

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

Code	35088
Name	Employment law
Cycle	Grade
ECTS Credits	4.5
Academic year	2021 - 2022

Study (s)

Degree	Center	Acad. year	Period
1302 - Degree in Criminology	Faculty of Law	4	First term

Subject-matter

Degree	Subject-matter	Character
1302 - Degree in Criminology	20 - Private investigation	Optional

Coordination

Name	Department
LOPEZ BALAGUER, MERCEDES	76 - Labour and Social Security Law

SUMMARY

The present subject is located within the itinerary of the fourth year of the Degree, related to private research.

In this itinerary the subjects such as Civil Law, Commercial Law, Civil Procedural Law and Private Research are also taught: techniques and



professional deontology. In this professional field there are important relations between Labour Law and Commercial Law; and when the conflicts that may arise are resolved judicially with the Civil Procedural Law, which is the basis of the labor process.

The objective of this subject is to know the basic, substantive and procedural legal resources of labor law, especially labor regulations, employment contracts, dismissal and collective bargaining in order for the students to achieve a basic knowledge of the intervention of private security professionals in the field of labor relations

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 enrollment restrictions have been specified with other subjects of the curriculum.

Other types of requirements

No enrollment restrictions have been specified with other subjects of the curriculum

COMPETENCES (RD 1393/2007) // LEARNING OUTCOMES (RD 822/2021)

1302 - Degree in Criminology

- Saber trasladar a un informe criminológico los datos psicológicos, sociales y jurídicos de relevancia criminológica.
- Saber aplicar las técnicas de investigación adecuadas para la persecución de delitos y la resolución de conflictos sociales, garantizando la seguridad ciudadana y los derechos fundamentales.



LEARNING OUTCOMES (RD 1393/2007) // NO CONTENT (RD 822/2021)

In relation to labor law, students must be able to:

1. Know and use the specific terminology of the labor order.
2. Know the essential regulation of labor relations and the specific scheme of sources from which this regulation arises in those issues related to the intervention of the detective in labor relations.
3. Know the values and principles that should inspire the exercise of the security professional activity and of public and private research.
4. Know how professional interventions should be carried out from a perspective of respect for fundamental rights

DESCRIPTION OF CONTENTS

1. THE LABOUR LAW

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

2. SOURCES OF LABOR LAW

Identification of the sources of Labor Law and the employment relationship. Analysis of the Constitution, the law, the regulation. Special attention to the collective agreement, as a specific source. Contracts and agreements. The work contract. Custom

3. COLLECTIVE WORK RELATIONS

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

4. CONTRACT OF WORK

Analysis of the concept of labor worker: dependence and subordination. The ability to contract as a worker and the ability to work. Identification of the labor concept of employer. Problems related to the employers' identification and new forms of business organization (contracts, temporary employment agencies, etc.).

The form of the contract. The trial period. The duration of the employment contract. Temporary hiring and contracting modalities



5. WORKING CONDITIONS

Analysis of the rights and obligations of the worker and employer: remuneration, working time, occupational health, modification of conditions, suspension of the contract, social security (special attention to the management of the system, framing acts and temporary disability)

The power of direction and control of the employer. The surveillance and control through private detectives and the value of the evidence that can contribute to the labor process

6. THE EXTINCTION OF THE CONTRACT OF WORK

Analysis of the different causes of termination of the employment contract by the employer: disciplinary dismissal, termination of the contract due to objective causes, collective dismissal, etc. Extinction of the contract by the will of the worker. Other causes of extinction

WORKLOAD

ACTIVITY	Hours	% To be attended
Theoretical and practical classes	45,00	100
Attendance at events and external activities	3,00	0
Development of individual work	8,00	0
Study and independent work	33,50	0
Readings supplementary material	4,00	0
Preparation of evaluation activities	4,00	0
Preparing lectures	4,00	0
Preparation of practical classes and problem	3,00	0
Resolution of case studies	7,00	0
Resolution of online questionnaires	1,00	0
TOTAL	112,50	

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 practical activities.

Comprehensive reading of texts and study materials.



Expression of oral / written knowledge

EVALUATION

Final written and / or oral tests, consisting of a test, which may be in the form of objective or development type questions, including theoretical-practical issues and / or problems. This test will have a value of 70% of the final grade. To pass the subject it will be necessary to pass this test.

In the final test, the following will be considered as general evaluation criteria:

- Adequacy of the answer to what is asked: concretion and precision
- Writing and spelling
- Terminology and technical precision
- Coherence and internal logic of the basis of the answers

The continuous assessment of each student is based on regular attendance and active participation in the proposed face-to-face activities, such as the completion of practices or participation in workshops, the resolution of questionnaires, 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 students in the teaching-learning process and the skills and attitudes shown during the development of the mentioned activities. This part will have a value of 30% of the final grade.

In any case, for this 30% of the grade to be taken into consideration, students must pass the final test.

- In the evaluation of the tests and / or activities, in addition to the content, these criteria will also be taken into account:
- The adequacy of the answer to the question that is asked
- The writing and spelling
- Terminological and technical precision
- The coherence and internal logic of the foundation in the answers.

The continuous assessment activities developed during the course have a recoverable nature, so that at the time of the final test corresponding to the second call 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. y García Ortega, J., 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

Any other Labor Law manual and any repertoire of labor legislation can be used

Additional

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

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

- 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 (consulting legislation, case-law and agreements)

- Colección «Códigos electrónicos» de la Agencia Estatal Boletín Oficial del Estado

«Códigos electrónicos» ("electronic codes") of the Agencia Estatal Boletín Oficial del Estado

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.

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.