

## Legal Regime for Labour Relations in the Public Administrations

Code: 100507  
ECTS Credits: 6

**2025/2026**

Degree	Type	Year
Labour Relations	OT	4
Law	OT	4

### Contact

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### Teaching groups languages

You can view this information at the [end](#) of this document.

### 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.
- Contextualising the social events from a (geographical, historical, economic, ecological, sociopolitical or cultural) global point of view.
- Contrasting the equality between men and women in the workplace and solving the issues arisen with the Act on Equality.
- 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.

- Verbally communicating and defending a project.
- Working autonomously.
- Working effectively in teams.

#### Law

- Arguing and laying the foundation for the implementation of legal standards.
- Defending and promoting the essential values of the social and democratic State of Law.
- Drawing up legal texts (contracts, judgements, sentences, writs, rulings, wills, legislation...).
- Explaining the legislative reforms and jurisprudential changes.
- Identifying and solving problems.
- Integrating the importance of Law as a regulatory system of social relations.
- Mastering the computing techniques when it comes to obtaining legal information (legislation databases, jurisprudence, bibliography...) and in data communication.
- Memorising and utilising legal terminology.
- Negotiating and mediating between different people or institutions in the context of a conflict (between public administrations-administrators, family and child protection related conflicts, between business-workers and their representatives, parties to a case..).
- Present information in a way that is appropriate to the type of audience.
- Properly analysing the issues related to equality between men and women.
- Searching, interpreting and applying legal standards, arguing every case.
- Students must be capable of communicating their points of view in a compelling way.
- Students must be capable of learning autonomously and having an entrepreneurial spirit.
- Students must be capable of making decisions.
- Students must be effective in a changing environment and when facing new tasks, responsibilities or people.
- Use different information and communication technologies.
- Working in teams, being either a member or a coordinator of working groups, as well as making decisions affecting the whole group.

## Learning Outcomes

1. Analysing the situation by comparing several collective agreements and watching the historical evolution of these situations.
2. Applying the information and communication technologies to the different areas of action.
3. Applying the principle of inalienability of labour rights.
4. Clearly expressing ideas or facts in a compelling way.
5. Clearly identifying the controversy points as well as differentiating between legal and interest labour disputes.
6. Defining the content and utility of the regulatory and jurisprudential newsletters and databases used in the occupational framework.
7. Describing the databases of Spanish public administrations and European and international organizations, as well as knowing how to gain access to the news these institutions might provide.
8. Describing the mechanisms and legal principles used to balance the relations produced in the scope of implementation of Labour Law.
9. Detecting the assumptions where the collective bargaining, unilateral pacts or unilateral decisions of the entrepreneur damage the equality between men and women in the workplace.
10. Drawing up and formalising reports and documents.
11. Drawing up said documents with an appropriate content and style.
12. Identifying and solving problems.
13. Identifying the issues and aspects that should be reformed, and properly integrating them with the current part of the legal system or the jurisprudence and/or judicial doctrine.
14. Identifying the transitional or derogatory arrangements of the legal-occupational standards and applying them in a proper way, in combination with the principle of most beneficial condition.
15. Interpreting and comprehending labour regulatory texts, sentences of the labour court and collective agreements.
16. Interpreting the employment standards in the light of the general rules of interpretation and the *pro operario* principle.

17. Knowing the foundations of the legal areas of industrial relations in the specific scenario of legal management of diversity in the company.
18. Knowing the foundations of the legal areas of industrial relations in the specific scenario of new technologies and freedom of speech and information.
19. Knowing the foundations of the legal areas of industrial relations in the specific scenario of public administrations.
20. Knowing the mechanisms that must be applied in every situation.
21. Present information in a way that is appropriate to the type of audience.
22. Recognising the influence and implementation of the Act on Equality on the labour market.
23. Recognising the space between the promulgation of the rule and its effective implementation.
24. Self-motivating by undertaking specific training programs to acquire new knowledge.
25. Students must be capable of communicating their points of view in a compelling way.
26. Students must be capable of deciding, sharply taking decisions and judging.
27. Students must be capable of learning autonomously and having an entrepreneurial spirit.
28. Students must be capable of making decisions.
29. Students must be effective in a changing environment and when facing new tasks, responsibilities or people.
30. Understanding the specific situations in a collective agreement.
31. Use different information and communication technologies.
32. Verbally communicating and defending a project.
33. Working autonomously.
34. Working effectively in teams.
35. Working in teams, being either a member or a coordinator of working groups, as well as making decisions affecting the whole group.

## 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

## Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Cases: real and legal text	18	0.72	29, 8, 30, 5, 13, 14, 22, 23, 34, 35
Cases: resolution	15	0.6	19
Doing abstracts and main messages	17	0.68	19
Doing Law documents	10	0.4	19
Law documents: study	15	0.6	19
Theory	27	1.08	19, 13, 14, 15, 22
Type: Autonomous			
Study	42	1.68	1, 3, 25, 19, 18, 20, 6, 29, 15, 16, 11, 34, 35

Go to the table.

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.

## Assessment

### Continuous Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Activities for evaluation in cases and normative for resolution	50	4.5	0.18	1, 3, 2, 24, 25, 32, 17, 19, 18, 20, 6, 29, 8, 7, 9, 30, 4, 5, 13, 14, 15, 16, 21, 12, 22, 23, 11, 10, 27, 26, 28, 33, 34, 35, 31
Final exam	50	1.5	0.06	24, 32, 19, 4, 15, 21, 12, 26, 28, 33, 31

### Evaluation

#### 1. ORDINARY EVALUATION MODALITY: CONTINUOUS EVALUATION

This system combines the continuous assessment of the practical part and also of the practical part with a theoretical exam.

## 1.1 Practical.

Only those who have attended at least 80% of the classes (THEORY AND PRACTICAL) will be able to sit the exam.

The mark corresponding to the continuous assessment of the practical activities will be that obtained in a PRACTICAL CASE, with five questions with objective answers, worth 2.5 POINTS and in a BASIC PRACTICAL TEST - V/F - worth 2.5 POINTS.

A wrong answer is deducted half of the correct answer. Four questions without answers, deducted a correct answer.

## 1.2 Theoretical examination

Only persons who have attended at least 80% of the classes (theory and practical) may take this examination.

This examination shall consist ORAL EXAM, about two hours. VALUE: 5 POINTS.

## 1.3 Grading of the subject

The marks obtained in the practical continuous assessment will be worth 50% of the course grade. The score for the theory exam will be worth 50% of the course grade.

It is necessary to pass each of the two activities and only then will they be added together to pass the practical part with a minimum grade of 2.5 points. Only in this case, the marks obtained in each of the two parts, i.e. theory and practical, can be added together.

If this minimum score is not achieved in one of the parts: the grade to be entered in the minutes will be "fail" and the numerical value will be that corresponding to the failed part, expressed in the parameter 0-10.

Consequently, passing the subject will be obtained once 2.5 points have been obtained in each of the parts, and, only in this case, both scores are added together, the minimum grade being 5 out of 10.

## 2. RE-ASSESSMENT of the CONTINUOUS EVALUATION modality

### 2.1. Theoretical examination.

The same.

### 2.2. Practical examination.

The same.

2.3. The final grade of the exam will be obtained from the sum of the score obtained in the two parts, theoretical and practical, provided that in each part a minimum score of 2.5 points out of 5 is obtained, with the specifications detailed for each practical activity.

The course is passed when, in both parts, 2.5 points are obtained (in the practical part, each activity must obtain 1.25 points, and, consequently, this sum is equal to or higher than 5 points).

If in any of the parts the minimum qualification of 2.5 points is not achieved, the qualification that will be recorded in the minutes will be "fail" and the numerical value will be that corresponding to the part that did not achieve the 2.5 points, expressed in parameter 0-10.

## 2.- EXTRAORDINARY EVALUATION MODALITY: SINGLE EVALUATION

It may be taken by students who meet the requirements established in the regulations of the Faculty and provided that the teaching staff of the subject is aware of the choice of this modality in time and form.

### 2.1 ORDINARY SINGLE EVALUATION

Students will take:

2.1.1.- Examination type test. 3 points.

Each wrong answer reduces half of the score of a correct answer. Four no answers, rested one correct answer.

2.1.2.- Students who pass the previous exam will have to take:

2.1.2.1. An oral exam, about two maths. 5 points

2.1.2.2. A practical case study with objective answers. 2 points. Each wrong answer reduces half of the score of a correct answer.

## 2.2.- EXTRAORDINARY SINGLE EVALUATION EXAMINATION

In order to take the single assessment, it is necessary to have obtained a minimum grade of 3 points in the ordinary single assessment.

Type of evaluation: the same as for the ordinary exam.

## 3. DATES OF THE EXAMS

The dates will be determined by the Faculty of Law.

## 4. EXAMINATION DATES

The number of exam sittings is established in the regulations governing the duration of the course.

In both the ordinary final exams and the re-evaluation exams, sitting and failing or withdrawing after the questions have been communicated means that the exam session has been used up.

## 5.- FRAUDULENT CONDUCT

Students who copy or attempt to copy an exam will receive a "0" for the subject and will lose their right to re-evaluation. A student who submits a practical in which there are indications of plagiarism or who cannot justify the arguments of his practical will get a "0" and will receive a warning. In case of repetition of the behaviour, the student will fail the course (0) and will lose the right to retake the course.

## 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.

## Software

No software required.

## Groups and Languages

Please note that this information is provisional until 30 November 2025. You can check it through this [link](#). To consult the language you will need to enter the CODE of the subject.

Name	Group	Language	Semester	Turn
(PAUL) Classroom practices	1	Spanish	first semester	morning-mixed
(PAUL) Classroom practices	51	Spanish	first semester	afternoon
(TE) Theory	1	Spanish	first semester	morning-mixed
(TE) Theory	51	Spanish	first semester	afternoon