

Social Protection Reinforcement

Code: 100492
ECTS Credits: 6

Degree	Type	Year	Semester
2500258 Labour Relations	OT	4	2

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Teaching groups languages

You can check it through this [link](#). To consult the language you will need to enter the CODE of the subject. Please note that this information is provisional until 30 November 2023.

Teachers

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Prerequisites

In order to carry out a correct follow-up of this subject it is mandatory to have previously passed the subjects "Social Security Law I" and "Social Security Law II", since both one and the other offer basic training in relation to the legal framework of the basic institutions of the Spanish Social Security system without which the issues dealt with in the subject cannot be adequately understood or analyzed.

Objectives and Contextualisation

The objective of this subject is to delve into the most specific mechanisms of Social Protection and the knowledge and understanding of the legal institutions that are part of the Social Security system (Peculiarities of the Regimes, systems and special collectives, the protection of the dependency, family and health and other instruments not previously studied, such as the special agreement and Complementary Social Security).

Competences

- Advising and managing in terms of social security, social welfare and complementary social protection.
- Applying the information and communication technologies to the different areas of action.
- Carrying out representation and negotiation roles in several fields of the industrial relations.
- Consulting and managing in terms of employment and labour recruitment.
- Drawing up and formalising reports and documents.

- Preparing, drawing up and formalising the general written documents in administrative and judicial processes.
- Recognising the issues related to labour market, social security, and the implementation of legislation and jurisprudential criteria to the assumptions shown in practice.
- Technically representing the people or entities of the administrative, fiscal, and procedural fields, and also of defence in labour courts.
- Working autonomously.
- Working effectively in teams.

Learning Outcomes

1. Applying the information and communication technologies to the different areas of action.
2. Classifying the basic institutions of employee representation in a company.
3. Describing regular processes and special processes.
4. Describing the assumptions of subjective and objective modification of industrial relations.
5. Drawing up and formalising reports and documents.
6. Explaining the employment contract and its variations.
7. Identifying the mechanisms and institutions with complementary social protection.
8. Knowing the techniques of the procedural methods to the different jurisdictions.
9. Solving the practical issues related with suspension and extinction of industrial relations by applying the legislation and jurisprudence.
10. Solving the problems related to the suspension and extinction of industrial relations.
11. Working autonomously.
12. Working effectively in teams.

Content

UNIT 1. THE SPECIAL REGIMES OF SOCIAL SECURITY

1.- Structure of the contributory level of the system: The Special Regimes. Concept

2.-The Special Regime of Self-Employed Workers:

2.1: Field of application.

2.2: Affiliation, registrations and cancellations

2.3: Quotation and Collection

2.4: Protective Action

3.-Other special regimes

3.1: Coal Mining.

3.2: Sea

3.3: Officials

3.4: Students: School insurance

UNIT 2. THE SPECIAL SYSTEMS OF SOCIAL SECURITY. COLLECTIVES WITH SPECIALTIES

1.- The special system: Concept. Current systems:

2.-The special system of home workers

3.-The special system of agricultural workers

4.-Other special systems

5.-Special groups

5.1.-Artists

5.2.-Partners of Cooperatives and SAL

5.3.-Trade Representatives

5.4.-Other special collectives

UNIT 3. OTHER SOCIAL PROTECTION BENEFITS: DEPENDENCE, ALTERATION OF HEALTH AND PROTECTION OF THE FAMILY

1.-Care for people in situations of dependency: Law 39/2006.

1.1: The system for autonomy and the situation of dependency

1.2: Benefits and services of the system

1.3: Assessment and recognition of the right

2.-Alteration of Health and Sanitary Assistance

2.1: Concept and configuration

2.2: Beneficiaries

2.3: Content and dynamics of the provision

2.4: Management

3.-Protection of the family: Concept and configuration

3.1: Contributory family benefits

3.2: Non-contributory family benefits

UNIT 4. OTHER COLLECTIONS WITH SPECIALTIES

1.-The work of foreigners and migrant workers

2.-Part-time work

2.1: Affiliation, registrations and cancellations

2.2: Quotation

2.3: Benefits

2.4: Discontinuous fixed workers

3.-The special agreement:

3.1: Concept and Common provisions

3.2: Subscription

3.3: Quotation

3.4: Suspension and extinction

3.5: Modalities

UNIT 5. COMPLEMENTARY SOCIAL FORECAST

1.-The public welfare supplement public. Concept and classes: Social Assistance and Social Services.

2.-Active Insertion Income

3.- The public welfare supplement public in Catalonia .. Special reference to "PIRMI"

4.- Private complementary social security: Concept and characters.

4.1: -Voluntary improvements of social security: Concept, legal classes and rules. Outsourcing

4.2: -The pension plans and the pension funds

4.3-The collective insurance contract

4.4.-Social Security Mutuals

Methodology

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

1. DIRECTED ACTIVITIES

The directed activities are all those that are developed in the classroom, in the scheduled times for the subject and under the direction of the teacher.

They consist of the teacher's presentation of various aspects of the syllabus, based on the applicable regulations and the schemes that have previously been provided through the Teaching Space of the subject within the Virtual Campus. For the correct follow-up of the theoretical classes, it is essential that all students have during the theoretical classes a compilation of social security regulations duly updated. An updated edition of the Workers' Statute will also be necessary.

2. SUPERVISED ACTIVITIES

The supervised activities will involve a series of tasks of diverse format that will be executed outside or inside the classroom, but that are later supervised and verified through the work in the classroom proposed in the framework of the same activity: viewing and comment of films related to the topic, identification and study of the normative framework of a given institution, reading and understanding of jurisprudence, research of bibliographical sources, contribution and benefit calculations, exposure by students of the resolution of previously proposed practical cases, etc. In some cases, the objective of the practical activities will be to deepen on aspects analyzed in the framework of the theoretical classes and in others to address new issues, which will not have been addressed before in that context.

They will consist of the execution of 3 practical activities, each of which includes previous and subsequent work outside the classroom and classroom work. Two of these three activities will end with an evaluation consisting of the resolution of a practical case, for which all the legislation and the reference material that the student considers necessary (manuals, notes, etc.) will be available.

The previous work and the practical activities in which it is indicated, can be executed in group. The resolution of the evaluable practical cases will be executed individually, in all cases.

The approach to practical activities will be carried out based on the assumptions that will be presented in class by the responsible teacher.

3. AUTONOMOUS ACTIVITIES

Autonomous activities are all those in which students organize their time and effort autonomously, either individually or in groups, such as research and study of bibliography, the preparation of diagrams or summaries, search for documentation and jurisprudence, etc. In the framework of this subject, the essential part of the autonomous activities is linked to the follow-up of the theoretical classes, to the preparation of the theoretical final exam, and to the preparation and realization of the supervised practical activities proposed

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			
TEORIC CLASSES	22.5	0.9	
Type: Supervised			
PRACTIC CLASSES	22.5	0.9	1, 11, 12
Type: Autonomous			
STUDY	100	4	1, 4, 10, 11

Assessment

ASSESSMENT AND QUALIFICATION SYSTEMS

1.-ORDINARY: it combines the continuous evaluation of the practical activities, the consolidation and understanding of the theoretical / practical knowledge and the resolution of a theoretical final exam. All students enrolled in the subject will be eligible for this system. The maximum grade of the subject is 100 points that are broken down.

1.1 Continuous evaluation of practical classes. (Supervised activities)

a / It is necessary to hand in the documentation that is indicated in each case and to resolve the proposed activities in the classroom. We will consider the presentation of the works proposed by the teacher responsible for practices, as well as their quality and effort in its preparation: 7 points maximum.

b / Weight attendance, attitude in class and participation: 3 points maximum.

c / Two evaluation activities consisting of the resolution of practical cases individually in the classroom, in which the student will have the current legislation and the consultation material he deems necessary. These activities will be carried out on the days set in the schedule that will be displayed in the Virtual Campus and will be carried out (orientatively) in the months of November and December. 10 Points each practical activity, which means a total of 20 points maximum.

1.2: Evidence of consolidation and understanding of theoretical / practical knowledge, consisting of the resolution of a test with alternative answers, which will be resolved on the last day of class (except for another indication that will be included in the schedule). Erroneous answers will deduct note proportionally. Maximum score 20 points.

1.3 Theoretical final exam that will take place on the dates set by the University. All students enrolled in the subject can take this exam. It will consist of 5 questions of average extension all of them related to the subjects contained in the program of the subject. Each of the exam questions will be scored from 0 to 10 points. The maximum rating will be 50 points. In this case, the maximum final grade of the subject will be 4.

To pass the subject it is necessary that the following circumstances occur together and simultaneously:

.- That the sum of all evaluation activities reach 50 points.

.-Have passed the theoretical final exam, which means having obtained a minimum score of 25 points in this test and not having left two questions blank or poorly answered in full.

The final grade of the subject will be obtained from the sum of all the indicated evaluable activities divided by 10, operation to which only students who have passed the final theoretical examination in the above described conditions will be entitled (25 points minimum and no left blank or answered totally wrong two questions). In another case, as indicated, the maximum grade of the student will be 4 and must be submitted to the reevaluation test in the conditions detailed below. The previous rule has the following exception: When the joint qualification obtained exceeds 50 points, but the final grade of the theoretical exam is 25, the final grade for the subject will be 5, with no average. 2.-REEVALUACIÓN SYSTEM They will be able to benefit from this system: a / Students who have not passed the ordinary system described above, or who have not submitted to the ordinary theoretical exam. They will be able to choose between maintaining the grade obtained through the practical evaluation system plus the test, in this case they will only have to take the theoretical exam, or recover the whole of the subject. b / Students who have not submitted to the system of ordinary evaluation, who must perform the two evaluation tests provided. The re-evaluation system is based on the resolution of an examination that will consist of two parts: 2.1 A theoretical part that will consist of the resolution of 5 questions of average extension all of them related to the subjects contained in the program of the subject. Each of the exam questions will be scored from 0 to 10 points. The qualification of this part will be obtained from the sum of the total score obtained in each question, with a maximum of 50 points. This part of the exam will have a value of 50% of the final grade. When the qualification of the theoretical final exam is lower than 25 the final mark of the subject will be suspended. In these cases the final maximum score will be 4. 2.2 A practical part consisting of the resolution based on law, of a practical case with the thematic content corresponding to the subject matter. For the resolution of this part, only a compilation of Labor and Social Security regulations, calculator and calendar will be available as support material. This part of the exam will have a value of 50% of the grade. The maximum qualification to obtain would be 50 points.

The final grade of the subject will be obtained from the sum of the grade of the sum of the two tests described divided by 10, operation to which only students who have passed the final theoretical exam in the above described conditions will have the right (25 minimum points and not having left blank or answered totally wrong two questions). In another case, as indicated, the maximum grade of the student or student will be 4 and supposes the suspension of the subject. Neither will the students pass the subject that, adding the mark obtained in the theoretical and practical exam, do not reach 50 points. In this case, the final maximum score will be 4.

The previous rule has the following exception: When the joint qualification obtained exceeds 50 points, but the final grade of the theoretical exam is 25, the final grade for the subject will be 5, with no average.

3. DATES OF EXAMINATIONS

The dates of the theoretical final exam and the recovery test will be determined by the Faculty of Law.

For the rest of the evaluable activities, in each teaching group the concrete date or the week of performance of the evaluable activities will be published in the virtual campus, without prejudice to the fact that, exceptionally and due to force majeure, they can be modified with the prior notice and the Adequate time

4.-REVISION PROCEDURE

The correction and qualification, both of the two evaluable practical cases and of the consolidation and comprehension test, may be revised. upon request of interested students, on the date set by the responsible teacher.

To carry out the review of the theoretical final exam and / or the re-evaluation test, a date will be set for the responsible teacher, which will be communicated in advance to the interested students.

4. CALLS

The number of calls is established in the regulations.

Both in the final exams and in the subsidiary exams, presenting and suspending or withdrawing after the questions have been communicated, implies exhausting the call.

5. SINGLE ASSESSMENT

- Theoretical exam with 5 questions and practical cases with various subjects related to the course program
- The theoretical exam will account for 50% of the final grade. The practical case will suppose 50% of the final mark
- Recovery: the same recovery system will be applied for continuous assessment

FRAUDULENT CONDUCTS

A student who copies or attempts to copy an exam will have a 0 in the subject and will lose the right to re-assessment. A student who submits a practice in which there is evidence of plagiarism or who cannot justify de because the arguments of his practice will get a 0 and will receive a warning. In case of repetition of the behavior, the student will suspend the subject (0) and will lose the right to the recovery.

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
EVALUATION ACTIVITIES OF TWO PRACTICAL CASES	20 PER CENT	3	0.12	1
PARTICIPATION, ASSISTANCE AND PRESENTATION OF WORK	10 PER CENT	0	0	1, 2, 4, 7, 5, 9, 10, 11, 12
TEORIC EXAM	50 PER CENT	1.5	0.06	8, 3, 6, 11
THEORETICAL-PRACTICAL CONSOLIDATION AND COMPREHENSION TEST	10 PER CENT	0.5	0.02	11

Bibliography

1. BIBLIOGRAPHY

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Software

Does not apply