

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

Code	34965
Name	Introduction to labour relations and social security
Cycle	Grade
ECTS Credits	4.5
Academic year	2020 - 2021

Study (s)

Degree	Center	Acad. year	Period
1300 - Degree in Political and Public Administration Sciences	Faculty of Law	4	First term

Subject-matter

Degree	Subject-matter	Character
1300 - Degree in Political and Public Administration Sciences	30 - Introduction to Labour relations and social security	Optional

Coordination

Name	Department
MOLL NOGUERA, RAFAEL	76 - Labour and Social Security Law

SUMMARY

This is an introductory course to the Law of Labor Relations in Spain and the actual legal protection of work. From a panoramic vision of the Spanish positive law, this subject tries to focus on those controversial aspects from the legal policy perspective in relation with this part of the legal order

PREVIOUS KNOWLEDGE**Relationship to other subjects of the same degree**

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



Other requirements

Not required

OUTCOMES

1300 - Degree in Political and Public Administration Sciences

- Be able to relate and structure information from diverse sources and to integrate relevant ideas and knowledge in the field of political science and public administration.
- Be able to effectively communicate, both in writing and orally, knowledge, procedures, results and ideas to both specialised and non-specialised audiences.
- Have knowledge and ability to understand essential facts, concepts, principles and theories relating to political science and public administration, and to the spectrum of other reference disciplines.
- Be able to use the theories, procedures and tools of political science and public administration in real-life professional practice (specification, design, implementation, deployment and evaluation of solutions).
- Develop the learning skills needed to complete further studies or training with some degree of autonomy.
- Know the main theories and approaches of political science and public administration, as well as ideas and forms of political organisation.
- Know and be able to analyse the structure and functioning of public administrations.
- Know and be able to analyse administrative and financial planning, management and assessment in public services, and be able to design strategies for organisational improvement and quality assurance.
- Know and be able to interpret historical political and social frameworks so as to have a better understanding of current reality and future prospects; be able to manage historical documentary sources and to conduct comparative analyses of continuity and discontinuity in situations of change.

LEARNING OUTCOMES

- Know and understand the behavior of the citizen and the democratic values.
- Know and understand the planning, management and evaluation of administrative and public policies.
- Ability to identify documentary sources, data sources, political components, organizational networks, political effects



- Ability to interpret political and legal texts and data, argue, use of terminology
 - Ability to design political strategies and action programs, administrative management measures, draw up organization maps, write reports, fostering the critical spirit
 - Ability to apply methods and techniques of political and social research (using ICT), organizational management techniques, manage public revenues and expenditures
- All of this, obviously, in relation to labor relations and social security

DESCRIPTION OF CONTENTS

1. LABOUR LAW CONCEPT AND HISTORY

Identification of the relations subject to Labour Law, its functions and purposes in society and its historical evolution from its origins to the present time

2. SOURCES OF LABOUR LAW

Identification of the sources of Labour Law, with special attention to the specific ones: collective agreements. Analysis of the Constitution, the Law, the regulations, the agreements, the individual contract and custom as possible sources of the employment relationship

3. Subjects of labour relations

Analysis of the concept of labour worker, identification of essential budgets: subordination and dependence. Analysis of excluded relationships and general study of special labour relations. Identification of the labour concept of employer. Problems when identifying the employer and new forms of business organization (contracts, temporary employment agencies, etc.)
Trade unions, associations of entrepreneurs and other subjects.

4. Collective labour relations

Analysis of collective labour relations. Freedom of association. The trade union. Types of unions. Collective bargaining. The strike and other labour conflict measures. The representatives of workers in the company

5. Admission to the company and hiring

Analysis of problems when joining a company. Determination of the workforce. Workers' selection, possible reservations and preferences. Selection companies. Trial period. Analysis of types and modalities of contract: fixed, temporary, part-time, discontinuous, formative, etc. Promotion of contracting

**6. Working conditions**

Analysis of the rights and obligations of the worker and employer: remuneration, working time, occupational health, modification of conditions, suspension and termination of the contract, other rights and obligations

7. Social protection and Social Security

The social protection of workers and citizens. Analysis of the Social Security system: origin and evolution, constitutional basis, management and financing, benefits (unemployment, retirement, disability, etc.). The complementary insurance systems

WORKLOAD

ACTIVITY	Hours	% To be attended
Theoretical and practical classes	45,00	100
Preparation of evaluation activities	30,50	0
Preparing lectures	32,00	0
TOTAL	107,50	

TEACHING METHODOLOGY

Magisterial face-to-face classes with approach and resolution of practical cases. If this is the case, the exhibition will be done using PowerPoint documents.

Preparation and presentation of works (eg. reports), both individual and group.

Realization of tasks and practices.

Comprehensive reading of texts and study materials.

Expression of oral / written knowledge

EVALUATION

- Written and / or oral exams, consisting of one or several exams that may be of an objective type, including theoretical-practical issues and / or problems. This constitutes the 70% of the final grade of the subject. In these tests, the following will be considered as general evaluation criteria:



-Adaptation of the answer to what is asked: concretion and precision

-Writing and spelling

-Terminal and technical accuracy

-Coherence and internal logic of the basis of the answers

-The continuous evaluation of each student is based on regular attendance and active participation in the proposed face-to-face activities, such as practical implementation or participation in workshops, the preparation and / or delivery of papers, reports and / or oral presentations on such activities, individually or collectively, all taking into consideration the degree of involvement and effort of the student in the teaching-learning process and the skills and attitudes shown during the development of such activities. This constitutes the 30% of the final grade of the subject.

In any case, in order for this 30% to be taken into consideration, students must have passed the final test.

2nd Call: It is considered that the activities of the continuous evaluation developed during the course have a recoverable nature. For these purposes, at the time of the final test of the second call -written or oral- or prior to its conclusion, the corresponding recovery activities will be proposed to the students

REFERENCES

Basic

- AA.VV. Derecho del Trabajo, Valencia, Tirant Lo Blanch, edición última
- Normas laborales básicas, Valencia, Tirant Lo Blanch, última edición
- Ramírez Martínez, J.M. Curso básico de Derecho del Trabajo (para titulaciones no jurídicas), Valencia, Tirant Lo Blanch, última edición

Puede utilizarse cualquier otro manual de Derecho del Trabajo y cualquier repertorio de legislación laboral

There is a lot of complementary information on freely accessible websites such as:: Ministerio Empleo, Fundación 1º de mayo, organizaciones sindicales y empresariales, Seguridad Social, Consejo Económico y Social, etc.

Additional

- Existe mucha información complementaria en páginas web de libre acceso como las de: Ministerio Empleo, Fundación 1º de mayo, organizaciones sindicales y empresariales, Seguridad Social, Consejo Económico y Social, etc.

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- Bases de datos obrantes en Biblioteca especialmente Aranzadi Westlaw y Tirant On Line (consultas de legislación, jurisprudencia y convenios)
- Legal databases such as Aranzadi Westlaw y Tirant On Line (check out for legislation, jurisprudence and agreements)

ADDENDUM COVID-19

This addendum will only be activated if the health situation requires so and with the prior agreement of the Governing Council

1. Contents

The contents of the course are maintained, however, depending on its nature, it will be distributed among the different types of sessions in which hybrid or on-line teaching is organized.

2. Workload and time planning of teaching

The different activities are maintained, with the hours of dedication in ECTS credits established in the original teaching guide. In the event that it is necessary to resort to hybrid or on-line teaching according to health imperatives, the sessions and activities programmed will be developed, as a general rule, on the dates and times established by the competent academic authority.

3. Teaching methodology

If possible, in accordance with the criteria established by the health and academic authorities, teaching will be carried out in full in accordance with the provisions of the Guide.

If hybrid forms of teaching are required, master classes may be held in the modality of on-line distance teaching, preferably by means of synchronous video conferencing. If the computer tools allow it, the corresponding sessions may be held in the presence of part of the students and with streaming access for the rest.

Physical attendance times of the students, according to the criteria established by the academic authority, will be dedicated to applied activities and collective tutoring. Depending on availability, streaming access will also be allowed for the rest of the students.

If throughout the course the health situation requires all the teaching to be online, depending on the characteristics of the subject, the computer availability of the members of each group and the effective functioning of the computer tools, the master classes must be carried out preferably by means of synchronous BBC videoconferences. If this is not possible, they may be replaced by uploading materials in the Virtual Classroom (VC), or voice-over transparencies. For the applied activities, which will be uploaded through the VC, interaction between teachers and students will be guaranteed, through BBC video conferences or the use of forums or chats within the VC.



In any case, apart from the personalized attention through the VC tool or e-mail, a collective tutoring system will be established, through BBC sessions or chats or forums within the VC.

4. Evaluation

The criteria set out in the teaching guide are fully maintained, both with regard to the weighting between continuous assessment and the final test, and the minimum requirements for scoring on both. The possibility of obtaining the mark for the entire continuous assessment is guaranteed in the event that the student cannot attend the activities in person due to health requirements.

The final test will be held in accordance with the provisions of the teaching guide. In the event that, at some point, due to health imperatives, the face-to-face evaluation is not possible, an objective test composed of multiple-choice theoretical and practical questions with the discount for errors, an essay question format test or an oral examination will be carried out remotely, using the computer tools available.

5. Bibliography

The existing bibliography is maintained in the teaching guide. If the health situation implies the closure of the libraries, support material will be provided through the virtual classroom.