2018/2019

Instruments for the Legal Management of Company Responsibility and Procedural Management

Code: 44067
ECTS Credits: 15

Degree	Type	Year	Semester
4313301 Social and Employment Rights	OB	0	2

Contact

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Teachers

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Use of languages

Principal working language: spanish (spa)

Prerequisites

In order to achieve a usefull attendance to the courses, it is advisable to have a basic knowledge of the legal framework related to the different issues on the subject.

Objectives and Contextualisation

Aims of the course

The central goal of this course is to deal with a set of key materials of in the performance of a labour advisor or a person in charge of human resources in a company. In this sense, the course combines a selection of more classic and central aspects as procedural labour law, workplace hazard prevention, the calculation of compensation paid by the employer, with other more current issues such as the impact of the sharing economy on labour regulations or corporate social responsibility, the international mobility of workers and the management of personal data protection in the field of human resources. Finally, there is also an approach to the taxation of wages and compensation.

So, the global aim of this coure would be to provide students with some tools allowing them a proper and an updated management of/advise on human resources in the company.

Content

1. Labour procedural law

2. Workplace hazard prevention

3. Calculation of compensations

4. Productive decentralization

5. Sharing Economy and Labour Law.

6. Corporate social responsibility in the labour field. General issues.

7. Specific areas of CSR: gender viewpoint in labour relations, disability, corporate volunteering, domèstic and International outsourcing and CSR, Whistleblowing

8. Transnational mobility of workers.

9. Management of personal data protection

10. Taxation of salaries, non-wage items and employee compensations