATE program (even within the two years following the discontinuation of the year in which they were offered), or if they simply wish to transfer to the BACHELOR'S DEGREE before completing the DIPLOMA/LICENTIATE program, they may request to transfer to the BACHELOR'S DEGREE and have their completed courses from the DIPLOMA/LICENTIATE recognized.

As a result, based on the courses they have successfully completed, the student will be granted recognition for a portion of the BACHELOR'S DEGREE. From that point onward, the student will be enrolled in the BACHELOR'S DEGREE program and must complete the remaining credits and courses.

To streamline these transitions between the current programs and the BACHELOR'S DEGREE, the following Equivalency Table has been approved.

EQUIVALENCY TABLE

DIPLOMA IN LABOUR RELATIONS - COMPLETED COURSES	BACHELOR'S DEGREE IN LABOUR RELATIONS AND HUMAN RESOURCES	LICENCIATURA EN CIENCIAS DEL TRABAJO - ASIGNATURAS SUPERADAS
ELEMENTS OF PRIVATE LAW + ELEMENTS OF PUBLIC LAW + ADMINISTRATIVE LAW	PRIVATE LAW COMPANY LAW PUBLIC LAW	ECONOMY AND BUSINESS + LAW/BUSINESS LAW (Formative Complements)
ACCOUNTING	INTRODUCTION TO FINANCIAL ACCOUNTING	
INTRODUCTION TO ECONOMICS	ECONOMICS FUNDAMENTALS	ECONOMY AND BUSINESS (Formative Complements)
BUSINESS ADMINISTRATION	INTEGRATED MANAGEMENT OF BUSINESS RESOURCES	
WORK ORGANIZATION AND METHODS	WORK ORGANIZATION	
CONTEMPORARY SOCIAL AND POLITICAL HISTORY	HISTORY OF LABOUR RELATIONS	POLITICAL-SOCIAL HISTORY (Formative Complements)
SOCIOLOGY AND SOCIAL RESEARCH	SOCIOLOGY AND SOCIAL RESEARCH TECHNIQUES	SOCIOLOGY (Formative Complements)
STATISTICAL TECHNIQUES IN SOCIAL RESEARCH	STATISTICS	STATISTICS APPLIED TO SOCIAL SCIENCES
WORK PSYCHOLOGY	WORK AND ORGANIZATIONAL PSYCHOLOGY	PSYCHOLOGY (Formative Complements)
LABOUR LAW I	LABOUR LAW (I & II)	EMPLOYMENT MANAGEMENT + LAW/BUSINESS LAW (Formative Complements)
SOCIAL SECURITY LAW I	SOCIAL SECURITY LAW (I & II)	
TRADE UNION LAW	TRADE UNION LAW	NORMATIVE FRAMEWORK OF NEGOTIATION AND CONFLICT
PERSONNEL MANAGEMENT AND ADMINISTRATION	HUMAN RESOURCES MANAGEMENT (I & II)	
ELECTIVES (21)	TRANSVERSAL SKILLS	ELECTIVES (14)

WORK SOCIOLOGY + BUSINESS SOCIOLOGY	WORK AND ORGANIZATIONAL SOCIOLOGY	SOCIOLOGY OF LABOUR RELATIONS
	LABOUR RELATIONS THEORY	SOCIOLOGY OF NEGOTIATION AND CONFLICT + SOCIAL STRUCTURE OF ADVANCED INDUSTRIAL SOCIETIES
LABOUR SANCTIONING LAW	LABOUR SANCTIONING LAW	
SOCIAL SECURITY LAW II	PRACTICAL MANAGEMENT OF SOCIAL SECURITY	
	STRATEGIC MANAGEMENT	STRATEGIC BUSINESS MANAGEMENT
	INSTITUTIONAL FRAMEWORK AND MANAGEMENT STRATEGIES FOR CONFLICT AND NEGOTIATION	NORMATIVE FRAMEWORK OF NEGOTIATION AND CONFLICT
	LABOUR ECONOMICS	LABOUR ECONOMICS
	SOCIO-LABOUR POLICIES (I & II)	SOCIO-LABOUR POLICIES
INDUSTRIAL RELATIONS + COMMUNITY SOCIAL LAW	LABOUR RELATIONS SYSTEMS	NORMATIVE MODELS OF LABOUR RELATIONS
ELECTIVES (14)	SPECIFIC ELECTIVES	ELECTIVES (22.5)
	FINAL DEGREE PROJECT	
SELF-EMPLOYMENT AND ASSOCIATED WORK	SELF-EMPLOYMENT AND SOCIAL ECONOMY	
PUBLIC SERVICE	PUBLIC SERVICE	
LABOUR PROCEDURAL LAW	LABOUR PROCEDURAL LAW	
	HUMAN RESOURCES AUDIT	HUMAN RESOURCES AUDIT
LEGAL FRAMEWORK OF SAFETY AND HYGIENE	NORMATIVE FRAMEWORK OF PREVENTION	
OCCUPATIONAL HEALTH AND SAFETY	OCCUPATIONAL HEALTH AND SAFETY	

6. WHAT HAPPENS WITH GRADUATES IN LABOUR RELATIONS OR SOCIAL O WANT TO OBTAIN THE BACHELOR'S DEGREE

For those holding a Diploma or Bachelor's Degree in Labour Relations or Social Sciences who wish to later obtain the Bachelor's Degree in Labour Relations and Human Resources, an adaptation table has been established, ensuring that they only need to complete the specific subjects and credits (ECTS) outlined below::

DEGREE	Diploma in Labour Relations	Bachelor's Degree in Social Sciences	Diploma in Labour Relations + Bachelor's in Social Sciences
Subjects to Complete in the Degree (ECTS)	Final Degree Project (6)	Final Degree Project (6)	Final Degree Project (6)
	Strategic Management (6)	Social Security I and II (12, 6+6)	
	Labour Economics (6)	Occupational Health and Safety (6)	
	Socio-Labour Policies I and II (12, 6+6)	Work Organization (6)	
	Human Resources Audit (6)	Human Resources Management I and II (12, 6+6)	
	Institutional Framework and Conflict Management and Negotiation Strategies (6)		
	Labour Sanctioning Law (6)		
		Self-Employment and Social Economy (6)	
		Labour Procedural Law (6)	
		Public Service (6)	
	Accounting (6)		
Total	42 ECTS	76 ECTS	6 ECTS

In summary, those who complete the Diploma/Bachelor's Degree and later intend to obtain the **Bachelor's Degree** must complete the following total number of ECTS (from the **Bachelor's Degree subjects** we have just indicated):

Original Degree	Total Credits to Complete for the Bachelor's Degree	Remarks
Diploma in Labour Relations	42 ECTS	

Bachelor's Degree in Social Sciences	76 ECTS	
Diploma in Labour Relations + Bachelor's in Social Sciences	6 ECTS	Final Degree Project

Note: In order to reduce the number of credits required for those holding a Diploma in Labour Relations, and while the Bachelor's Degree is fully implemented, we recommend considering the guidelines outlined in point 3 of this guide.

Additional information

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