

Academic Year/course: 2023/24

28542 - Complementary Social Protection

Syllabus Information

Academic year: 2023/24

Subject: 28542 - Complementary Social Protection

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

The subject provides students with a reinforcement of the conceptual framework and a deepening of the applicational and practical aspects of social security law and enables them to apply hermeneutical techniques specific to complementary and private social protection rights as well as to the instruments through which this protection is articulated.

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/>), so that the acquisition of the learning results of the subject provides training and competence to contribute to some extent to their achievement, as is the assumption of Goal 8: Decent work and economic growth, and from number 10, reduction of inequalities.

2. Learning results

The student, in order to pass this subject, must demonstrate the following results...

Is capable of advising and managing in the field of complementary social protection, knows and understands its regulatory framework and knows how to apply it.

Knows how to distinguish, relate and select the various benefits according to the company's objectives and remuneration policy, and to manage the implementation.

Demonstrates a detailed understanding of the content and legal regulation of occupational pension plans and the associated with company and employment changes and their protection

3. Syllabus

Didactic unit 1: COMPLEMENTARY SOCIAL PROTECTION: GENERAL CHARACTERISTICS.

Didactic unit 2: COMPLEMENTARY SOCIAL PROTECTION. INTERNAL PUBLIC HEALTH AND SOCIAL SECURITY. THE MINIMUM LIVING INCOME

Didactic unit 3: COMPLEMENTARY PUBLIC SOCIAL PROTECTION OUTSIDE THE SOCIAL SECURITY SYSTEM

Didactic unit 4: PROTECTION OF DEPENDENT PERSONS

Didactic unit 5: VOLUNTARY ENHANCEMENTS OF SOCIAL SECURITY BENEFITS AND PLANS AND PENSION FUNDS.

Didactic unit 6: MUTUAL INSURANCE COMPANIES AND THE INSURANCE CONTRACT.

4. Academic activities

Expository classes: 20 hours. Master class presenting the most significant contents of each didactic unit in order to facilitate their understanding and study

Practical classroom classes: 10 hours

Student work: 45 hours

- Readings from textbooks, doctrinal articles and reference books
- Search and analysis of legislation and jurisprudence
- Questionnaires and problem solving
- Resolution of case studies
- Examinations

5. Assessment system

First Call:

The student will be able to pass the subject in this call by approving one of the following two evaluation formulas following:

A- GLOBAL ASSESSMENT

It is a 15-question multiple-choice test with 4 possible answers to each question:

6 questions (40%) theory (4 good questions are passed and no penalties are given for the negative ones (60%)

9 questions (60%) practical (passes with 5 good and no negative penalties (60%).

This evaluation formula will be mandatory for those who do not pass or do not opt for the summative evaluation

B.- SUMMATIVE ASSESSMENT

The sum of:

B1) Multiple choice test with 4 possible answers to each question (80%)

a 12-question multiple-choice test with 4 possible answers to each question, divided into

-6 questions (40%) theory (4 passes with 4 good and no negative penalties (60%)

-6 questions (40%) practical (passes with 4 good and no negative penalties) (60%)

B2) 2 internships to be evaluated as a whole (20%)

Up to 2 points resolution of practical cases in class on the content of the program-guide (graded out of 2 and will be approved with a 1) according to the skills demonstrated in class, when solving each of the practices whose resolution is entrusted at all times. Those who do not obtain a 1 in this section must submit to the global evaluation.

Second Call:

The student will be able to pass the course in this call approving, exclusively, the global evaluation, in the same terms established in the call of June for this type of evaluation. will not be saved as a practical qualification of the summative evaluation of that call.