

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

<b>Code</b>	35970
<b>Name</b>	Labour and social security law
<b>Cycle</b>	Grade
<b>ECTS Credits</b>	4.5
<b>Academic year</b>	2021 - 2022

**Study (s)**

<b>Degree</b>	<b>Center</b>	<b>Acad. year</b>	<b>Period</b>
1315 - Degree in Finance and Accounting	Faculty of Economics	4	First term

**Subject-matter**

<b>Degree</b>	<b>Subject-matter</b>	<b>Character</b>
1315 - Degree in Finance and Accounting	23 - Year 4 optional subjects	Optional

**Coordination**

<b>Name</b>	<b>Department</b>
TOSCANI GIMENEZ, DANIEL	76 - Labour and Social Security Law

**SUMMARY**

The subject Labor Law and Social Security will allow the student of the Degree in Finance and Accounting to acquire the specific competences foreseen in the verification report of the Degree, so that students will learn the fundamental elements of the labor law, in its individual and collective perspective and briefly in matters of Social Security, and will face the solution of specific problems through the application of labor regulations.

On the other hand, the course is aimed at providing the student with knowledge of the counterweights to corporate power within the company and outside it, studying the legal instruments of representation and participation of workers in the company, collective bargaining and mechanisms for out-of-court settlement of disputes and the articulation of the Social Security system and the main benefits that compose it.

All this will enable the student to adequately develop, within the current regulatory framework, human resources management strategies in the company, bearing in mind that the aim is not to turn him/her into an expert in labor matters, but rather the objective of the course is to provide the adequate knowledge to be able to make a first reflection on the legal conditioning factors of the different personnel policies.



## PREVIOUS KNOWLEDGE

### Relationship to other subjects of the same degree

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

### Other requirements

The course requires the student to become familiar with basic legal terminology, which is always a challenge, and a necessary extra effort, in learning labor law in the context of non-legal degrees.

## OUTCOMES

### 1315 - Degree in Finance and Accounting

- Conocer la regulación esencial de las relaciones laborales individuales y el esquema específico de fuentes del que dimana dicha regulación.
- Capacidad para utilizar la terminología específica del ordenamiento laboral y ponerla en relación con los conceptos desarrollados en otras asignaturas del Grado.
- Capacidad para resolver casos prácticos de aplicación de la normativa estudiada, demostrando un manejo adecuado de los textos legales.

## LEARNING OUTCOMES

According to the technical specifications of the degree's verification report, the subject Labor Law and Social Security must be oriented so that the student obtains the following learning outcomes:

- To know and use appropriately the legal terminology in labor matters.
- To understand the basic concepts of labor, union and social security law.
- Acquire a minimum skill in the application of labor and social security regulations to the solution of concrete problems.
- Ability to collect biography

Set clear, achievable, specific and measurable objectives.

**WORKLOAD**

ACTIVITY	Hours	% To be attended
Theory classes	30,00	100
Classroom practices	15,00	100
<b>TOTAL</b>	<b>45,00</b>	

**TEACHING METHODOLOGY**

Given the non-legal profile of the degree in which the subject is taught, it is essential to adequately combine different teaching methodologies.

Exposure of theoretical contents by means of the master lecture. After a previous reading and preparation of each of the topics by the students, the professor will expose and explain in a dynamic way those fundamental elements that should guide the students in the study and understanding of the subject, frequently using practical assumptions, in order to bring the student closer to the problems and legal solutions that may arise in the daily life of the companies. In this way, the student will become familiar with the legal language, the handling of legal and judicial texts, and the way in which personnel problems are solved in labor legislation.

In this work of exposition of the contents of the subject, the student's involvement is essential, since he/she must make a previous autonomous effort of reading and preparation of the different sessions.

Development of the knowledge acquired through practical classes. Although in the theoretical classes there will be an equally practical component, it will be in the practical classes where the students, in cooperative work, will fully apply their knowledge on the subject, providing answers to more complex assumptions and trying to achieve in each of the sessions previously defined objectives of knowledge and application.

Independent study. Obviously the student must carry out a work of autonomous, independent study, of preparation of the subject and of the diverse sessions. The student tutoring tools (tutorials, either face-to-face or through the virtual classroom) will be an indispensable complement for the achievement of the teaching objectives.

**EVALUATION**

1st Call: Final written and/or oral test, consisting of an exam, which may be an objective or developmental test, including theoretical-practical questions and/or problems. It constitutes 70% of the grade. In these tests will be considered as general evaluation criteria: - Adequacy of the answer to what is asked: concreteness and accuracy.- Writing and spelling- Terminological and technical precision- Coherence and internal logic of the basis of the answers. Continuous evaluation of each student, based on regular attendance and active participation in the proposed face-to-face activities, such as practical work 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 students in the teaching-learning process and the skills and attitudes shown during the development of such activities. In any case, it will be necessary to have passed the final exam in order to take into consideration this 30% of the grade.

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

## REFERENCES

### Basic

#### - 10.1 Referencias Básicas

Ramírez Martínez, J.M. Curso básico de Derecho del Trabajo (para titulaciones no jurídicas) Ed. Tirant lo Blanch, 16a edición, 2020

### Additional

- Martín Valverde, Rodríguez-Sañudo y García Murcia: Derecho del Trabajo, Tecnos, Madrid
- Montoya Melgar: Derecho del Trabajo, Tecnos, Madrid.
- Legislación laboral y de la Seguridad Social, a cargo de Galiana y Sempere. Ed. Aranzadi.
- Normas laborales básicas, a cargo de Blasco y Goerlich, Edit. Tirant Lo Blanch, Valencia.

- 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>  
Boletín Oficial del Estado  
<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.empleo.gob.es/es/sec\\_trabajo/ccncc/](http://www.empleo.gob.es/es/sec_trabajo/ccncc/)
- Jurisprudencia:  
Tribunal Constitucional:  
<http://www.tribunalconstitucional.es>  
Tribunal de Justicia de la Unión Europea  
[http://curia.europa.eu/jcms/jcms/j\\_6/pagina-principal](http://curia.europa.eu/jcms/jcms/j_6/pagina-principal)



Tribunal Supremo

Cendoj

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

- Publicaciones:

Ministerio de Trabajo: Publicaciones electrónicas

<http://www.empleo.gob.es/es/publica/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.