

## 30511 - Individual and Collective Work Law

### Información del Plan Docente

Academic Year	2017/18
Faculty / School	102 - Facultad de Derecho
Degree	432 - Joint Law - Business Administration and Management Programme
ECTS	9.0
Year	3
Semester	First semester
Subject Type	Compulsory
Module	---

### **1.General information**

#### **1.1.Introduction**

#### **1.2.Recommendations to take this course**

#### **1.3.Context and importance of this course in the degree**

#### **1.4.Activities and key dates**

### **2.Learning goals**

#### **2.1.Learning goals**

#### **2.2.Importance of learning goals**

### **3.Aims of the course and competences**

#### **3.1.Aims of the course**

#### **3.2.Competences**

### **4.Assessment (1st and 2nd call)**

#### **4.1.Assessment tasks (description of tasks, marking system and assessment criteria)**

### **5.Methodology, learning tasks, syllabus and resources**

#### **5.1.Methodological overview**

The learning process designed for this subject is based on the following aspects:

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

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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.

### 5.2.Learning tasks

The schedule of the subject includes the following activities:

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.

### 5.3.Syllabus

**UNIT 1.** Labour Law concept

**UNIT 2.** Labour Law sources system

**UNIT 3.** Contract of employment: concept, elements and individuals

**UNIT 4.** Identification of the employer

**UNIT 5.** Elements and requisites of the contract of employment

**UNIT 6.** Contract of employment forms

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**UNIT 7.** Worker's duties and obligations

**UNIT 8.** Time of work

**UNIT 9.** Wages

**UNIT 10.** Another workers' rights

**UNIT 11.** Modification and suspension of the contract of employment

**UNIT 12.** Extinction of the contract of employment (I)

**UNIT 13.** Extinction of the contract of employment (II)

**UNIT 14.** Special labour relations

**UNIT 15.** Freedom of association

**UNIT 16.** Workers' representation in the enterprise

**UNIT 17.** Collective bargaining

**UNIT 18.** Right of strike

**UNIT 19.** Collective disputes

**UNIT 20.** Labour Administration

**UNIT 21.** Labour jurisdiction

**UNIT 22.** Ordinary labour process

**UNIT 23.** Labour procedural forms

**UNIT 24.** Appeals and execution

### **5.4.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. More information about this subject by clicking the following links:

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- Academic calendar (lecture period, vacations, days off and examination period): <http://derecho.unizar.es/calendario.html>
- Timetable and classrooms <http://derecho.unizar.es/horarios.html>
- Official test dates for this subject: [http://derecho.unizar.es/v\\_calidad/fechas\\_examen.html](http://derecho.unizar.es/v_calidad/fechas_examen.html)

### 5.5. Bibliography and recommended resources