

## 27357 - Business Labour Law

### Syllabus Information

**Academic year:** 2024/25

**Subject:** 27357 - Business Labour Law

**Faculty / School:** 109 - Facultad de Economía y Empresa

228 - Facultad de Empresa y Gestión Pública

301 - Facultad de Ciencias Sociales y Humanas

**Degree:** 448 - Degree in Business Administration and Management

454 - Degree in Business Administration and Management

458 - Degree in Business Administration and Management

**ECTS:** 3.0

**Year:** 4

**Semester:** Second semester

**Subject type:** Optional

**Module:**

### 1. General information

The main objective of this subject is for the student to learn the theoretical, conceptual and application framework of the employment contract, its content and dynamics throughout its validity.

These approaches and objectives are aligned with the following Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda (<https://www.un.org/sustainabledevelopment/es/>), specifically, the activities planned in the subject will contribute to achieve the objectives: Gender equality. Decent work and economic growth. Industry, innovation and infrastructure. Reduction of inequalities. Peace, justice and solid institutions. Alliances to achieve objectives.

### 2. Learning results

- Is able to search for the regulations governing labor relations in the company and understand its content and apply it to resolve different problems.
- Knows how to search, understand, organize and plan the different documentation in relation to the contents of the subject and prepares basic documents on labor matters.
- Knows and understands the legal regulation of the different types of employment contracts and other working conditions, as well as the modification, suspension and termination of the contract.

### 3. Syllabus

BLOCK I. THE SYSTEM OF SOURCES OF LABOR LAW.

BLOCK II. CHARACTERIZATION OF THE LABOR-LEGAL RELATIONSHIP AND MODALITIES OF EMPLOYMENT CONTRACTS.

BLOCK III. CONTENT, MODIFICATION, SUSPENSION AND EXTINCTION OF THE EMPLOYMENT CONTRACT.

### 4. Academic activities

This course is organized as follows:

Lectures (20 hours). The most significant contents of each section will be presented in order to facilitate their understanding and study.

Practice sessions (10 hours). Search, analysis and writing of legal documents of the contents of the program. The methodology applied is based on resolution of cases.

Autonomous work and study (45 hours). Readings of textbooks, doctrinal articles and reference books. Search and analysis of legislation and jurisprudence. Resolution of questionnaires and problems. Resolution of practical cases

Final exam.

In principle, the methodology for teaching teaching and its evaluation is planned to revolve around face-to-face classes.

However, if circumstances require it, they can be done online.

### 5. Assessment system

They will consist of:

I. Continuous evaluation system: which is made up of the sum of tests A and B:

A. During the scheduled semester, the evaluation of practical knowledge will be carried out through the resolution and presentation by the students of the practical case or cases presented by the teacher. The set of practical activities represents 50 percent of the final grade and can be maintained during the two calls

B. Final written test, which will consist of a theoretical-practical exam, which will take place at the end of the semester, oriented with defined questions. This test will have a weight of 50 percent on the final grade.

II. Global Evaluation System: it will consist of a theoretical-practical exam composed of two parts, a theory part with open and short questions, and a practice part with practical questions, all of them in accordance with the contents of the subject.

Evaluation criteria:

In the evaluation of the learning process of practical knowledge during the semester and the practical exam of the final test, the following will be assessed:

- The application of the legal knowledge acquired by the student to the resolution of practical cases and, especially, their ability to argue and base conclusions with coherence.
- When carrying out work and other activities requested by the teacher in the programmed teaching activities, the ability to solve problems, the ability to analyze and synthesize and to apply knowledge to the proposed activity will be assessed.

In the theoretical test, the

- The theoretical knowledge that the student accredits.
- Expository ability and correctness in written expression.
- Mastery and precision in the use of legal terms.

## **6. Sustainable Development Goals**

5 - Gender Equality

8 - Decent Work and Economic Growth

16 - Peace, Justice and Strong Institutions