

28510 - Employment Law II

Syllabus Information

Academic year: 2023/24

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

The subject Labour Law II provides students with the theoretical, conceptual and applicative framework of the content and legal regime of the employment contract throughout its duration in order to acquire the competences that allow them to integrate, within the scope of their professional activity, the legal knowledge that requires or conditions the decisions and/or management of the individual employment relationship.

These goals are aligned with several Sustainable Development Goals (SDGs) of the Sustainable Development Agenda (SDGs) 2030 of the United Nations (<https://www.un.org/sustainabledevelopment/es/>)

Specifically: Goal 1: Gender Equality. Goal 2: Decent work and economic growth . Goal 3: Reduction of Inequalities Goal 4: Peace, Justice and Strong Institutions

2. Learning results

Upon passing the course, the student will be able to:

1. Search and use the legal-labor rules and solve the problems and conflicts associated with the content, modification and termination of the employment contract (C01, C02, C07, C25, C34 and C50)
2. Draft and correctly present legal opinions or reports in accordance with the contents, formal criteria and style specific to the field of labour law (C02, C04, C07 C25, C34, C36 and C37)
3. Perform critical analysis of the decisions made by the agents involved in labor relations (C01 and C54).
4. -Advise on matters of individual law and labor administrative procedures (C35 and C41).

3. Syllabus

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

Lesson 1: Rights and duties of the employee in the labor relationship. Digital rights of the workers. Teleworking.

Lesson 2: Entrepreneurial powers. Scope and limits.

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

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 the employment contract.

DIDACTIC UNIT IV. TERMINATION OF THE EMPLOYMENT CONTRACT

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

Lesson 9: Termination at the 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. Academic activities

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

- Expository classes: 30 hours. Master class presentation of the most significant contents of each didactic unit to facilitate its understanding and study.
- Practical classes: 60 hours. Resolution of practical cases through research, reading and analysis of legal norms. Search, analysis and writing of documents related to the contents of the program. Detailed analysis of the most relevant jurisprudence on the basic aspects of the subject matter.
- Autonomous work of the student: 130 hours.

5. Assessment system

The subject will be assessed by means of a partial exam of theory and practice and a final exam of theory and practice. In the final exam, students who have passed the first mid-term will be examined on the theory taught in the second term and their theory grade will be measured against the grade obtained in the mid-term. Those who do not take the partial exam or have not passed it with, at least, a grade of 5 out of 10, will be examined, on the other hand, of all the theory taught in both semesters.

The theoretical exams will consist of 14 multiple-choice questions and one development question from the program. The test will account for 70% of the grade to be obtained in theory (to be computed 0.5 per correct answer), while the development question will be equivalent to 30% of the theory grade. Errors on the test will be penalized with 0.25 per wrong answer.

The practical test of the final exam will consist of the resolution of a practical case with the help of legislation and will cover the entire syllabus. The following are exempted from this requirement

passed the practical credits of the subject by means of continuous assessment (consisting of attendance at least 80% of the classes and the assessment of participation and the completion of cases).

The grade obtained in this practical test will represent 30% of the final grade, to be integrated with the 70% assigned on this final grade to the assessment of the theory resulting from the tests and the development questions.