

28510 - Employment Law II

Syllabus Information

Academic Year: 2022/23

Subject: 28510 - Employment Law II

Faculty / School: 108 - Facultad de Ciencias Sociales y del Trabajo

Degree: 428 - Degree in Labour Relations and Human Resources

ECTS: 9.0

Year: 2

Semester: Annual

Subject Type: Compulsory

Module:

1. General information

2. Learning goals

3. Assessment (1st and 2nd call)

4. Methodology, learning tasks, syllabus and resources

4.1. Methodological overview

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

The instructive didactic model with exposition of the concepts and theoretical knowledge and the use of bibliography on the programmed contents.

The use of the case method in the practical activities focused on the activity and participation of the student, as well as the search and analysis of the most relevant jurisprudence on the issues of the case.

The constructivist approach oriented to the student's learning process, which is supported by the different resources contained in the e-learning platform of the Digital Teaching Ring of the University of Zaragoza made available to ensure their autonomous work.

The approach, methodology and evaluation of this guide is prepared to be the same in any teaching scenario. They will be adjusted to the socio-sanitary conditions of each moment, as well as to the indications given by the competent authorities.

4.2. Learning tasks

The program offered to the student to help him/her achieve the expected results includes the following activities.

Lectures: 30 hours

Master class of presentation of the most significant contents of each didactic unit to facilitate its understanding and study, as well as punctual interventions of the students.

Practical classes: 60 hours

Resolution of practical cases through the search, reading and analysis of legal norms Search, analysis and drafting of legal documents related to the contents of the program. Detailed analysis of the most relevant jurisprudence on the basic aspects of the syllabus.

Autonomous work of the student: 130 hours

Performance of the different activities (especially focused on the activities of the practical classes) based on different text readings, monographs, doctrinal articles and reference books; search and analysis of legislation and jurisprudence, preparation of reviews, reviews, comments, reports and opinions; resolution of questionnaires and other activities that may be proposed.

Study for the preparation of the global evaluation test.

Exams: 5 hours

4.3. Syllabus

DIDACTIC UNIT I: RIGHTS AND DUTIES OF THE EMPLOYER AND THE EMPLOYEE.

Lesson 1: Rights and duties of the worker in the employment relationship. Digital rights of the workers. Teleworking.

Lesson 2: Employer's powers. Scope and limits.

DIDACTIC UNIT II. THE TEMPORARY DETERMINATION OF THE WORKER'S PERFORMANCE. THE DETERMINATION OF THE EMPLOYER'S REMUNERATION.

Lesson 3: Working time.

Lesson 4: The salary benefit. Wage guarantees.

DIDACTIC UNIT III. INTERNAL FLEXIBILITY

Lesson 5: Functional mobility. Geographic mobility.

Lesson 6: Substantial modification of working conditions.

Lesson 7: Interruption and suspension of employment contracts.

DIDACTIC UNIT IV. TERMINATION OF THE EMPLOYMENT CONTRACT

Lesson 8: Termination of the contract by will of the employee.

Lesson 9: Termination by initiative of the employer.

DIDACTIC UNIT V. LABOR ADMINISTRATION AND ADMINISTRATIVE PROTECTION OF LABOR AND SOCIAL SECURITY REGULATIONS.

Lesson 10: The intervention and action of the Labor Administration in the individual employment relationship.

4.4. Course planning and calendar

The schedules of the theoretical and practical sessions of the course and the exams of the 1st and 2nd call can be consulted in the web page of the Faculty.