

## 29013 - Labour Relations and Social Protection

### Syllabus Information

**Academic year:** 2023/24

**Subject:** 29013 - Labour Relations and Social Protection

**Faculty / School:** 228 - Facultad de Empresa y Gestión Pública

**Degree:** 429 - Degree in Public Management and Administration

**ECTS:** 12.0

**Year:** 3

**Semester:** Annual

**Subject type:** Compulsory

**Module:**

### 1. General information

The main goal of this subject is to provide an overview of the legal regime of employees with labor contracts who provide services in the Public Administration and to bring students closer to the basic institutions of Social Security Law and Occupational Risk Prevention, as applicable to public servants. The aim is to learn about the instruments that the social legal system makes available to Public Administrations as employers to manage those human resources linked to them by labor relations; in addition to acquiring introductory knowledge about the social protection system for public employees and about the obligations in terms of occupational risk prevention that are imposed on the Public Administration. Indispensable to complement this subject with knowledge of the Legal Regime of Public Employment. The approaches of this subject are oriented towards the achievement of SDGs 4.7, 5.5, 8.3, 8.5, 8.8, 10.3 and 10.4.

### 2. Learning results

1. Knows and understands the legal regime of the labor relationship, Social Security and occupational risk prevention in the public employment (SDGs 5.5, 8.3, 8.5, 8.8, 10.3, 10.4).
2. Identifies, interprets and knows the sources of the social order and the applicable Jurisprudence.
3. Understand a legal text and the consequences derived from it.
4. Is able to prepare and write reports and academic papers.
5. Has acquired an acceptable command of the use of legal and labor terminology.
6. Knows and is able to apply the labor doctrine (bibliography).
7. Knows how to solve real cases and problems that arise in labor relations, social protection and prevention of occupational hazards in public employment (SDGs 5.5, 8.3, 8.5, 8.8, 10.3, 10.4).

### 3. Syllabus

#### **BLOCK I. THE PUBLIC EMPLOYMENT RELATIONSHIP**

Unit 1. Employment in the Public Administration: labor personnel. Labor entrepreneur. Sources.

Unit 2. Access to public employment. Hiring. Rights and duties. Classification and promotion.

Unit 3. Place of work. Working time. Remuneration.

Unit 4. Fixed-term contracts. Temporary hiring.

Unit 5. Internal flexibility. Subcontracting and business succession. Disciplinary regime.

Unit 6. Termination of the public employment relationship.

#### **BLOCK II. SOCIAL PROTECTION OF PUBLIC EMPLOYEES**

Unit 7. General Social Security System: General. Framing acts. Financing.

Unit 8. General Social Security System. Protective action (i).

Unit 9. General Social Security System. Protective action (ii).

Unit 10. Special regimes for civil servants. Passive Class Regime.

#### **BLOCK III. PREVENTION OF OCCUPATIONAL RISKS IN PUBLIC ADMINISTRATIONS**

Unit 11. Preventive obligations of Public Administrations.

Unit 12. Specialties in prevention in Public Administrations. Preventive obligations of the public employees.

## 4. Academic activities

### 4.1. FACE-TO-FACE ACADEMIC ACTIVITIES

**Master class:** 60 hours (theoretical-practical sessions to explain the content of the course)

**Practical exercises:** 60 hours (solving problems and cases, work and face-to-face tutorials)

**Personal study and preparation of practical assignments:** 170 hours

**Assessment tests.** 10 hours

### 4.2. VIRTUAL ACADEMIC ACTIVITIES

**Synchronous and asynchronous activities:** 30 hours (theoretical and practical sessions -videoconferences and/or learning pills) at where the subject content is explained

**Distance learning activities:** 30 hours (virtual networking or Moodle activities or online tutorials).

**Personal study and preparation of practical assignments:** 230 hours

**Evaluation tests:** 10 hours.

## 5. Assessment system

The subject offers the possibility of continuous evaluation. Therefore, in the first call you can choose to take it or opt for the global test.

**Assessment criteria:** the knowledge acquired, the question-answer adequacy, the clarity and precision of the answers, the suitability of the arguments used, the capacity for analysis and synthesis, the quality of the written expression, reasoning and application of the legal principles will be assessed.

### 5.1. PRESENCE-BASED MODALITY

#### 5.1.1. Continuous on-site assessment consisting of:

**A. Theoretical Intermediate Tests:** consists of 3 written exams, one per theoretical part (70% of the grade, minimum 5 out of 10) will include multiple choice and/or short answer or development questions related to the program.

**B. Periodic theoretical-practical exercises:** case studies, reports, analysis of documents,... delivered in due time and form, according to the teacher's instructions (30% grade, minimum 5 out of 10).

**5.1.2. Global on-site assessment:** those who do not opt for continuous evaluation, do not pass the course through continuous evaluation or want to improve their grade, may take the final global test which will consist of two parts: one theoretical and one practical, with the same structure as the intermediate tests (70% theory, 30% practical, minimum 5 out of 10 in both sections).

### 5.2. VIRTUAL MODE

The evaluation system is the same as in the classroom mode. The difference lies in the fact that the intermediate tests of continuous assessment are necessarily carried out through ADD-Moodle, with the tools of tasks and questionnaires.