

29014 - Legal Framework for Public Employment

Syllabus Information

Academic year: 2023/24

Subject: 29014 - Legal Framework for Public Employment

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 goal of this subject is the study of the civil service legal regime and the knowledge of the collective labor relations of all public employees. . Together with the subject of Labor Relations and Social Protection, the aim is to know the instruments that the legal system makes available to the Public Administration for the management of its human resources; and to know how to apply this knowledge to real practice, fluently handling the legal terminology of the discipline and the techniques of legal argumentation. The approaches of this subject are oriented towards the achievement of SDGs 4.7,8 .5, 8.8, 8.8, 16.3, 16.6, 16.7, 16.10 and 16 b.

2. Learning results

1. Knows and understands the legal regime of public employees and their collective rights (SDG 8.5,8.8 16.3, 16.6, 16.7, 16.10).
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. He has acquired an acceptable command of legal-administrative and labor union terminology.
6. Knows and is able to apply bibliographic information.
7. Knows how to solve practical exercises involving the understanding of the fundamental concepts of the subject and their correct application.
8. Master the concepts of the subject within the framework of a global and integrating perspective of the legal- administrative and labor-union reality.

3. Syllabus

BLOCK I. PUBLIC EMPLOYMENT AND THE PUBLIC SERVICE (first semester)

Part one: General regime of public employment.

Unit 1. The civil service and its historical evolution.

Unit 2. Classes of public employees.

Unit 3. Personnel management techniques.

Unit 4. Access to public employment.

Unit 5. Rights, duties and incompatibilities of public employees.

Second part: Legal regime of civil servants

Unit 6. The administrative career.

Unit 7. Administrative situations and termination of the service relationship.

Unit 8. Disciplinary and liability regime.

BLOCK II. Trade union rights of public employees (second semester)

Part one: Freedom of association

Unit 9. Subjects, content and protection of freedom of association.

Unit 10. Union representativeness. Public employee unions.

Second part: Collective representation

Unit 11. The unitary representation of public employees (i): labor personnel.

Unit 12. The unitary representation of public employees (ii): civil servants and statutory personnel.

Unit 13. Union representation of public employees.

Unit 14. The right of assembly of public employees.

Third part: Collective bargaining

Unit 15. Collective bargaining of labor personnel.

Unit 16. Collective bargaining for civil servants and collective bargaining for all public employees.

Part four: Collective conflicts and strikes

Unit 17. Collective conflicts and their solution.

Unit 18. The strike of public employees.

4. Academic activities

4.1. FACE-TO-FACE ACADEMIC ACTIVITIES

Master class: 75 hours (theoretical-practical sessions to explain the content of the subject).

Practical exercises: 45 hours (solving problems and cases, work and face-to-face tutorials).

Personal study and preparation of practical tasks: 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 content of the course is explained.

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

Personal study and preparation of practical assignments: 230 hours.

Assessment 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: accuracy of answers, the adequacy of the arguments used, the ability to analyze and synthesize, the quality of written expression, reasoning and application of legal principles.

5.1. PRESENCE-BASED MODALITY

5.1.1. Continuous on-site assessment consisting of:

A. Theoretical Intermediate Tests: consists of 2 written exams, one for each theoretical part (70% of the grade, minimum 5 out of 10) 5 out of 10) will include multiple-choice and/or short answer or essay questions related to the syllabus.

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 PRESENT ASSESSMENT: those who do not opt for continuous evaluation, do not pass the subject 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 the two sections).

5.2. VIRTUAL MODALITY

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.