

## 29013 - Labour Relations and Social Protection

### Información del Plan Docente

<b>Academic Year</b>	2018/19
<b>Subject</b>	29013 - Labour Relations and Social Protection
<b>Faculty / School</b>	228 - Facultad de Empresa y Gestión Pública
<b>Degree</b>	429 - Degree in Public Management and Administration
<b>ECTS</b>	12.0
<b>Year</b>	3
<b>Semester</b>	Annual
<b>Subject Type</b>	Compulsory
<b>Module</b>	---

### **1.General information**

#### **1.1.Aims of the course**

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

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

### **2.Learning goals**

#### **2.1.Competences**

#### **2.2.Learning goals**

#### **2.3.Importance of learning goals**

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

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

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

#### **4.1.Methodological overview**

The learning process that has been designed for this discipline is based on the following. The professor will use different methodologies depending on the characteristics of every didactic unit.

1.Theoretical classes. Individual study and work. The professor will explain the basic notions of the program. Students will supplement this with readings that will be recommended in the bibliography.

2. Resolution of practical cases. Individual study and work. Students must solve proposed problems with help of 29013 - Labour Relations and Social Protection legislation, jurisprudence and social doctrine.

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3. Elaboration and presentation of directed essay. Individual study and work. Students will prepare these works after attending tutorship meetings.

### 4.2. Learning tasks

The student will be helped to achieve these aims by the following activities...

1. Theoretical classes. The theoretical classes will consist of magisterial lessons. Besides transmitting the main notions of the discipline in a clear, systematic, synthetic and pleasant form, professor will try to encourage the students participation in the classes and individual study.

2. Practical cases. The professor will provide practical exercises to the students who will solve them following the instructions published in this guide and in the terms of reference of each exercise. Most of the time, students will have to work individually and write an essay that will be delivered to the professor in time. Exercises can also be solved in the classes.

3. Elaboration and presentation of directed essay. Professor will propose several topics related to the discipline and student will write an essay and make an oral presentation of it, after following the instructions published in this guide and the professor's recommendations and directions.

### 4.3. Syllabus

#### FIRST PART: PUBLIC SERVICE FORMAL LABOUR RELATIONSHIP

**ISSUE ONE: INTRODUCTION:** Labour Law: concept and functions. Labour contract.

**ISSUE TWO: EMPLOYMENT AT THE PUBLIC SERVICE. CONTRACT BASIS:** Introductory remarks about the Public employees. Contract basis at Spanish public sector.

**ISSUE THREE: Employment contract in the Public Service (I):** Contractual staff in the Public Service. Public Administration as a labour employer. Legal regime of labour contract in the Public Service. Access to public employment.

**ISSUE FOUR: Employment contract in the Public Service (II):** Determination of contractual conditions and job

classification system. Rights and duties of contractual staff: peculiarities. Career development. Working time. Employee benefits.

**ISSUE FIVE: Employment contract in the Public Service (III):** Contractual arrangements. Temporary contract.

**ISSUE SIX: Employment contract in the Public Service (IV):** Amendments and vicissitudes of labour contracts. Disciplinary regime: peculiarities

**ISSUE SEVEN: Employment contract in the Public Service (V):** Labour contracts termination regime

**ISSUE EIGHT: Employment contract in the Public Service (VI):** Special rules for some employees.

#### SECOND PART: PUBLIC EMPLOYEES SOCIAL PROTECTION

**ISSUE NINE: Social Protection of public employees (I).** Social Security General Regime and public employees: Subjects included. Social Security status. Funding resources. Protective action.

**ISSUE TEN: Social Protection of public employees (II).** Social Security General Regime and public employees: protective action and benefits.

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**ISSUE ELEVEN: Social Protection of public employees (III).** Social Security special regimes: State civil servants. Armed Forces. Administration of Justice.

**ISSUE TWELVE: Social Protection of public employees (IV).** State pensioners legal regime. Complementary social protection.

### THIRD PART: OCCUPATIONAL RISK PREVENTION IN THE PUBLIC SERVICE

**ISSUE THIRTEEN: Public employees occupational risk prevention (I):** Health and work. Occupational risk and prevention. Public Service risk prevention legal obligations.

**ISSUE FOURTEEN: Public employees occupational risk prevention (II):** Organizational systems of preventive activities. Public employees participation and representation in occupational risk prevention. Responsibilities

**ISSUE FIFTEEN: Public employees occupational risk prevention (III):** Public employees legal obligations and responsibilities. Occupational risk prevention particularities

## 4.4. Course planning and calendar

### Calendar of meetings attend them and presentation of works

During the first fourth-month period will be studied the first part of the program (Public Service formal labour relationship) and will fit to the second fourth-month to approach the second and third part of it (Public employees social protection and Occupational risk prevention in the Public Service). Along the year the professor will establish the deadline of students works.

<b>Formative and evaluation activities</b>	<b>distribution</b>	<b>credits</b>
<b>Activities at the classroom</b>	<b>120 hours</b>	<b>4,8</b>
Theoretical classes	2 hours a week	2,4
Practical classes	2 hours a week	2,4
<b>actividades no presenciales</b>	<b>180 hours</b>	<b>7,2</b>
Individual work (exam preparation, practical cases and essay preparation)	174 hours	6,96
Exams	6 hours	0,24

#### **4.5. Bibliography and recommended resources**