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análisis de los problemas particulares planteados por la negociación colectiva en el subsector de empresas de gestión integral o multiservicios las relaciones laborales en este subsector presentan una serie de rasgos patológicos desigualdad salarial por la realización de un mismo trabajo utilización intensiva de la contratación temporal encubrimiento de cesiones ilegales de trabajadores etc

se analiza la aplicación de las normas laborales a la cesión de trabajadores dificultad que se manifiesta especialmente en el ámbito de los derechos colectivos examina las normas que definen las unidades apropiadas de constitución de los órganos de representación así como el ejercicio de los derechos vinculados a la representación información consulta vigilancia y conflicto colectivo en relación con los trabajadores cedidos así como el ámbito empresarial en el que han de ejercitarse tales derechos la empresa de trabajo temporal y la empresa usuaria

las estructuras profesionales son el reflejo de un determinado modelo técnico organizativo Éstas cambian muy lentamente y no presentan cortes ni rupturas radicales por eso sólo analizando el origen y evolución de los sistemas de clasificación profesional con especial atención a su etapa de consolidación y mayor desarrollo en las reglamentaciones de trabajo y ordenanzas laborales se puede entender la heterogénea realidad que presentan hoy en día las estructuras profesionales 12

analiza el impacto de las reestructuraciones empresariales en las relaciones laborales y entre otros en las condiciones de empleo los derechos de los trabajadores el mantenimiento de los derechos adquiridos los planes de empleo y en la participación de los trabajadores

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