

Degree programme	Type	Course
Labour Relations	OB	2

Contact lecturer

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Group languages

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

Prerequisites

Is good to have a good knowledge of of the subjects of the first course.

The teaching of the subject will be taught taking into account the perspective of the Sustainable Development Goals.

Objectives

The subject International norms and European Social Law is taught in the second semester of the second year of the degree. The aim of this subject is for students to acquire basic notions about international and European norms in socio-labour matters. This includes both the general regulations arising from the United Nations system and particularly the International Labour Organisation, and the regulations created within the framework of the European Union. The growing effects of globalisation on labour relations, the increase in workers' mobility and the pressure for a universalisation of the international minimum standards of the agenda for decent work for all incorporated into the Millennium Development Goals has led to a progressive international codification of labour regulations. This entails, on the one hand, the need to fully incorporate into the teaching of Labour Law the mechanisms for the creation, application and control of international law and its implications at regional and national level. On the other hand, the progressive expansion of the social dimension of European integration and the development of European Social Law entails a gradual convergence of state policies and regulations within the EU that must incorporate common standards and regulations.

From the educational perspective of Public International Law and European Union Law, students are expected to achieve several objectives, including:

- Identify the object, sources and principles of Public International Law and European Union Law.
- Differentiate the various subjects that interact in the field of Public International Law and European Union Law.
- Know the mechanisms for the creation, application and control of Public International Law and European Union Law.
- Understand the interrelationships between International Law, European Union Law and state rights.
- Know the main rights and duties derived from international and European regulations in relation to workers and labor relations.

Learning outcomes

1. Assessing the benefits of the extrajudicial systems of conflict solution in the procedural practice.
2. Understanding the meaning and proceedings of every formality and the means of challenge of every assumption.
3. Classifying the basic institutions of employee representation in a company.
4. Acting as a negotiator in a collective bargaining presented as a practical work.
5. Applying and using in teaching practice the mechanisms of the collective agreements.
6. Recognising the different measures that form the industrial dispute.
7. Explaining the methods of job placement and intermediation in the labour market.
8. Working autonomously.
9. Self-motivating by undertaking specific training programs to acquire new knowledge.
10. Students must be capable of deciding, sharply taking decisions and judging.
11. Clearly expressing ideas or facts in a compelling way.
12. Students must be capable of persuading others to agree with their point of view.
13. Verbally communicating and defending a project.
14. Drawing up and formalising reports and documents.
15. Applying the information and communication technologies to the different areas of action.
16. Working effectively in teams.

Contents

BLOCK I.

Lesson 1. The subjects of public international law (PIL): the International Organizations (IO).

Introduction. The subjects of PIL. Concept of IO and differences with other international actors. The international subjectivity of the IO. The competences of the IO. The institucionalization of international society: special reference to the role of the United Nations System.

Lesson 2. Concept, characteristics and principles of PIL.

Concept and characteristics of the PIL as a legal system of the international society. Structural principles of the

PIL: sovereign equality, non-intervention, good faith, peaceful settlement of disputes, prohibition of resorting to the threat or the use of force, assistance to the United Nations (UN), UN authority over non-member States, cooperate among them, respect for human rights, and self-determination of peoples.

Lesson 3. The process of formation of norms in PIL.

The sources of the PIL. Treaty concept. The celebration of treaties. The role of other sources and mechanisms of the PIL: custom, GPL, equity, jurisprudence, doctrine, unilateral acts of States, and regulatory acts of the IO (internal normative function and external regulatory function). Soft law. The interaction between formal sources and coadjuvant mechanisms for the creation of norms.

Lesson 4. The process of applying the rules in PIL.

The reception and hierarchy in domestic law of the general IL, conventional and the normative acts of the IO. The application of PIL by internal organs. International mechanisms to enforce compliance with the international obligations of States: monitoring techniques, international control, self-restraint or countermeasures, and international sanctions or institutionalized procedures (social sanctions, disciplinary power and the power of coercion of Chapters VII and VIII of the Charter). The practice of the UN and other international mechanisms.

Lesson 5. General aspects of the International Labor Organization (ILO) and its normative action.

Origin and characteristics of the ILO. Evolution of the ILO: special reference to the Philadelphia Declaration of May 10, 1944. The purposes of the ILO. Organizational structure of the ILO: the principle of tripartism and the functions of the different organs (International Labor Conference, Board of Directors and the International Labor Office). The capacity of the ILO to conclude international treaties. The ILO's powers to adopt conventions, recommendations and resolutions.

Lesson 6. Application and control of the ILO's regulatory framework.

The effects of international labor agreements. The review, withdrawal, suspension and denunciation of the conventions. The system of ordinary supervision: the role of the Committee of Experts on the application of conventions and recommendations. Special claim and complaint procedures. The institutionalized reaction within the ILO.

Lesson 7. The institutions and competences of the European Union (EU).

The process of European integration. The institutional system of the EU (Council, European Council, EP, Commission, CJEU, ECB, Court of Auditors, Committee of the Regions, Economic and Social Committee, and Ombudsman) and decision making. The distribution of competences between the EU and the Member States.

Lesson 8. The law of the EU and its application.

The sources of the legal system of the EU: primary law, non-written law (custom and GPL), law resulting from the international obligations of the EU and derivative law (typical and atypical acts). Jurisprudence and doctrine. The guiding principles (immediate applicability, direct effect, primacy, etc.) of the relations between the law of the EU and the internal rights. Control mechanisms (jurisdictional and non-jurisdictional) and collaboration for the fulfillment of EU law.

BLOCK II.

Lesson 9. The European construction and its social dimension.

Evolution of European social law since 1957. Community social policy after the reform of the Treaty of Amsterdam and the Treaty of Nice. The contributions of the Lisbon Treaty.

Lesson 10. Evolution of social objectives and their community legal instrumentation.

The European Social Agenda. The Charter of Fundamental Rights of the EU.

Lesson 11. The internal market. The free movement of workers. The right of establishment and the freedom to provide services.

The notion of a worker. Scope of application of free movement. The rights linked to the free movement of workers and the principle of non-discrimination: a) displacement and residence; b) Access to employment; c) Working conditions; d) Permanence in the country of work after the cessation of work activity. The various ways of carrying out the free provision of services and their normative jurisprudential evolution.

Lesson 12. Non-discrimination of gender and other discriminatory aspects in the field of the European Union.

Equal pay for men and women: scope of equality and remuneration notions. Equality in relation to access to employment, vocational training and working conditions. Measures to promote equal opportunities for women. Evolution of the right to equal treatment. The principle of non-discrimination.

Lesson 13. The health and safety of workers in the field of the European Union. Work time.

A) health and safety of workers; B) working time C) working conditions

Lesson 14. Temporary and part-time contracts within the European Union.

Non-discriminatory directives and prohibition of abuse within the European Union

Lesson 15.-Transmission of company

The contributions of the European Directive and Community case law in the field of the European Union.

Lesson 16. From the Lisbon Strategy to the 2020 Strategy.

The European employment strategy. Community guidelines and national employment plans. Economic, social and territorial cohesion. Regional policy and structural funds. The European Social Fund: objectives and actions.

Learning activities and methodology

Title	Hours	ECTS	Learning outcomes
CASE STUDY RESOLUTION	22.5	0.9	5, 8, 10, 11, 12, 13, 14, 15, 16
RECENSIONS	10	0.4	7, 8, 9, 15
MASTER CLASSES	22.5	0.9	3, 4, 9, 10
Case study preparation	40	1.6	1, 2, 8, 14
STUDY	50	2	1, 8, 9, 11, 14

Directed activities:

- Master classes: taught by the teacher.
- Case study resolution: each teacher at the beginning of the course will explain their system.

Autonomous activities (case study preparation, recensions, and study): each teacher in the classroom (and virtual campus) will explain how to prepare autonomously the contents of the course.

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	Weight	Hours	ECTS	Learning outcomes
RECENSION	10	0	0	9, 11, 14, 15
4 CASES STUDY EVALUABLE	40	0	0	1, 2, 4, 5, 10, 11, 12, 13, 14, 15, 16
EXAM OF CONTENTS	50	5	0.2	1, 2, 3, 6, 7, 8, 9, 11, 12, 14

EVALUATION

Assessment model: the evaluation is continued and aims to enable the teaching staff to determine the degree of achievement of the competences.

Students will be assessable as long as they have completed a set of activities whose weight is equivalent to a minimum of 2/3 of the total grade for the subject. If the value of the activities carried out does not reach this threshold, the teacher of the subject may consider the student as not assessable.

EVALUATION BLOCK I

The evaluable practical activities carried out throughout the course will account for 30% of the final grade.

These activities will consist of a) two evaluable practices (20%) and b) a review (10%).

Continuous evaluation of content examinations: two examinations will be made related to the contents of the subject's program, where each will be worth 35% of the final grade. To approve Block I, the average mark of the two exams must be equal to or greater than 5.

Re-evaluation of Block I

Only there is a reassessment of the examinations of contents and only students can present themselves if in the continuous assessment exams have obtained a mark average equal to or greater than 3.

EVALUATION BLOCK II

The practical activities that can be evaluated throughout the course will represent 50% of the final mark.

Continuous evaluation of contents of the program will be 50% of the final mark.

The final mark of the continuous evaluation will be obtained by calculating the average mark of the final exam (50%) and practices (50%). Block II is approved for students who obtain a mark equal to or greater than 5 and the final exam grade is equal to or greater than 3.5.

Re-evaluation of Block II

Only there is a reassessment of the contents examination and only those students who have obtained a score equal to or greater than 3 in the continuous assessment exam have the right to present. Block II will be approved for students who obtain a median mark of the exam of reassessment and of practices equal to or greater than 5 and the grade of the reassessment examination is equal to or greater than 3.5.

FINAL NOTE OF THE SUBJECT

Each block must be approved separately to pass the subject. The final mark of the subject will be the average note of the two Blocks.

SINGLE ASSESSMENT: The single assessment consists of a 4 questions Block I and 20-question Block II exam that worth 50% respectively and two practicals cases of each Block that worth 25% each.

The same criteria will be applied to the re-evaluation.

IMPORTANT NOTE (Block I and Block II):

Students who copy totally or partially practices, reviews, papers, exams, etc. will be qualified with a 0 (zero) final mark of the subject.

The simple possession in the examinations of a cell phone or any other electronic instrument is presumed that the student is copying.

Students who plagiarize practices, reviews, jobs, etc. will be qualified with a 0 (zero) final mark of the subject.

VERY IMPORTANT NOTE: for this subject, the use of Artificial Intelligence (AI) technologies is allowed exclusively in support tasks, such as bibliographic or information searches, text correction or translations or other specific situations in which it is considered. The student must clearly identify which parts have been generated with this technology, specify the tools used and include a critical reflection on how these have

influenced the process and the final result of the activity. The lack of transparency of the use of AI in this assessable activity will be considered a lack of academic honesty and may lead to a partial or total penalty in the grade of the activity, or greater sanctions in serious cases.

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Software

We don't use computer software in this subject.

Course groups and languages

The information provided is provisional until November 30. After this date, you will be able to consult the language of each group through this [link](#). To access the information, you will need to enter the course CODE

Type of teaching	Group	Language	Semester	Shift
(TE) Theory	1	Catalan	second semester	morning-mixed
(PAUL) Classroom practices	1	Catalan	second semester	morning-mixed

(TE) Theory	51	Catalan	second semester	afternoon
(PAUL) Classroom practices	51	Catalan	second semester	afternoon