

28548 - Employment Law

Syllabus Information

Academic Year: 2021/22

Subject: 28548 - Derecho del empleo

Faculty / School: 108 - Facultad de Ciencias Sociales y del Trabajo

Degree: 428 - Degree in Labour Relations and Human Resources

ECTS: 3.0

Year: 4 and 3 and 2

Semester: Second semester

Subject Type: Optional

Module:

1. General information

2. Learning goals

3. Assessment (1st and 2nd call)

4. Methodology, learning tasks, syllabus and resources

4.1. Methodological overview

The instructive didactic model with exposition of the concepts and theoretical knowledge and the use of the case method in practical activities focused on the activity and participation of the student. In principle, the teaching delivery methodology is planned to revolve around face-to-face classes. In case of non-attendance, the student body will require a computer, network connection, microphone and camera.

4.2. Learning tasks

Lecture classes: 20 hours

Master class to present the most significant contents of each module to facilitate their understanding and study

Practical classes: 10 hours

4.3. Syllabus

Lesson 1. Introduction to Employment Law.

The delimitation of Employment Law.- Employment Law and employment policy: types of employment policies.- Employment Law within the framework of Labor and Social Security Law.- The actors and recipients of Employment Law .

Lesson 2. Actors and areas of Employment Law (I).

Employment policy in the European Union: origin and evolution.- Employment policy in the Amsterdam Treaty and the European Employment Strategy.- European funds at the service of employment: in particular, the European Social Fund.- The State employment policy: regulatory framework.- National employment plans and the National Reform Program.- The Public State Employment Service.

Lesson 3. Actors and areas of Employment Law (II).

The distribution of competences in matters of employment between the State and the Autonomous Communities.- The employment policy of the Autonomous Communities.- The autonomous employment services: the Aragonese Employment Institute (INAEM). local: Employment and Local Development Agents.

Lesson 4. Intermediation or job placement.

Concept and regulatory framework of labor intermediation.- Community employment services: the EURES network.- Public employment services (referral).- Duly authorized employment agencies.- Services for workers abroad.- Employment plans. Integrated services for employment.- Temporary work agencies.- Other agencies for intermediation and selection of personnel.

Lesson 5. Vocational training for employment.

The right to vocational training: content and regulatory framework.- Regulated vocational training in the educational system.- Vocational training for employment: demand training, supply training and alternation training.- Workshop and House Schools of Trades.- Employment workshops.- Promotion and development units.- Insertion companies.

Lesson 6. Measures to promote employment and self-employment.

Economic measures to promote employment.- Temporary labor hiring as an instrument to promote employment.- Promotion of permanent hiring: in particular, the support contract for entrepreneurs.- Job distribution: part-time contract and reductions of day.- The relief contract and partial retirement.- Self-employment and promotion of self-employment.

Lesson 7. The promotion of employment for specific groups.

The promotion of employment of people with disabilities.- The promotion of youth employment (referral).- The promotion of female employment under conditions of equality.- Employment policies for the elderly.- Incentives for the hiring of people at risk of exclusion.

Lesson 8.- Passive employment policy.

The unemployment benefit benefit. Active insertion income. The new situation after COVID-19: Royal Decree-Law 20/2020, of May 29, which establishes the minimum vital income. The employment policy associated with the minimum vital income.

4.4. Course planning and calendar

They will be indicated at the beginning of the course

See academic calendar and programming by the Faculty