

Syllabus Information

Academic Year: 2021/22

Subject: 63182 - Derecho Laboral

Faculty / School: 102 - Facultad de Derecho

Degree: 574 - Master's in Administrative Management

ECTS: 6.0

Year: 1

Semester: Second semester

Subject Type: Compulsory

Module:

1. General information

2. Learning goals

3. Assessment (1st and 2nd call)

3.1. Assessment tasks (description of tasks, marking system and assessment criteria)

Se valorará la participación activa en clase, según sean correctas o no las respuestas del estudiante a las preguntas formuladas por el profesor (30%, es decir, 3 puntos sobre 10), y se realizará una evaluación de los conocimientos exigidos conforme a los contenidos del programa de la asignatura (70%, es decir, 7 puntos sobre 10), que consistirá en la resolución por escrito de cuatro casos prácticos sobre las materias que conforman los contenidos de la asignatura, agrupados en bloques temáticos. A tal efecto, el profesor valorará la aplicación de los conocimientos jurídicos adquiridos por el alumno a la resolución de cada caso práctico y, en especial, su capacidad de argumentación y de fundamentar unas conclusiones con coherencia. Los casos prácticos resueltos por escrito se entregarán al profesor para ser corregidos y valorados, cada uno, con una puntuación máxima de 1,75 puntos. Con la suma de las puntuaciones obtenidas se obtendrá la nota correspondiente.

Se prevé que cada tres semanas se entregue un caso práctico a resolver por escrito para ser corregido y valorado.

Tomando la calificación obtenida en la participación activa en clase, según sean correctas o no las respuestas del estudiante a las preguntas formuladas por el profesor (valor 30%, es decir, 3 puntos sobre 10), y la obtenida en la evaluación de conocimientos (valor 70%, es decir, 7 puntos sobre 10), el alumno obtendrá la calificación final. Para superar la asignatura se requerirá, en todo caso, que el alumno haya obtenido una calificación suficiente (aprobado tanto en la participación activa -1,5 puntos- y en la evaluación de los casos prácticos -3,5 puntos-) en las dos actividades que se evalúan.

Aquellos alumnos que no superen la evaluación anteriormente descrita deberán realizar una prueba global que consistirá en resolver, por escrito, un supuesto práctico sobre alguna o algunas de las materias que conforman los contenidos de la asignatura. A tal efecto, el profesor valorará la aplicación de los conocimientos jurídicos adquiridos por el alumno a la resolución del caso práctico y, en especial, su capacidad de argumentación y de fundamentar unas conclusiones con coherencia. Para superar esta prueba global se deberán obtener, al menos, 5 puntos sobre 10.

4. Methodology, learning tasks, syllabus and resources

4.1. Methodological overview

Being Employment and Labour Law a "living law" in a practical sense, the methodology followed in this course must combine onsite theory sessions, where the course syllabus is explained, with problem-solving sessions, where students will have to apply the knowledge they have learned to solve real cases. In this way, the student shall be able to put into practice the knowledge transmitted by the lecturer staff, which fully settles theoretical contents and promotes their connection with practice. In any case, the lecturer's role as a tutor or coach is essential, as he or she must guide student's learning process and problem solving.

4.2. Learning tasks

Onsite theory sessions.

The main contents of the course syllabus shall be explained by a lecture delivered by the teaching staff, but students must complete that information through personal study. Thus, before attending the lecture, the student, who knows which lesson is going to be presented, should read the book recommended by the lecturer; in addition, a preliminary analysis of legislative acts and, where relevant, case law connected with the theme is also required. All this autonomous work enables progress with the explanation of the syllabus and, which is more important, promotes student's participation in class discussions and solving minor problems. Lecturer staff may use new information technologies, to ensure a better transfer of knowledge, and shall be available to face to face tutorials with students to solve their queries.

Problem-solving sessions.

During these sessions, the teaching staff will try to settle syllabus contents, remarking practical dimension of the subject and using a solving problem methodology, where possible, based on case law. The lecturer shall provide the problems to the students well in advance to be solved individually or in groups, using scientific doctrine, case law and legislative acts. All this work will be done by the students before the session. According to the schedule, the students shall expose solutions in the classroom. The lecturer staff will guide the debate, making questions and promoting student's feedback, and finally he or she will explain the most appropriate solutions, where possible, making case law known.

Complementary activities.

If lecturer staff deems it appropriate may demand presentations about the course syllabus from the students, which will be exposed during theory sessions, or may call for papers about some specific topics, to go deeper into some specific issues. Therefore, workshops on topical subjects within the framework of Employment and Labour Law can be scheduled.

4.3. Syllabus

Thematic Block I. Labour and commercial intermediation

LESSON 1

Access to work: Employment Public Services, placement agencies and temporary employment agencies

LESSON 2

Outsoarcing and Transfer of undertaking

LESSON 12

Self-employment

Thematic Block II. Employment Law

LESSON 3

Probation period and contract modalities

LESSON 4

Working time and Wage

LESSON 5

Change in working conditions and suspension of contracts

LESSON 6

Management of contract termination

Thematic Block III. Management of Social Security

LESSON 8

Social Security framework: affiliation, termination of affiliation, and data changes

LESSON 9

Collection of social Security contributions

LESSON 10

Management of Temporary Disablement

LESSON 11

Other Social Security benefits

Thematic Block IV. Supervision of Labour Relations

LESSON 7

Employment Administration and Labour Inspection

LESSON 13

Social procedure: preliminaries and precautionary measures; in particular, pretrial conciliation

LESSON 14

Modalities of procedural rules

4.4. Course planning and calendar

Course planning and calendar

Before the beginning of the second term of the year, the lecturer staff shall publish the schedule of onsite sessions, according to the academic calendar. Therefore, other complementary academic activities shall be announced well in advance.