

63182 - Labor Law

Syllabus Information

Academic year: 2024/25

Subject: 63182 - Labor Law

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

This subject provides the necessary knowledge to understand, interpret and apply the legal regime of labour relations, both individual and collective, as well as that of social security. Upon completion of this subject, students will be able to develop activities and assume responsibilities in scenarios such as legal advice to companies and workers, human resources management, resolution of labour problems and conflicts or administrative activity related to matters of the social branch of law.

2. Learning results

The student, in order to pass this subject, must demonstrate the following learning results:

1. Ability to professionally manage all administrative actions related to labour contracting.
2. Ability to professionally manage all administrative actions related to self-employed workers.
3. Ability to professionally manage all the administrative actions of a company before the labour administrations and the Labour and Social Security Inspection.
4. Ability to professionally manage the administrative procedures of unemployment and social services, as well as to participate in the labour process with the aim of reconciling claims.
5. Ability to professionally manage administrative procedures regarding work authorizations for foreign workers (EU or non-EU).
6. Ability to professionally manage administrative procedures before the Wage Guarantee Fund.
7. Ability to professionally manage the acts of registration, contribution and collection before the Social Security Administration.

3. Syllabus

I. Employment and labour

1. Access to employment: public employment services, placement agencies and temporary employment agencies
2. Self-employment
3. Management of contracts and transfer of companies

II. Individual labour law

4. Probationary period and contractual modalities
5. Workday and salary
6. Management of the modification and suspension of the employment contract.
7. Contract termination management

III. Social Security Management

8. Framing acts
9. Collection management
10. TD and PD management
11. Other benefits

IV. Control of labour relations

12. Labour administration and the LSSI
13. The ordinary labour process and the procedural modalities.

4. Academic activities

Theoretical classes. The fundamental contents of the syllabus will be explained by the teacher in the form of an oral lecture.

Practical classes. Theoretical contents will be reinforced, emphasizing the practical dimension of the subject, through the solving of practical cases. Practical cases will be provided in advance to be solved individually or in groups, using doctrine and jurisprudence.

Other complementary activities. Students may be asked to prepare papers on the topics of the syllabus, to present them in the theoretical classes, or to prepare works on some of the contents of the syllabus to go deeper into some topics.

5. Assessment system

Active participation in class will be assessed according to the correctness of the student's answers to the teacher's questions (30%, 3 points out of 10) and the knowledge required according to the contents of the subject's syllabus (70%, 7 points out of 10). It will consist of the written solution of four practical cases on the topics that make up the subject's contents). The application of legal knowledge to the solving of each practical case and, in particular, the ability to argue and support conclusions with coherence will be assessed.

In order to pass the subject, it will be required, in any case, to obtain a minimum grade (passed in the active participation - 1.5 points - and in the assessment of the practical cases - 3.5 points -) in the two activities that are evaluated.

Those students who do not pass the evaluation described above will take a global test that will consist of solving a practical case on any of the topics that make up the contents of the subject. The application of legal knowledge to the solving of each practical case and, in particular, the ability to argue and support conclusions with coherence will be assessed. In order to pass this global test, the student must obtain at least 5 points out of 10.

6. Sustainable Development Goals

- 5 - Gender Equality
- 8 - Decent Work and Economic Growth
- 10 - Reduction of Inequalities