

| Degree programme | Type | Course |
|------------------|------|--------|
| Labour Relations | OB   | 3      |

## Contact lecturer

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## Teaching staff

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## Group languages

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

## Prerequisites

In order to carry out a correct follow-up of this subject it is mandatory to have previously passed the subjects "Social Security I", "Labor Law I", "Labor Law II" and "Labor Law III", since they offer basic formation about the legal framework of individual and collective labor relations and the basic institutions of Social Security without which the matters dealt with in "Social Security Law II" cannot be adequately understood or analyzed.

## Objectives

The essential objective of this subject is, in addition to the expansion of the basic knowledge related to the protective action of Social Security, the study of some of the most important contributory benefits within the System (Retirement, Permanent Disabled and Benefits derived from the Dead and Survival) and the non-contributory benefits of Retirement and Disability.

## Learning outcomes

1. Explaining the employment contract and its variations.
2. Understanding the opportunity in the means of appeal and enforcement of judicial resolutions of labour courts.
3. Knowing the techniques of the procedural methods to the different jurisdictions.
4. Classifying the basic institutions of employee representation in a company.
5. Applying and using in teaching practice the mechanisms of the collective agreements.
6. Explaining the collective bargaining and its forms.
7. Explaining the methods of job placement and intermediation in the labour market.
8. Describing the assumptions of subjective and objective modification of industrial relations.
9. Enumerating the benefits of the Social Security system: retirement, death and survival.

10. Recognising the unemployment and non-contributory benefits.
11. Working autonomously.
12. Students must be capable of deciding, sharply taking decisions and judging.
13. Clearly expressing ideas or facts in a compelling way.
14. Verbally communicating and defending a project.
15. Drawing up and formalising reports and documents.
16. Applying the information and communication technologies to the different areas of action.
17. Working effectively in teams.
18. Solving the practical issues related with suspension and extinction of industrial relations by applying the legislation and jurisprudence.

## Contents

### UNIT 1. PERMANENT DISABILITY

- 1.-Concept.
- 2.-Degrees.
- 3.-Beneficiary subjects and requirements.
- 4.-Benefits.
- 5.-Management and performance dynamics.
- 6.-Compatibilities and Review
- 7.-Permanent injuries not invalidating.

### UNIT 2. RETIREMENT

1. Concept.
2. Beneficiary subjects. Requirements
3. Benefits. Special cases of early retirement.
4. Management and performance dynamics.

### UNIT 3. DEAD AND SURVIVAL

1. Concept and protected situations.
2. Hold the causer and cause. Requirements
3. Beneficiary subjects. Requirements
4. Benefits.
5. Management and dynamics of the benefits.

## UNIT 4. NON-CONTRIBUTIVE BENEFITS

1. Constitutional and legal framework of non-contributory benefits.

2. Protected assumptions and benefits: disability and retirement.

3. Non-contributory disability benefit.

3.1. Concept.

3.2. Beneficiary subjects and requirements.

3.3. Amount

3.4. Management and dynamics of the pension.

4. Non-contributory retirement benefit.

4.1. Concept.

4.2. Beneficiary subjects and requirements.

4.3. Amount

4.4. Management and dynamics of the provision.

### Learning activities and methodology

| Title           | Hours | ECTS | Learning outcomes          |
|-----------------|-------|------|----------------------------|
| PRACTIC CLASSES | 22.5  | 0.9  | 11, 12, 13, 14, 15, 16, 17 |
| TEORIC CLASSES  | 22.5  | 0.9  | 4, 5, 6, 7, 8, 9, 10, 18   |
| STUDY           | 100   | 4    | 2, 3, 9, 11, 12, 18        |

**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 activities directed are all those that are developed in the classroom, in the hours planned for the subject and under the direction of the professor. 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 facilitated through the Teaching Space of the subject within the Virtual Campus. For the correct follow-up of the theoretical classes, it is imperative that all the students have during the theoretical classes a compilation of duly updated social security regulations. An updated edition of the Workers' Statute will also be required.

2. **SUPERVISED ACTIVITIES** The supervised activities will involve performing a series of various types of tasks that will be executed outside or within the classroom, but which are subsequently supervised and verified through the classroom work proposed in the framework of the same activity: viewing and commenting on films related to the subject, identification and study of the regulatory framework of a specific institution, reading and understanding of jurisprudence, searching for bibliographical sources, quoting and provisioning calculations, exposure for students of the resolution of practical cases previously proposed, etc. In some cases, the objective of the practical activities will be to deepen into aspects analyzed within the framework of theoretical classes and in some others to deal with new questions that will not be addressed before in that context. They will consist of the

execution of 3 practical activities, each of which includes prior and subsequent work outside the classroom and a classroom work. Two of these three activities will end with a consistent evaluation in the resolution of a practical case, by which you can have all the legislation and the consultation material that the student considers necessary (manuals, annotations, etc.). The previous work and the practical activities in which this is indicated, will be able to be executed in a group. The resolution of evaluable practical cases will be carried out individually, in all cases. The approach of the practical activities will be carried out from the assumptions that will be presented in class by the responsible professor.

3. AUTOMOTIVE 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, drawing up diagrams or summaries, search of documentation and jurisprudence, etc. Within the framework of this course, 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 proposed supervised practical activities. They are dedicated to the execution of 4 practical activities, each of which includes a previous work outside the classroom (of an approximate volume of 8 hours) and a classroom work (different sessions according to the subject matter) 1.5 hours). In addition, there may be an initial practice of one session, consisting of the viewing and commentary of a film related to the subject. Practical activities will involve the accomplishment of a series of tasks of diverse format: identification and study of the normative frame of a certain institution, reading and understanding of jurisprudence, search of bibliographical sources, calculations of quote and benefits, etc. The second classroom session will include an assessment activity. In some cases, the objective of the practical activities will be to deepen into aspects analyzed within the framework of theoretical classes and in others to deal with new questions that will not be addressed before in that context. In the part corresponding to the previous work, the practical activities will be able to be executed in group or individually. In the part corresponding to the work in the classroom, the practical activities will be carried out individually, in all cases. The approach of the practical activities will be carried out based on the practical assumptions that will be presented in class by the teacher.

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                                             |
|------------------------------------------------------------|-------------|-------|------|---------------------------------------------------------------|
| THEORETICAL-PRACTICAL CONSOLIDATION AND COMPREHENSION TEST | 10 PER CENT | 0.5   | 0.02 | 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 18                         |
| TEORIC EXAM                                                | 50 PER CENT | 1.5   | 0.06 | 9, 10, 11, 12, 13                                             |
| EVALUATION ACTIVITIES OF TWO PRACTICAL CASES               | 30 PER CENT | 3     | 0.12 | 1, 2, 3, 5, 6, 7, 9, 11, 12, 13, 14, 15, 18                   |
| PARTICIPATION, ASSISTANCE AND PRESENTATION OF WORK         | 10 PER CENT | 0     | 0    | 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18 |

EVALUATION AND QUALIFICATION SYSTEMS 1.-ORDINARY: combines the continuous assessment of the pra

The final grade of the subject will be obtained from the sum of all the indicated evaluable activities divided by 10,

2.1 A theoretical part that will consist of the resolution of 5 questions of average extension all of them related to ti

4.-REVISION PROCEDURE The correction and qualification, both of the two evaluable practical cases as well as

## 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.

THE SINGLE EVALUATION may be taken by students who meet the requirements established in the regulations of the Faculty and provided that the faculty of the subject is aware of the choice of this modality in a timely manner.

### A.- ORDINARY CALL

Students will take

1.- Eliminatorio multiple-choiceexam. 3 points. Minimum score to reach: 2 points.

Each wrong answer reduces half of the score of a correct answer.

2.- Students who pass the previous exam, will have to take

2.1. An oral exam on the program of the subject. 5 points

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

### B.- EXTRAORDINARY CALL

To attend it, it is required to have achieved a minimum grade of 3 points in the ordinary call of the single evaluation.

Type of evaluation: the same as in the ordinary call and in the objective answers, each wrong answer reduces half of a correct answer.

## Bibliography

### 1. BIBLIOGRAPHY

#### BASIC

- GORELLI HERNÁNDEZ, JUAN; RODRÍGUEZ RAMOS, MARÍA JOSÉ; VÍLCHEZ PORRAS, MAXIMILIANO: Sistema de Seguridad Social, Tecnos

#### COMPLEMENTARY

- ALARCON CARACUEL, MANUEL RAMÓN; GONZALEZ ORTEGA, S.: Compendio de SeguridadSocial, Tecnos

- ALMANSA PASTOR, JOSE MANUEL: Derecho de la Seguridad Social, Tecnos
- ALONSO OLEA, MANUEL; TORTUERO PLAZA, JOSE LUIS: Instituciones de Seguridad Social, Civitas
- DE LA VILLA GIL, LUIS ENRIQUE, DESDENTADO BONETE, AURELIO: Manual de Seguridad Social, Aranzadi, Pamplona
- BLASCO LAHOZ, JOSE FRANCISCO: "Curso de Seguridad Social I. Parte General", Tirant lo Blanc

## 2. Web

www.seg-social.es

[http://treballiaferssocials.gencat.cat/ca/ambits\\_tematics/gent\\_gran/pensions\\_no\\_contributives/](http://treballiaferssocials.gencat.cat/ca/ambits_tematics/gent_gran/pensions_no_contributives/)

## Software

No required.

## 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 | 11    | Catalan  | second semester | morning-mixed |
| (PAUL) Classroom practices | 12    | Catalan  | second semester | morning-mixed |
| (TE) Theory                | 51    | Catalan  | second semester | afternoon     |
| (PAUL) Classroom practices | 51    | Catalan  | second semester | afternoon     |
| (PAUL) Classroom practices | 52    | Catalan  | second semester | afternoon     |