

28548 - Employment Law

Syllabus Information

Academic year: 2023/24

Subject: 28548 - Employment Law

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 pathway of employment techniques oriented to employment management requires knowledge of the processes of intermediation and of the instruments of professional training and orientation. The subject Employment Law provides an extension of the conceptual and application framework of the different instruments at the service of the employment policy that allows advising and implementing different qualitative or quantitative measures. In particular, the actions, guidelines and measures adopted within the framework of the Autonomous Community of Aragon. Likewise, addresses the information systems and the cooperation of labor markets in the European Union, as well as the groups of special protection by the discipline.

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/>), the learning results of the subject provide training and competence to contribute to a certain extent to the-so that the acquisition to its achievement:

Goal 1: End poverty; Goal 4: Quality education; Goal 5: Gender equality; Goal 8: Decent work and economic growth; Goal 9: Industry, innovation and infrastructure; Goal 10: Reduction of inequalities; Goal 16: Peace, justice and strong institutions; Goal 17: Alliances to Achieve Goals.

2. Learning results

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

-Knows and understands the processes of intermediation in the labor market and its regulatory framework in Aragon and in the European Union Aragon and in the European Union framework

-Get to know Aragon's brokerage agents

-Knows and understands the vocational training system and its subsystems

-Knows and understands the employment policy of the Autonomous Community of Aragon and its legal regulations, as well as instruments of action

-It includes the processing of equality plans

-Able to use the resources offered and available by public administrations for the organisation and management of training actions and programmes, as well as for Social Security benefits related to employment.

3. Syllabus

Lesson 1. Introduction to Employment Law

Lesson 2. Actors and areas of employment law (I): European and national employment policies and instruments. State Public Employment Service (SEPE)

Lesson 3. Actors and areas of employment law (II): Regional and local scope. The Aragonese Institute of Employment (INAEM)

Lesson 4. Intermediation or job placement

Lesson 5. Vocational training for employment

Lesson 6. Measures to promote employment and self-employment

Lesson 7. The promotion of employment for specific groups. Special attention to women, young people, people with disabilities and people over 45 years old. Equality Plans

Lesson 8.- Passive employment policy (Employment-related Social Security benefits)

4. Academic activities

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

Expository classes: 20 hours

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

Practical classes: 10 hours

- Research, analysis and drafting of legal documents related to the contents of the program Resolution of case studies
- Preparation of legal opinions

Student work and assessment: 45 hours

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

5. Assessment system

The student must demonstrate that he/she has achieved the expected learning outcomes through the following assessment activities.

The completion of a written theoretical examination in which he/she must demonstrate the acquisition of sufficient knowledge of the theoretical and regulatory framework of the instruments regulating employment. The exam will consist of answering 7 short questions on the content of the subject, and it will assess the conceptual clarity and the relationship between the different elements and content 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 completion of a practical examination in the final examination, which will serve to assess the ability to search for, select and manage employment regulations and documentation and apply it to solve specific problems in the framework of intermediation, management and planning of employment policy instruments.

This practical exam will represent 30% of the final grade and in order to pass the subject the student must pass it (minimum of 15% of the final grade).

Alternatively, individual and/or group practical activities of a voluntary nature may be proposed in class to allow their evaluation and, where appropriate, to exempt them from the practical test in the final exam if they are passed satisfactorily.

Tests for non-attendance students or those students who present themselves in other than the first one

Students who are not in attendance or who have to sit successive sittings because they have not passed the subject in the first sitting or because they have only passed the theoretical or practical exam, will take all the tests or only the one they have not passed in the terms indicated in the previous section for each assessment activity.

The approach, methodology and evaluation of this guide is prepared to be the same, in any teaching scenario . They will be adjusted to the socio-sanitary conditions of each moment, as well as to the indications given by the competent authorities.