

29013 - Labour Relations and Social Protection

Syllabus Information

Academic Year: 2019/20

Subject: 29013 - Labour Relations and Social Protection

Faculty / School: 228 - Facultad de Empresa y Gestión Pública

Degree: 429 - Degree in Public Management and Administration

ECTS: 12.0

Year: 3

Semester: Annual

Subject Type: Compulsory

Module: ---

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 methodology followed in this course is oriented towards the achievement of the learning objectives. A wide range of teaching and learning tasks are implemented, such as: theory sessions, practice sessions, case studies and essay writing.

4.2.Learning tasks

This course is organized as follows:

- **Theory sessions** (2.4 ECTS: 60 hours). Besides transmitting the main notions of the discipline in a clear, systematic, synthetic and pleasant way, the professor will try to encourage the students participation in the class and individual study. Students will complement this with the readings recommended in the bibliography.
- **Practice sessions** (2.4 ECTS: 60 hours). The professor will provide practical exercises to the students who will solve them following the instructions of each exercise. Most of the time, students will have to work individually and write an essay that will be submitted in time to the professor. Exercises can also be solved in the class.
- **Assignments**. It consists on the elaboration and presentation of a supervised essay. The professor will propose several topics related to the discipline and students will write an essay and make an oral presentation about it, following the professor's recommendations and directions after attending tutorial sessions.
- **Exams** (0.24 ECTS: 6 hours).

- **Autonomous work and study** (6.96 ECTS: 174 hours).

4.3.Syllabus

The course will address the following topics:

FIRST SECTION. PUBLIC SERVICE FORMAL LABOUR RELATIONSHIP

- **Topic 1. Introduction:** Labour Law: concept and functions. Labour contract.
- **Topic 2. Employment at the Public Service. Contract Basis:** Introductory remarks about the Public employees. Contract basis at Spanish public sector.
- **Topic 3. 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.
- **Topic 4. 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.
- **Topic 5. Employment contract in the Public Service (III):** Contractual arrangements. Temporary contract.
- **Topic 6. Employment contract in the Public Service (IV):** Amendments and vicissitudes of labour contracts. Disciplinary regime: peculiarities
- **Topic 7. Employment contract in the Public Service (V):** Labour contracts termination regime
- **Topic 8. Employment contract in the Public Service (VI):** Special rules for some employees.

SECOND SECTION. PUBLIC EMPLOYEES SOCIAL PROTECTION

- **Topic 9. Social Protection of public employees (I).** Social Security General Regime and public employees: Subjects included. Social Security status. Funding resources. Protective action.
- **Topic 10. Social Protection of public employees (II).** Social Security General Regime and public employees: protective action and benefits.
- **Topic 11. Social Protection of public employees (III).** Social Security special regimes: State civil servants. Armed Forces. Administration of Justice.
- **Topic 12. Social Protection of public employees (IV).** State pensioners legal regime. Complementary social protection.

THIRD SECTION. OCCUPATIONAL RISK PREVENTION IN THE PUBLIC SERVICE

- **Topic 13. Public employees occupational risk prevention (I):** Health and work. Occupational risk and prevention. Preventive Obligations of Public Administrations.
- **Topic 14. Public employees occupational risk prevention (II):** Organizational systems of preventive activities. Public employees participation and representation in occupational risk prevention. Responsibilities.
- **Topic 15. Public employees occupational risk prevention (III):** Public employees legal obligations and responsibilities. Occupational risk prevention particularities.

4.4.Course planning and calendar

During the first semester the first section of the syllabus (Public Service formal labour relationship) will be studied and the second and third sections (Public employees social protection and Occupational risk prevention in the Public Service) will be taught in the second semester.

Further information concerning the timetable, classroom, office hours, assessment dates and other details regarding this course will be provided on the first day of class or please refer to the Facultad de Empresa y Gestión Pública website and Moodle.

4.5.Bibliography and recommended resources