

28509 - Employment Law I

Syllabus Information

Academic year: 2023/24

Subject: 28509 - Employment Law I

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

Degree: 428 - Degree in Labour Relations and Human Resources

ECTS: 6.0

Year: 1

Semester: Second semester

Subject type: Compulsory

Module:

1. General information

Within the goals of the Regulatory Framework of Labour Relations and Social Security Module, the subject provides students with the theoretical, conceptual and applicative framework of the employment contract and enables them to manage the employment contract, determining the contractual modality appropriate to the needs of the company and respecting the rights established in the Collective Agreements applicable to the employment contract, as well as determining the conditions embodied in the employment contract.

These approaches and goals are aligned with the Sustainable Development Goals (SDGs) of the United Nations Agenda 2030 and among them in particular the goals of promoting inclusive and sustainable economic growth, employment and decent work for all.

2. Learning results

As a result of the learning result, students should be able to search and understand the regulations governing the employment contract and its content and apply them to solve different problems. Therefore, learning to search, understand, organize and plan the different documentation related to the contents of the subject and to write contracts of indefinite duration, temporary and training contracts is the final result of their learning.

Explain and argue the foundations of the legal-labor relationship and know how to distinguish it from other legal relationships; know and understand the legal regulation of the different types of employment contracts and other working conditions.

Once you have found the collective bargaining agreement applicable to the employment contract, the labor standard in the formal sources of application of labor law must be able to apply and rule giving an answer to the interpretative questions that arise in the framework of labor relations.

3. Syllabus

DIDACTIC UNIT I

Factual assumption, concept and characteristics of Labor Law.

Lesson 1. Factual assumption, concept and characteristics of Labor Law.

DIDACTIC UNIT II

The system of sources of Labor Law.

Lesson 2. State sources of labor law.

Lesson 3. International and supranational standards.

Lesson 4. The collective bargaining agreement and other sources.

DIDACTIC UNIT III

The plurality of sources and the application of labor law.

Lesson 5. The unity of labor law

DIDACTIC UNIT IV

Concept, subjects and object.

Lesson 6. Concept and subjects of the employment contract.

Lesson 7. Employer identification and employment relationship.

Lesson 8.- The object of the employment contract.

DIDACTIC UNIT V

Presuppositions, modalities and effectiveness of the employment contract.

Lesson 9.- Capacity to contract.

Lesson 10.- Constitutive elements and effects.

Lesson 11.- Types of employment contracts.

4. Academic activities

Lectures: 30 hours

Master class presentation of the most significant contents of each module to facilitate its understanding and study.

Practical classes: 30 hours

30 hours of classroom practice:

Research, analysis and drafting of legal documents related to the program contents

Resolution of case studies

Preparation of reports legal

Prepare pre-contracts and employment contracts.

Training hours T6: A labor contracting case will be followed where students prepare documentation and follow the necessary procedure to arrange the delivery of the necessary contracts for the company.

Student work: 90 hours

Study of the program content of the subject

Search and analysis of legislation and jurisprudence

Resolution of questionnaires and problems

Resolution of case studies

Conducting examinations.

5. Assessment system

The student must demonstrate that they have achieved the expected learning results by means of the following assessment activities.

The completion of a written theoretical examination in which the acquisition of sufficient knowledge of the theoretical and regulatory framework of the legal employment relationship and employment contracts must be accredited. The exam will consist of answering 4 long questions and five short questions on the content of the subject, and it will assess the conceptual clarity and the relationship between the different elements and contents that make up the subject of the program. This exam will have the character of a global test and its value will be 70% of the final grade . In order to pass the subject the student must have obtained, at least, a pass (35% of the final grade) in this exam.

The performance of a practical examination in the overall test for the purpose of assessing the ability to search for, select and manage labour regulations and documentation and to apply it in the solution of specific problems within the framework of the employment contract, as well as the correct preparation and presentation of the results. This practical exam represents 30% of the final grade and, in order to pass the subject, the student must pass it, together with the documentation prepared to fulfil the assignment of the writings and contracts necessary to pass the teaching hours of the T6 type (minimum of 15% of the final grade).