

Academic Year/course: 2022/23

28537 - Labour Contracting Practice

Syllabus Information

Academic Year: 2022/23

Subject: 28537 - Labour Contracting Practice

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

Degree: 428 - Degree in Labour Relations and Human Resources

ECTS: 3.0

Year:

Semester: Second semester

Subject Type: Optional

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 that has been designed for this course is based on the following:

1. The instructive didactic model with exposition of the concepts and theoretical knowledge and the use of bibliography on the programmed contents.
2. The use of the case method focused on the student's activity and participation.

4.2. Learning tasks

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

Lectures: 20 hours

Practical classes: 10 hours

Student work: 45 hours

Reading of textbooks, doctrinal articles and reference books.

Drafting employment contracts.

Choosing the appropriate type of employment contract.

Resolution of practical cases.

4.3. Syllabus

LESSON 1: CONCEPT, REQUIREMENTS AND EFFECTS OF THE EMPLOYMENT CONTRACT.

I. Capacity of the employee and capacity of the Employer. II. Licitud of the object. III. Non vitiated consent. IV. Autonomy of the will in the employment contract; Irrenunciability of rights. V. Probationary period. VI. Other covenants in the employment contract: Full dedication covenant; non-competition covenant and permanence covenant. VII. Form and documentation of the employment contract. VIII. Simulation and nullity in the employment contract.

LESSON 2: INDEFINITE HIRING.

I. Ordinary employment contract for an indefinite period of time. II. Presumptions in favor of indefinite hiring. III. Acquisition of fixed-term employment by legal mandate.

LECTION 3: TEMPORARY EMPLOYMENT CONTRACTS.

I. Contract for a specific work or service II. Temporary contract due to circumstances of production III. Interim contract IV. Rules common to fixed-term contracts

LECTION 4: OTHER TYPES OF EMPLOYMENT CONTRACTS.

I. Training contracts: Internship contracts and contracts for training and apprenticeship. II. Part-time and relief contracts: The ordinary part-time contract. Partial retirement and relief contracts. Contracts for discontinuous permanent jobs. III. Other types of employment contracts: Remote work, group contracts, joint work and associated auxiliary work.

LECTION 5: INCENTIVES AND STIMULI FOR EMPLOYMENT CONTRACTS.

I. Bonuses, reductions and incentives for permanent employment contracts. II. Bonuses, reductions and incentives for temporary employment and training.

4.4. Course planning and calendar

They are communicated through the appropriate means at the beginning of the course period. The dates of the final exams can be consulted on the Faculty's web page.