



## COURSE DATA

### Data Subject

<b>Code</b>	35221
<b>Name</b>	Labour Law I
<b>Cycle</b>	Grade
<b>ECTS Credits</b>	4.5
<b>Academic year</b>	2020 - 2021

### Study (s)

Degree	Center	Acad. year	Period
1303 - Degree in Law	Faculty of Law	2	Second term
1921 - D.D. in Business Management Administration-Law	Doubles Studies Faculty of Law - Faculty of Economics	3	Second term
1922 - D.D. in Law-Political and Public Administration Sciences	Faculty of Law	3	Second term
1923 - D.D. in Law-Criminology	Faculty of Law	2	Second term

### Subject-matter

Degree	Subject-matter	Character
1303 - Degree in Law	17 - Labour law	Obligatory
1921 - D.D. in Business Management Administration-Law	4 - Year 3 compulsory subjects	Obligatory
1922 - D.D. in Law-Political and Public Administration Sciences	4 - Year 3 compulsory subjects	Obligatory
1923 - D.D. in Law-Criminology	3 - Year 2 compulsory subjects	Obligatory

### Coordination

Name	Department
GARCIA ORTEGA, JESUS	76 - Labour and Social Security Law

## SUMMARY



The four-month compulsory subject "Labour Law I" is taught in the semester and indicated course.

According to the Curriculum or Verifica, the mandatory subject "Labour Law I" has a special bond with various subjects.

Specifically the course is part of a field, called Labour Law, in which there are two subjects, Labour Law I, during a semester, and Labour Law II, throughout the year; the contents are sequenced and most of them are taught in the annual course of 9 credits.

When defining the specific content of this subject the logical sequence of skills and knowledge has been analyzed to incorporate into this course the more basic or introductory content or the one that should be taught early in the development of the subject, leaving the remaining for the other subject taught in the following year.

Otherwise, the contents of the subject may be developed in different optional or elective courses assigned to the area and that appear in the curriculum of the Degree.

The box with the contents of the subject appears in the data sheet of the compulsory subject "Labour Law", included in the Verifica of the Degree in Law (page 89).

Contents of the subject "Labour Law I", regarding the considerations made besides:

- Labour Law and Social Security: Training history. Sources
- Contract of employment: boundaries, subjects, form, classes and modalities, legal regime.
- Special Labour Relations

Comments:

The teaching program or syllabus of each of the groups must comply with the content of the academic guide prepared by the Department of Labour Law and Social Security

## 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

### 1303 - Degree in Law

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## LEARNING OUTCOMES

The Degree general competences (instrumental, interpersonal and systemic) acquired when studying, among others, the subject "Labour Law I" are:

- Ability to search, locate, analyze and correctly select the different sources of legal information.
- Ability to analyze and synthesize in the understanding of the legal texts, jurisprudence and doctrine.
- Ability to acquire the knowledge needed for coping through the Society of Knowledge and be able to use ICT appropriately to locate, evaluate, use and communicate legal information
- Ability to organize and plan the study and research.
- Ability to take decisions with legal arguments.
- Ability to develop critical thinking
- Ability to acquire an ethical commitment to social issues
- Ability to develop independent learning
- Ability to adapt to new situations
- Ability to create and generate ideas
- Ability to adopt a sensible attitude towards issues of social, economic and environmental reality.

## DESCRIPTION OF CONTENTS

### 1. CONCEPT AND HISTORY OF LABOUR LAW

Identification of relationships submitted to Labour Law, its functions and purposes in society and its historical evolution from its origins to the present.

### 2. SOURCES OF LABOUR LAW

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



### **3. APPLICATION OF SOURCES OF LABOUR LAW**

Analysis of problems related to the application and concurrence posed by sources of employment relationship on account of their diversity, complexity and possible coexistence

### **4. THE WORKER**

Analysis of the concept of worker, identification of characteristic features. Analysis of the excluded activities and comprehensive study of the special labour relationships

### **5. THE EMPLOYER**

Identification of the labour concept of employer. Problems of identification of the employer and new forms of organization (contracts, companies for temporary work, etc.)

### **6. FUNCTIONS OF THE CONTRACT OF EMPLOYMENT**

Identification of functions performed by the employment contract: constitutive and regulatory. Study of the inalienable labour rights (rights that cannot be waived)

### **7. THE ENTRY INTO THE COMPANY**

Analysis of the problems of the entry into the company. Determination of the template. Worker selection, possible reserves and preferences. Selection companies. Trial period.

### **8. THE LABOUR HIRING**

Analysis of types and forms of contract: non fixed term contracts, temporary contracts, part-time contracts, contract for an indefinite period of a permanent but discontinuous nature, contract for training, etc. Hiring promotion.



## WORKLOAD

ACTIVITY	Hours	% To be attended
Theoretical and practical classes	45,00	100
Development of individual work	22,50	0
Study and independent work	45,00	0
<b>TOTAL</b>	<b>112,50</b>	

## TEACHING METHODOLOGY

**Theoretical content:** The teacher will present and explain those fundamental elements that should guide students in the study and understanding of the subject. The student, meanwhile, should actively engage in the learning process through reading, before the teacher's explanation, or in class, depending on the organization of teaching time, those materials, textbooks, monographs and texts provided or previously indicated.

**Applied activities:** They consist in the comment of statements or press news, case resolution or activities like puzzle or questionnaires, analysis of labor issues, etc., through which students will develop the skills mentioned above.

These activities may either be complementary to the exposure of theoretical knowledge by the teacher, or focus on specific issues of the subject that will not be subject to exposure by the teacher.

These activities should be participatory and each teacher will indicate, where appropriate, which will be evaluated.

Through them the student will be introduced to and accustomed in the handling of those materials and techniques of the discipline.

**Activities outside the classroom:** Complementary activities such as seminars, collective tutorials, visits to public institutions, etc., will be scheduled in the context of the course and will consist of specific or interdisciplinary or cross activities, always in coordination with the other groups. The teacher must indicate whether they are evaluated or not.

**Directed activities:** For both tracking of the theoretical exposure and realization of the applied activities, the teacher will indicate the readings, search of sentences or case preparation, etc., which will be accomplished by the student.

Although not being object of classroom work, the teacher may also program, within the volume of student work, other activities to reinforce or review the student's acquisition of knowledge.

**Unscheduled tutorials assistance:** For questions on any topic or aspect of the subject and its workflow, students may attend, on the schedule set by each teacher, to unscheduled tutorials fixed by every teacher





## EVALUATION

The assessment will be continuous, following these criteria.

- Global exam: 70% of the value of the final mark. To pass the course will be necessary to overcome this global exam. Each program shall specify the type of exam to be performed.
- Three additional assessed activities, to be specified by each teacher in the program, and their performance or delivery schedule as stated in this teaching guide. Whether applied activities carried out in class, or directed activities, the dedication to it should be counted in the total volume of student work. These activities will be worth: 30% in the final grade.

## REFERENCES

### Basic

- Referencia b1: AA.VV. Goerlich Peset y García Ortega (Coord). Derecho del Trabajo. Valencia. (Tirant lo blanch). Puede sustituirse por las referencias que se indican más abajo. Solo debe utilizarse una de ellas y siempre en la última edición disponible

Referencia b2: \*Alonso Olea y Casas Baamonde. Derecho del Trabajo. Civitas. Madrid

Referencia b3: \*Martín Valverde, Rodríguez Sañudo y García Murcia. Derecho del Trabajo. Tecnos. Madrid

Referencia b4: \*Montoya melgar. derecho del Trabajo. Tecnos.Madrid

Referencia b5: \*Palomeque Lopez y Alvarez de la Rosa. Derecho del Trabajo. Ceura. Madrid

Referencia b6: \*Vida Soria, Monereo Lopez y Molina Navarrete. Manual de Derecho del Trabajo. Comares. Granada

Referencia b7: \*Cruz Villalon. Compendio de Derecho del Trabajo. Tecnos. Madrid

### Additional

- Referencia c1: \* Normas laborales básicas, a cargo de Blasco Pellicer y Goerlich Peset. Edit. Tirant lo Blanch.

Referencia c2: \* Legislación social básica, a cargo de Serrano Martinez y Sequeira Fuentes. Ed. Civitas.

Referencia c3: \*Código Laboral y de seguridad social, a cargo de Garcia-Perrote Escartin y Pérez de los Cobos Orihuel, Ed. La Ley.



Referencia c4: \* Legislación laboral y de la Seguridad Social, a cargo de Galiana Moreno y Sempere Navarro. Ed. Aranzadi.

Referencia c5: \* Legislación Laboral, a cargo de Rodríguez Piñero, Ojeda Avilés, Fernández López y Gorelli Hernández. Edit. Tecnos, Madrid.

- Referencia c6: Pueden utilizarse diversas fuentes en internet como apoyo; se enumera un listado meramente indicativo:

Bases de datos:

<http://www.westlaw.es>

<http://www.tirantonline.com>

Normas:

Convenios internacionales

<http://www.ilo.org/global/lang--en/index.htm>

Diario oficial de la Unión Europea:

<http://eur-lex.europa.eu/JOIndex.do>

<http://www.boe.es>

Boletines autonómicos: [http://www.boe.es/aeboe/consultas/enlaces/boletines\\_autonomicos.php](http://www.boe.es/aeboe/consultas/enlaces/boletines_autonomicos.php)

Boletines provinciales:

[http://www.boe.es/aeboe/consultas/enlaces/boletines\\_provinciales.php](http://www.boe.es/aeboe/consultas/enlaces/boletines_provinciales.php)

Convenios colectivos:

[http://www.mtin.es/es/sec\\_trabajo/ccncc/](http://www.mtin.es/es/sec_trabajo/ccncc/)

Jurisprudencia:

Tribunal Constitucional:

<http://www.tribunalconstitucional.es>

Tribunal de Justicia de la Unión Europea

<http://curia.eu>

Tribunal Supremo

Cendoj

<http://www.poderjudicial.es/search/index.jsp>

Publicaciones:

Ministerio de Trabajo: Publicaciones electrónicas

[http://www.mtin.es/es/publica/pub\\_electronicas/destacadas/index.htm](http://www.mtin.es/es/publica/pub_electronicas/destacadas/index.htm)



Fundación 1º de mayo  
<http://www.1mayo.ccoo.es/nova/>

## **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.