

Legal System for Labour Relations in Government Organisations

Code: 100507
ECTS Credits: 6

Degree	Type	Year	Semester
2500258 Labour Relations	OT	4	0
2500786 Law	OT	4	0

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: María José Feijóo Rey
Email: MariaJose.Feijoo@uab.cat

Use of Languages

Principal working language: spanish (spa)
Some groups entirely in English: No
Some groups entirely in Catalan: No
Some groups entirely in Spanish: Yes

Prerequisites

To carry out a correct follow-up of this subject it is recommended to have previously passed the Labor Law subjects, given that they offer basic training in relation to the legal framework of individual and collective labor relations without which the issues can not be adequately understood or analyzed. which are treated in the subject.

Objectives and Contextualisation

The objective of this subject is the knowledge of the legal regime of labor relations in Public Administrations, both in terms of those of civil servants and those of other public employees.

Competences

Labour Relations

- Applying the information and communication technologies to the different areas of action.
- Clearly expressing ideas or facts in a compelling way.
- 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.
- Properly analysing the specific situations of reconciliation of work and family life, and implementing the corresponding regulations.
- Self-motivating by undertaking specific training programs to acquire new knowledge.
- Students must be capable of deciding, sharply taking decisions and judging.
- Students must be effective in a changing environment and when facing new tasks, responsibilities or people.
- Working autonomously.
- Working effectively in teams.

Learning Outcomes

1. Applying the information and communication technologies to the different areas of action.
2. Clearly expressing ideas or facts in a compelling way.
3. Drawing up and formalising reports and documents.
4. Gathering good business related practices.
5. Knowing the foundations of the legal areas of industrial relations in the specific scenario of legal management of diversity in the company.
6. Knowing the foundations of the legal areas of industrial relations in the specific scenario of public administrations.
7. Knowing the mechanisms that must be applied in every situation.
8. Self-motivating by undertaking specific training programs to acquire new knowledge.
9. Students must be capable of deciding, sharply taking decisions and judging.
10. Students must be effective in a changing environment and when facing new tasks, responsibilities or people.
11. Understanding the specific situations in a collective agreement.
12. Working autonomously.
13. Working effectively in teams.

Content

Unit 1

PUBLIC OCCUPATION: CONSTITUTIONAL AND LEGAL FRAMEWORK

- 1.1. Public function and public occupation
- 1.2. Constitutional framework
- 1.3. State regulations

Unit 2

THE INSTRUMENTS OF HUMAN RESOURCES MANAGEMENT.

- 2.1. Personnel records
- 2.2. The staff templates
- 2.3. Relations jobs
- 2.4. The public offer of occupation
- 2.5. The plans of occupation

Unit 3

STAFF AT THE SERVICE OF PUBLIC ADMINISTRATIONS

- 3.1. Personnel selection systems
- 3.2. Systems for the provision of jobs
- 3.3. Type of personnel
 - 3.3.1. Public functionary
 - 3.3.2. Labor hiring
 - 3.3.3. Professional director

Unit 4

THE LEGAL REGIME OF THE PUBLIC OFFICER (I)

- 4.1. The administrative situations.
- 4.2. The remuneration regime.
- 4.3. The rights and duties. The code of conduct.
- 4.4. Functional and geographical mobility.
- 4.5. The disciplinary regime.
- 4.6. The incompatibility regime.

Unit 5

THE LEGAL REGIME OF THE PUBLIC OFFICER (II)

- 5.1. The collective rights of public officials: constitutional and legal framework
- 5.2. The freedom of syndication
- 5.3. Collective bargaining
- 5.4. The right to strike

Methodology

Go to the table.

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Cases: real and legal text	18	0.72	1, 8, 5, 6, 7, 10, 11, 2, 3, 9, 12, 13
Cases: resolution	15	0.6	1, 5, 6, 7, 11, 2, 4, 3, 9, 13
Doing Law documents	10	0.4	5, 6, 7, 11, 2, 3, 9
Doing abstracts and main messages	17	0.68	1, 5, 6, 7, 11, 2, 9, 12
Law documents: study	15	0.6	1, 5, 6, 7, 10, 2, 9, 12
Theory	27	1.08	5, 6, 7, 11, 4
Type: Autonomous			
Study	42	1.68	5, 6, 7, 11

Assessment

Go to the table.

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Activities for evaluation in cases and normative for resolution	50	4.5	0.18	1, 8, 5, 6, 7, 10, 11, 2, 4, 3, 9, 12, 13
Final exam	50	1.5	0.06	5, 6, 7, 11, 2, 4, 9, 12

Bibliography

PALOMAR OLMEDA, Alberto, Derecho de la Función Pública. Régimen jurídico de los funcionarios públicos, Dykinson, Madrid, last edition.

PALOMAR OLMEDA, Alberto, El nuevo estatuto del empleado público, Thomson-Aranzadi, Cizur Menor, 2007.

SÁNCHEZ MORÓN, Miguel, Derecho de la Función Pública, Tecnos. Madrid, last edition.