

28519 - Collective Labour Law

Syllabus Information

Academic year: 2023/24

Subject: 28519 - Collective Labour Law

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

Degree: 428 - Degree in Labour Relations and Human Resources

ECTS: 6.0

Year: 3

Semester: First semester

Subject type: Compulsory

Module:

1. General information

Within the goals of the Regulatory Framework of Labor Relations and Social Security Module, the subject provides a theoretical, conceptual, and applicative framework that will enable students to advise on collective bargaining, representation of workers in the company, and collective labor conflicts

These approaches and goals are aligned with the following Sustainable Development Goals (SDGs) of the United Nations Agenda 2030 (<https://www.un.org/sustainabledevelopment/es/>), specifically the acquisition of the learning results of the subject will contribute to the achievement of the goals: Gender Equality. Decent Work and Economic Growth

Industry, innovation and infrastructure. Reduction of Inequalities Peace, Justice and Strong Institutions Alliances to Achieve Goals.

2. Learning results

* Is able to understand the regulatory framework of labour relations and in particular collective bargaining, the representation of workers in the company and the instruments of a collective nature to challenge decisions in the framework of the employment contract and collective bargaining.

* Knows how to correctly handle the legal techniques and the appropriate methodology for their interpretation, application and resolution of problems in Collective Labour Law and is able to adapt to new situations arising from changes in the regulations.

* Demonstrates a detailed understanding of the content and meaning of the rights and duties of employers and workers and knowledge of their legal regulation.

* Is able to give advice on matters relating to Collective Labour Law, ranging from collective bargaining on working conditions, processes for the election of representatives in the company and measures for resolution of collective disputes.

3. Syllabus

UNIT 1. TRADE UNIONS IN SPAIN.

UNIT 2. THE ORGANIZATION OF WORKERS IN THE COMPANY.

UNIT 3. COLLECTIVE BARGAINING AGREEMENTS IN SPANISH LAW.

UNIT 4. COLLECTIVE LABOR DISPUTES.

UNIT 5. THE RIGHT TO STRIKE.

UNIT 6. THE LOCKOUT.

4. Academic activities

Lectures: presentation of the most significant contents of each subject to facilitate understanding and study: 30 hours

Problems and cases: problem solving sessions and practical cases presented by the teacher: 30 hours

Student work: reading, research and analysis of legislation and jurisprudence, problem solving and case studies, handling of legislation, jurisprudence, collective bargaining agreements and other social agreements, study and exams: 90 hours.

5. Assessment system

They will consist of:

I. Summative evaluation system: which is composed of the sum of tests 1 and 2:

1 During the programmed semester, practical knowledge will be evaluated through the resolution and handwritten presentation by the student of problems and practical cases. The total of these practical activities represents 30 percent of the final grade. To pass this part, the student will have to obtain at least 15 percent of the final grade calculated out of 10 and it will be

maintained during the two exams.

2 Final written test, which will consist of a theoretical-practical exam, to be held at the end of the semester. This test will have a weight on the final grade of 70 percent. To pass the subject, the student must obtain at least 40 percent of the final grade () out of 10.

Students who do not obtain in this final written test a minimum grade of 4 out of 10 points will not pass the subject. Only on the basis of this score will the evaluation of the activities developed during the term be weighted.

II. Simple system , based exclusively on a global final test that will have two parts:

a) the performance of the same final written test, which will consist of a theoretical-practical examination, to which students who have opted for the summative assessment system will be submitted.

b) the completion of an additional written theoretical exam consisting of answering a questionnaire of open and short questions that will correspond to the contents of the subject syllabus.

The value of the practical exam will be 30 percent of the final grade and the theoretical test will have a value of 70 percent of the final grade . In order to pass the subject, at least 50 percent of the sum of both tests must be obtained.

Notwithstanding the above, students will not pass the course if they do not achieve a minimum grade of 4 out of 10 points in the total of the final test of the summative assessment system, as well as a minimum grade of 5 out of 10 points in the additional written theoretical examination that is contemplated in point b) of this section.