

**Professional Social Security and Company Pension
Plan Management**

Code: 42136
ECTS Credits: 10

Degree	Type	Year	Semester
4313301 Social and Labour Rights	OB	0	1

Contact

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Teachers

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Use of Languages

Principal working language: spanish (spa)

Prerequisites

No pre-requisites

Objectives and Contextualisation

The subject aims to provide a practical, critical and detailed approach to current issues in the field of social security and social protection. In this respect, the selection of the topics covered in the module is based on a threefold criterion. On the one hand, subjects subject to recent reform are selected in order to provide students with an update on the most important aspects of the changes made to the legal system. Secondly, emphasis is also placed on subjects that have received little attention in undergraduate programmes and which normally show a certain complexity, which makes them more suitable for the Master's programme. Finally, some sessions deal with issues that are usually dealt with at the grade level with the aim of offering a perspective of jurisprudential updating from an eminently practical point of view.

Competences

- Apply systems, media and technologies for obtaining and providing information in one's profession or research.
- Continue the learning process, to a large extent autonomously.
- Interpret the broad currents of ongoing change in the social security system, including the different complementary systems and the regulation of their transnational dimension.
- Look for new areas to open up within the field.
- Use acquired knowledge as a basis for originality in the application of ideas, often in a research context.

Learning Outcomes

1. Apply advanced IT programmes associated with the social security system.

2. Apply systems, media and technologies for obtaining and providing information in one's profession or research.
3. Apply, in a particular context, the laws on pension plans within the employment system, voluntary improvements and collective insurance contracts.
4. Continue the learning process, to a large extent autonomously.
5. Correctly document the management of social security benefits.
6. Formulate reasonable hypotheses on the integration of the social security system and the systems of the different autonomous communities.
7. Identify and analyse business-owners' different control mechanisms regarding social security.
8. Identify the different complementary social protection mechanisms that are applicable in a company or in public administration.
9. Look for new areas to open up within the field.
10. Resolve issues related to the movements of workers and their families in the European Union, regarding access to social security protection.
11. Resolve practical issues related to business-owners' responsibility regarding social security.
12. Resolve practical issues related to the management and application of the social security system.
13. Use acquired knowledge as a basis for originality in the application of ideas, often in a research context.

Content

Previous note: the following are the contents that are expected to be dealt with in 2021/2022 in the Social Security module. The contents are indicated following the order marked by the General Law of Social Security and by the manual, order that may be modified in the schedule. At the beginning of the course, a schedule will be provided on the virtual campus with the date, subject and teacher/s responsible for the session for each session.

SCHEDULED CONTENT:

General structure of the social security system. Reform processes and current challenges: in particular the "pension gap" between men and women.

Contribution and collection. Practical problems

Accidents at work and occupational diseases

Latest reforms on temporary incapacity

Permanent disability. Incidence on work

Retirement. Incidence on work

Practical questions on unemployment protection

Death and survivors' benefits.

Methodology

The methodology is based, on the one hand, on the carrying out of directed activities that will have the supervision and support of the classroom teacher, which will be based on the exposition of the subjects in the classroom, as well as on the discussion of practical assumptions that will be proposed to the students. The reduced number of students in the classroom allows a dynamic exchange in this type of activities.

Likewise, the directed activities will be complemented with supervised activities that will entail the carrying out in the classroom of small evaluation activities or practical assumptions in the classroom.

Finally, autonomous activities constitute an important section in the development of learning, especially in the master's degree, in which the maturity of the student undoubtedly allows for greater solvency and use of autonomous activities. The autonomous activities are carried out outside the classroom, without the supervision of the teacher and will involve the following activities: a) reading and analysis of texts (articles, documents, case law) for the preparation of the exam and for the carrying out of practical assumptions; b) writing of practical assumptions and c) study of the subject aimed at passing the exam.

Annotation: Within the schedule set by the centre or degree programme, 15 minutes of one class will be reserved for students to evaluate their lecturers and their courses or modules through questionnaires.

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Master Class	4	0.16	5, 6, 8, 7, 12, 10, 13
Master Class	36	1.44	5, 6, 8, 7, 12, 10, 13
Practical activities	20	0.8	1, 3, 5, 12, 11, 10
Type: Supervised			
Evaluation	3	0.12	1, 2, 3, 5, 6, 8, 7, 9, 4, 12, 11, 10, 13
Resolving case studies and drafting legal documents	17	0.68	2, 3, 5, 8, 7, 12, 11, 10
Search and analysis of legal documentation (case law, regulations, administrative rulings, collective agreements...)	10	0.4	1, 2, 5, 7, 4, 13
Searching and reading bibliography	10	0.4	6, 8, 7, 9, 4
Type: Autonomous			
Elaboration of schemes	20	0.8	1, 2, 5, 8, 7, 9, 4, 10, 13
Searching and reading bibliography	40	1.6	1, 2, 5, 8, 7, 9, 4, 10, 13
Study	90	3.6	8, 7, 4, 12, 13

Assessment

Assessment will be based on continuous assessment activities, attendance and a final test or examination. As far as the continuous assessment activities are concerned, these will be of a brief format and will take place within the framework of the practical activities. They will consist of the resolution of practical cases, the resolution of questionnaires and/or the writing of papers, for subsequent oral or written presentation. Four continuous assessment activities will be carried out, which together will be worth 45% of the mark. Attendance will also be assessed, bearing in mind that attendance will be required for no less than 80% of the sessions in each module. Within this margin, a slight penalty is foreseen in the final mark, which will depend on the student's absences. In this sense, it is understood that the nature of master's degree teaching, the limited number of students and the teaching dynamics contribute to the importance of the fullest possible attendance at the scheduled sessions. Class attendance will be worth a maximum of 15% of the mark. The final exam will be worth 40 per cent of the mark. Before the end of the face-to-face sessions, precise indications will be given on the number and specific characteristics of the questions that will make up this test. Those who do not pass the course through the evaluation system described in the previous paragraphs will have the right to a recovery, which will have a similar format to the final exam.

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
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Class attendance	15%	0	0	1, 6, 8, 7, 4, 13
Development of case studies and other activities	35%	0	0	1, 2, 3, 5, 8, 4, 12, 11, 10
Final examination	50%	0	0	1, 2, 3, 5, 6, 8, 7, 9, 4, 12, 11, 10, 13

Bibliography

BLASCO LAHOZ, Francisco; LÓPEZ GANDÍA, Juan y MOMPALER CARRASCO, María A.: *Curso Básico de Seguridad Social*, València, Tirant lo Blanch, última edición

GORELLI HERNÁNDEZ, Juan (y otros): *Lecciones de Seguridad Social*, Madrid, Tecnos, última edición

Software

No specific programme is required.