

**COURSE DATA****Data Subject**

<b>Code</b>	33549
<b>Name</b>	Basic legal elements in labour relations
<b>Cycle</b>	Grade
<b>ECTS Credits</b>	6.0
<b>Academic year</b>	2023 - 2024

**Study (s)**

<b>Degree</b>	<b>Center</b>	<b>Acad. Period</b>
1309 - Degree in Labour Relations and Human Resources	Faculty of Social Sciences	1 First term

**Subject-matter**

<b>Degree</b>	<b>Subject-matter</b>	<b>Character</b>
1309 - Degree in Labour Relations and Human Resources	1 - Law	Basic Training

**Coordination**

<b>Name</b>	<b>Department</b>
BLASCO PELLICER, CARMEN	76 - Labour and Social Security Law

**SUMMARY****English version is not available**

La asignatura de “Elementos jurídicos básicos para las relaciones laborales”, es una materia instrumental en la que se introducen conceptos jurídicos indispensables para el estudio de las restantes materias jurídicas de la titulación, de tal forma que los conocimientos que se adquirieran en esta asignatura sirven como base para el estudio de las asignaturas de derecho sindical y de derecho del trabajo I y II. Tal y como aparece en las correspondientes guías docentes de dichas asignaturas se retoman contenidos aprendidos en “Elementos jurídicos” que puede incluirse como materias objeto de evaluación en las asignaturas de semestres posteriores.



Elementos jurídicos básicos que se encuentra en el bloque de “formación básica” se imparte en el primer cuatrimestre del primer curso del grado.

El contenido de esta asignatura está compuesto por las siguientes materias:

Principios constitucionales y organización del Estado.

Derecho y normas jurídicas.

Fuentes del derecho, criterios de aplicación.

Las fuentes del ordenamiento laboral; singularidades.

La división de poderes: el poder judicial, en especial la jurisdicción social; la administración, en especial la administración laboral.

La Administración laboral y la Autoridad Judicial.

Los criterios de aplicación del Ordenamiento Jurídico Laboral.

El estudio de las instituciones básicas del derecho privado: la persona, el contrato y las obligaciones.

## PREVIOUS KNOWLEDGE

### Relationship to other subjects of the same degree

There are no specified enrollment restrictions with other subjects of the curriculum.

### Other requirements

Relationship with other subjects of the same degree

No enrolment restrictions have been specified.

Other type of prerequisites

High school diploma in Social Sciences is advisable.

## OUTCOMES

### 1309 - Degree in Labour Relations and Human Resources

- Students must have acquired knowledge and understanding in a specific field of study, on the basis of general secondary education and at a level that includes mainly knowledge drawn from advanced textbooks, but also some cutting-edge knowledge in their field of study.
- Students must be able to apply their knowledge to their work or vocation in a professional manner and have acquired the competences required for the preparation and defence of arguments and for problem solving in their field of study.



- Students must have the ability to gather and interpret relevant data (usually in their field of study) to make judgements that take relevant social, scientific or ethical issues into consideration.
- Students must be able to communicate information, ideas, problems and solutions to both expert and lay audiences.
- Students must have developed the learning skills needed to undertake further study with a high degree of autonomy.
- Be able to learn independently and develop initiative and entrepreneurship.
- Be able to organise and plan.
- Be able to manage information and to write and formalise reports and documents.
- Be able to analyse, synthesise and reason critically.
- Be able to solve problems, apply knowledge to practice and develop motivation for quality.
- Be able to communicate orally and in writing.
- Be able to use new information and communication technologies.
- Be able to work in a team.
- Respect and promote the principles of fundamental rights, gender equality, equal opportunities and non-discrimination, democratic values and sustainability.
- Know and apply the principles of the professional code of ethics.
- Know and apply the regulatory framework of labour relations.
- Know and be able to analyse the principles, spheres and procedures of action of social and labour-related political institutions.
- Know and be able to analyse the structure and dynamics of national and community industrial relations systems.
- Be able to interrelate the knowledge from the different academic disciplines that analyse the work environment.
- Analyse and evaluate the factors that determine inequalities in the world of work.
- Analyse and evaluate the decisions of the agents that participate in labour relations.
- Be able to select and manage social and labour information and documentation.
- Be able to advise on and deal with employment and hiring matters.
- Be able to carry out advisory, representation and negotiation functions in the different areas of the labour relations at individual, trade union and company level.
- Know and apply the basic regulatory framework of private contracting and company law to the business field.



## LEARNING OUTCOMES

Upon successful completion of the subject, students must be able to:

1. Identify a legal regulation and distinguish it from other moral or ethic mandates.
2. Have knowledge of the basic state institutions, their action mechanisms and their constitutional ordinance.
3. Identify the consequences of the State's political and territorial organization, especially regarding the inclusion of Spain in the EEC and the design of the Statute of Autonomy within the Spanish Constitution.
4. Identify the different production systems within the different branches of Law and their relationship.

Using their critical skills, make simple but well-founded evaluations on Labour Law and be able to solve conflicts of concurrence and succession of labour regulations. Recognise the basic institutions of private law.

## DESCRIPTION OF CONTENTS

- 1.
- 2.
- 3.
4. The sources of Law (II)
5. The sources of Law (III)
6. Application criteria for Legal Ordinance. Special reference to the Labour Legal Ordinance.

**7. Labour Administration and Judicial Authority****8. The person.****9. Duties and general regulations.****10. The contract****WORKLOAD**

ACTIVITY	Hours	% To be attended
Theoretical and practical classes	60,00	100
Development of group work	10,00	0
Study and independent work	30,00	0
Preparation of evaluation activities	20,00	0
Preparing lectures	10,00	0
Preparation of practical classes and problem	20,00	0
<b>TOTAL</b>	<b>150,00</b>	

**TEACHING METHODOLOGY****English version is not available****EVALUATION**

The assessment process will be the following:

- Written and oral tests, consisting in one or more exams ranging from objective-type tests to theoretical and practical questions and/or problem-solving. It accounts for 70% of the grade. The general evaluation criteria will be the following:
  - Accuracy of answers through:
    - concreteness and precision;
    - composition and spelling;
    - terminology and thematic precision;
    - internal coherence and logic in reasoning.



- Evaluation of practical, individual and/or group activities from elaboration and submission of work, memories, reports and/or oral presentations as well as regular and participative attendance to class and other activities such as seminars, conferences or visits to institutions. This accounts for 30% of the final grade.

## REFERENCES

### Basic

- AA.VV(Coords. CAMPS RUIZ, LUIS Y RAMIREZ MARTINEZ,JUAN M.): Derecho del Trabajo, Ed. Tirant Lo Blanch, Valencia, ult. edición.
- AA.VV (Cood LUCAS DE, Javier): Introducción a la teoría del derecho, Ed. Tirant Lo Blanch, Valencia, última edición.
- BELTRAN/ORDUÑA(Dir) Curso de Derecho Privado  
Ed. Tirant Lo Blanch, Valencia, última edición.
- DIEZ-PICAZO,L. y GULLÓN,A., Sistema de Derecho Civil, Vol.I, Ed. Tecnos, última edición.
- Cualquier otro manual puede ser utilizado aunque no se ajuste plenamente al contenido de la asignatura. De igual modo, los alumnos pueden utilizar los recursos bibliográficos digitales que se encuentran en la base de datos de la biblioteca.  
En concreto:
  - Base de datos de IUSTEL
  - Base de datos NAUTIS

### Additional

- Tanto para la preparación de la materia por parte del alumno, como instrumento de trabajo en las sesiones de teoría y práctica resulta imprescindible que el alumno maneje textos legales.

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