

Employment Law I

Code: 100489
ECTS Credits: 6

Degree	Type	Year	Semester
2500258 Labour Relations	FB	1	2

The proposed teaching and assessment methodology that appear in the guide may be subject to changes as a result of the restrictions to face-to-face class attendance imposed by the health authorities.

Contact

Name: Josep Maria Fuste Miquela
Email: JosepMaria.Fuste@uab.cat

Use of Languages

Principal working language: catalan (cat)
Some groups entirely in English: No
Some groups entirely in Catalan: Yes
Some groups entirely in Spanish: No

Other comments on languages

Documents d'especial interès

Prerequisites

There are no prerequisites. Obtaining the skills / learning outcomes of Civil Law (1st year, 1st semester) and Constitutional Law (1st semester, first semester) is a necessary basis for a proper legal understanding of Labor Law I

Objectives and Contextualisation

Obtain knowledge of the basic legal notions of Labor Law. The subject is the basis from which Labor Law II and III, Social Security Law, Trade Union Law and other legal subjects related to the general scope of labor relations will be studied. It is proposed as basic content to delimit which are the legal relations regulated by Labor Law, to know the normative system of the discipline and to delimit which are the subjects of labor relations.

Competences

- Contextualising the social events from a (geographical, historical, economic, ecological, sociopolitical or cultural) global point of view.
- Drawing up and formalising reports and documents.
- Identify the foundations of the main legal and organisational areas in the field of human work.
- Identifying, analysing and solving complex problems and situations from an (economic, historical, legal, psychological, and sociological) interdisciplinary perspective.
- Organising and managing the available time.
- Recognising the issues related to labour market, social security, and the implementation of legislation and jurisprudential criteria to the assumptions shown in practice.
- Students must be capable of persuading others to agree with their point of view.
- Working autonomously.

- Working effectively in teams.

Learning Outcomes

1. Analysing the concepts of worker, entrepreneur, trade union and management. Solving the problems presented in the practical cases.
2. Analysing the differences between labour legislation and labour law. Determine the issues arisen during the development of trade unionism.
3. Analysing the matters and solving labour problems by applying the legislation and jurisprudential criteria.
4. Describing the ideological assumptions of legislation and labour law.
5. Drawing up and formalising reports and documents.
6. Identifying the sources of the Labour Law.
7. Organising and managing the available time.
8. Relating the pre-liberal antecedents of the labour regulation with the interventionism of industrial relations.
9. Students must be capable of persuading others to agree with their point of view.
10. Working autonomously.
11. Working effectively in teams.

Content

CONCEPT, FUNCTION AND PURPOSE OF LABOR LAW

1. Introductory concept and function
2. Delimitation of the object: voluntary work, for hire, subordination and salary compensation
3. Exclusions and inclusions
4. Related assumptions
5. Freelance work

SOURCES OF LABOR LAW (I)

1. Hierarchy of standards
2. Sources of Labor Law. State sources
3. Spanish Constitution and Labor Law
4. Laws and other regulatory standards
5. European and international sources

SOURCES OF LABOR LAW (II). OTHER LABOR RELATION REGULATORY INSTRUMENTS

1. Collective agreement
2. Custom
3. Value of jurisprudence
4. Individual autonomy
5. Organization and direction power. Demonstrations and limits
6. Application and interpretation

SUBJECTS OF LABOR RELATIONS (I)

1. Workers
 - 1.1 Concept
 - 1.2 Typology
2. Employers
 - 2.1 Concept and typology
 - 2.2 Company and workplace
 - 2.3 Group of companies

SUBJECTS OF LABOR RELATIONS (II). LABOR ADMINISTRATION AND JURISDICTION

1. Trade unions: concept, typology, representativeness
2. Constitutional configuration
 - 2.1 Individual and collective trade union associationism

- 2.2 Subjective scope: inclusions, limitations and exclusions
- 2.3 Content. Right of affiliation, right of non-affiliation, right of union activity (referral)
2. Employers union: concept, typology, representativeness
3. Labor Administration and Jurisdiction

ACCESS TO EMPLOYMENT

1. Right to work and employment policies
2. Labor intermediation
3. Temporary employment agencies
4. Introduction to the work contracts

Methodology

The teaching methodology and the evaluation may have some modification depending on the eventual restrictions to the attendance that the health authorities may impose

The schedule will be available on the Virtual Campus prior to the start of teaching

The learning process within the framework of this subject will be organized from the three types of training activities that are explained below:

Directed activities. They respond to a predetermined time schedule, which requires the teacher's direction and that take place in groups (master classes) or subgroups (classroom practices, seminars)

- Master classes. It is an activity where the main role falls on the teacher and is essentially theoretical. They will consist of the exposition of various aspects of the agenda, based on the applicable regulations and the materials that are eventually provided through the Virtual Campus.
- Practical classes. With a shared role between teachers and students, these activities will have a practical nature and will consist of the execution of three PRACTICAL UNITS, each of which will involve previous work outside the classroom (see supervised activities) and face-to-face work in the classroom based on the resolution and collective discussion of practical cases and / or preparation of legal documents, etc. In the part corresponding to the work in the classroom, the practical activities will be carried out in teams or individually, as determined.

Supervised activities. Those that, although they can be developed autonomously, require the more or less punctual intervention of the teaching staff (tutorials, etc.). They will be developed individually or in small teams and will be oriented to the preparation of evaluable practices. They will consist of the following typology (indicative): Preparation of summary sheets of judgments or regulations. Realization of conceptual diagrams of the epigraphs of the agenda. Search and reading of bibliography and instrumental jurisprudence for the resolution of practical cases. Preparation and resolution of practical cases when they are prepared prior to delivery and / or debate in the classroom

Autonomous activities. They are all those in which the students organize their time and effort autonomously, either individually or in teams, such as research and study, drawing up diagrams or summaries, etc. In this subject, the essential part of autonomous activities is linked to completing, analyzing and studying the contents of the theoretical classes and preparing the theoretical final exam.

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Lectures	19.5	0.78	1, 3, 4, 6
Practical classes and final tutoring	25.5	1.02	1, 3, 2, 4, 6, 7, 5, 10, 11
Type: Supervised			

Elaboration of schemes. Searching/reading documents and bibliography for the resolution of the evaluable practices. Preparation of deliveries for evaluable practices	30	1.2	3, 6, 7, 5, 10, 11
Material research	5	0.2	3, 6, 11
Writing deliveries	15	0.6	7, 10
Type: Autonomous			
Autonomous study	40	1.6	2, 6, 7, 10
Reading texts	10	0.4	6, 7, 10

Assessment

Fraudulent conduct: Copying or attempting to copy in an exam will involve the qualification of 0 in the subject and the loss of a possible right to re-evaluation. The delivery of an evaluable practice in which there are signs of plagiarism or when, in the work in equipment, a false or inaccurate qualitative and/or quantitative co-authorship is recorded shall involve a 0 in that activity and a first warning. In case of repetition of the conduct the person or persons involved will suspend the subject (0) and lose the right to recovery

I. CONTINUOUS EVALUATION: combines the continuous evaluation of the practical classes and the resolution of a final exam.

1. Continuous evaluation of practical classes. ATTENTION IS MANDATORY the registration of students, at the beginning of the subject, in teams of between 3 and 4 people

a) Three qualifying practical units will be made throughout the course. Each will have an evaluation activity. The final score of the activities will be the average of the three notes obtained (between 0 and 10 points). Before the beginning of the teaching, the specific date or week of performance will be published on the Virtual Campus, without prejudice to the exceptionally and for reasons of force majeure, these may, with sufficient notice and advance notice, be modified.

b) Development of practices. Each practical unit will be developed in principle in three sessions (one session each week) and will require regular attendance throughout the course. In each practice, the first two sessions will be preparation, in which students must have developed in work teams the theoretical-practical development of the subject matter, for discussion and resolution of exercises in the classroom (team or individually). There will be a third session consisting of the EVALUATION of the practical unit, by resolving a case study and / or short questions or type test on the subject worked. This evaluation may have an individual resolution part and a team resolution part

2. Final evaluation exam: shall consist of the resolution of five development questions on the subject matter covered in theoretical and practical teaching. Legal understanding and expression, as well as the ability to relate and apply the basic legal concepts of the subject, will be particularly valued. Each of the exam questions will be rated from 0 to 10 points. The test score will be obtained from the corresponding average

3. Qualification of the subject with the system of continuous evaluation and final exam. Calculation of the subject grade if the score of the evaluation exam is equal to or greater than 5: the score obtained in the continuous evaluation of the practices will have a value of 50% of the grade and the score obtained in the final exam will be worth 50% of the grade. The subject will be approved with a minimum of 5 points out of 10.

Attention: where the final exam score is less than 5 out of 10, the grade of the subject will be suspense (note on 10 obtained in the evaluation exam).

II. RE-EVALUATION

1. Student re-evaluation that has approved the practical units, but which has not been submitted or has suspended the system of continuous evaluation. They are kept the practice note. They will do a re-evaluation review, with the same content and qualification criteria applied in the continuous evaluation.

2. Re-evaluation of students who have not made practicals or obtained a grade below 5 in the evaluation of the practicals

ATTENTION: students who, during the course of the subject, have not been presented to evaluable activities that together add up to 50% of the grade of the subject will NOT HAVE THE RIGHT to re-evaluation.

For students entitled to re-evaluation, a theoretical-practical examination consisting of two parts shall be carried out: A theoretical part that will consist of the resolution of five development questions. Each question will be scored from 0 to 10 points and the note will be earned from the corresponding average. This part of the exam will be worth 50% of the grade. A practical part consisting of the decision appropriately based on law, of a practical assumption with the thematic content corresponding to the subject matter under review. This part of the exam will be worth 50% of the grade. In this re-evaluation the final grade of the subject will be obtained by making the average of the score obtained in both parts. The subject will be approved when they have been independently passed (minimum note 5 out of 10) each of the two parts of the theoretical-practical examination. If one of the parties is not exceeded, the grade of the subject will be SUSPEND (note on 10 obtained in the suspended part).

III. REVIEW OF EVALUATION ACTIVITIES

Evaluation and re-evaluation exams: Teachers will set review day and time by posting a note on the virtual campus and/or through information on the day of the exam.

Continuous evaluation activities carried out throughout the semester: students interested in reviewing the grades should contact the teacher by email to set the day and time of review, within the period indicated in the publication of each of the notes.

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
EVALUABLE PRACTICES. There will be done 3 trials (1 for every PRACTICAL UNIT. Approximate time 1h each)	50%	3	0.12	1, 3, 9, 4, 6, 5, 11
Written exam	50%	2	0.08	1, 2, 4, 6, 7, 8, 10

Bibliography

GENERAL BIBLIOGRAPHY: At the beginning of the course, the teaching staff responsible will detail the aspects for their use based on the following materials and criteria.

Required (evaluation object): None. Its use will only be obligatory depending on the restrictions imposed by the health authorities. In this eventual case, the specific bibliographic material will be indicated, which will be in electronic format and will be accessible through the internet

Recommended: For a correct preparation of the subject (theory and practice) it is highly recommended to consult the manual. For information purposes, the reference of the manuals that will serve as the basis for the preparation of the theoretical and practical teaching of the subject is indicated:

- Compendio de Derecho del Trabajo: Cruz Villalón, Jesús. Madrid, Tecnos, 2020
- Derecho del Trabajo: Martín Valverde, Antonio, Rodríguez-Sañudo, Fermín, García Murcia, Joaquín. Madrid, Tecnos, 2020

Regulations, court rulings, collective agreements and other legal documentation of interest

CONSULT the "Biblioteca Jurídica General " of the BOE (www.boe.es), free access, permanently updated. For the subject Labor Law, in the COLLECTION «CÓDIGOS ELECTRÓNICOS UNIVERSITARIOS, download the CÓDIGO UNIVERSITARIO DE DERECHO DEL TRABAJO

Others: you have a wide catalog of electronic resources accessible from the Library UAB website
<https://www.uab.cat/web/libraries-1345738247610.html>

- ARANZADI INSTITUCIONES: regulations, jurisprudence, doctrine, collective agreements
- La Ley Digital - Regulations, jurisprudence, doctrine
- Tirant on Line - Regulations, jurisprudence, doctrine, forms
- V-lex - Regulations, sentences