COURSE DATA

Data Subject	
Code	35088
Name	Employment law
Cycle	Grade
ECTS Credits	4.5
Academic year	2024 - 2025

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
GARCIA TESTAL, ELENA	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

- -Ramírez Martínez, Juan Manuel; García Ortega, Jesús; Pérez de los Cobos Orihuel, Francisco (2023) Curso básico de Derecho del Trabajo y de la Seguridad Social. 19ª edición. Valencia: Tirant Lo Blanch.
  -Goerlich Peset, José María (dir.) (2024). Derecho del Trabajo. 11ª edición Valencia: Tirant Lo Blanch.

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

  -Existeix molta informació complementària en pàgines web de lliure accés com les de: Ministeri d'Ocupació, Fundació 1r de maig, organitzacions sindicals i empresarials, Seguretat Social, Consell Econòmic i 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 Agencias Estatal Boletín Oficial del Estado

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