

## 30511 - Individual and Collective Work Law

### Syllabus Information

**Academic year:** 2023/24

**Subject:** 30511 - Individual and Collective Work Law

**Faculty / School:** 102 - Facultad de Derecho

**Degree:** 432 - Joint Law - Business Administration and Management Programme

**ECTS:** 9.0

**Year:** 3

**Semester:** First semester

**Subject type:** Compulsory

**Module:**

### 1. General information

Pearson Edexcel International GCSEs are globally recognised qualifications with academic content and assessment designed specifically for international learners. International GCSEs are part of iProgress, the complete series of Pearson Edexcel academic qualifications for 5 to 19 year-olds, for international schools.

### 2. Learning results

Identify the scope of application of labor law, i.e., the factual situation regulated by labor legislation, clearly distinguishing the employment relationship from other services rendered.

Understand the specific system of sources and to be able to apply the specific principles of the labor-law system.

Be able to solve problems and conflicts that arise in labor relations; to do so, he/she must know, understand and apply the regulation of labor relations, as well as the interpretation criteria unified by jurisprudence

Know the competences and functions of the labor administration, being able to appear before the administrative bodies to act before them

Master the jurisdictional procedure for the resolution of labor disputes and the means of extrajudicial resolution of labor disputes, whether individual or collective

### 3. Syllabus

**LESSON 1.** Concept of Labor Law

**LESSON 2.** Source system

**LESSON 3.** The employment contract: concept, characters and subjects

**LESSON 4.** Employer identification

**LESSON 5.** Elements and requirements of the employment contract

**LESSON 6.** Contractual modalities

**LESSON 7.** Duties and obligations of the Worker

**LESSON 8.** Working time

**LESSON 9.** Salary

**LESSON 10.** Other employee rights

**LESSON 11.** Modification and suspension of the employment contract

**LESSON 12.** Termination of the contract I

**LESSON 13.** Termination of employment contract II (dismissals)

**LESSON 14.** Special labor relations

**LESSON 15.** Freedom of association

**LESSON 16.** Employee representation in the company

**LESSON 17.** Collective bargaining

**LESSON 18.** The right to strike

**LESSON 19.** Collective conflicts

**LESSON 20.** Labor administration

**LESSON 21.** The labor jurisdiction

**LESSON 22.** The ordinary process

**LESSON 23.** Procedural modalities

**LESSON 24.** Resources and execution

#### 4. Academic activities

**Theoretical classes.** The fundamental contents of the subject program will be explained in the form of a lecture, being necessary to complement the teacher's explanations with the student's personal work.

**Practical classes.** With these teachings, the teaching staff will try to reinforce the theoretical contents, highlighting the practical dimension of the subject, through the resolution and discussion of cases, taken from the sentences of our courts, whenever possible.

**Other complementary activities.** Students may be asked to prepare papers and presentations on content related to the program, in order to deepen their understanding of the content. Seminars may also be scheduled with the participation of students at.

#### 5. Assessment system

**Mixed assessment system.** It will consist of two parts:

Anticipated assessment. In addition to the student's participation both in the theoretical classes and, especially, in the practical classes, the teacher will assess the written resolution, in the form of a legal opinion, of the proposed cases, as well as the performance of other activities (elaboration of papers, presentations, etc.).

Among the assessment criteria, the teacher will consider the application of the acquired knowledge, the handling of the sources and the argumentative capacity

Students who pass the assignments will obtain a grade with a weighted value of **30%** of the final grade, which will be saved for the second call of the term. Those who do not pass the early assessment must take the overall final exam in order to pass the subject.

Final knowledge test. At the end of the semester, students will take a *multiple-choice exam* with a minimum of 15 questions related to the course syllabus. To pass the test it will be necessary to get 60% of the total of the questions right. For these purposes, wrong answers will not deduct the score obtained for correct answers.

In addition to the test, there will be *some developmental questions* on the contents of the program. In this regard, the knowledge acquired, the expository capacity and the precision in the use of legal terms will be taken into account at . This part of the final test will only be assessed if the test has been passed in accordance with the previous paragraph.

The knowledge test will be worth **70%** of the total.

The final grade of the blended assessment consists of the weighted average of the advance assessment and the knowledge test. In any case, the student must obtain **in each of the two blocks a minimum of 5 out of 10** for to pass the subject; only when this requirement is fulfilled, the average will be calculated for the purposes of the final grade.

**Global final test system.** It will consist of two parts:

Final knowledge test. This exam is governed by the guidelines set forth in the knowledge test of the mixed assessment system, having a value of **70%** of the final grade.

Practical test. It consists of the written resolution of a practical case related to the contents of the subject, which must take the form of a legal opinion, with which a grade of **30%** of the final grade will be obtained. For this purpose, will assess the application of the law to the resolution of the factual situation, as well as the argumentation and substantiation of coherent conclusions.

The final grade will be the weighted average of the grades obtained in both tests. In order to pass the subject, it will be required that the student has obtained **at least a 5 out of 10 in both parts**; only when this requirement is fulfilled, the average will be calculated for the final grade.