

New Methods of Work Organisation: Employment, Recruitment, Productive  
Decentralisation

Code: 42137  
Credits: 10

2026/2027

| Degree programme         | Type | Course |
|--------------------------|------|--------|
| Social and Labour Rights | OB   | 1      |

### Contact lecturer

Name : Xavier Solà Monells

Email : xavier.sola@uab.cat

### Teaching staff

Jorge Torrents Margalef

Jaume Gonzalez Calvet

Daniel Martinez Fons

Oriol Cremades Chueca

### Group languages

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

### Prerequisites

For the correct follow-up of this subject, it is advisable to have a basic knowledge of the legal framework corresponding to the different aspects that make up the syllabus.

The subject will be taught from the perspective of the Sustainable Development Goals.

### Objectives

The objective of this course is to analyse the most relevant aspects of the legal system corresponding to the essential aspects of the traditionally named as "Individual Labour Law", with special emphasis on the impact of regulatory reforms and on the questions that generate the greatest conflict in practice. However, the aim is to provide students with the necessary tools to manage the multiple and complex legal problems that individual labour relations pose in an environment as variable as the present one, by solving them.

### Learning outcomes

- CA01 (Apply current regulations to contracting, managing the incorporation of personnel into the company and incorporating legal, ethical and human aspects into the process.) Apply current regulations to contracting, managing the incorporation of personnel into the company and incorporating legal, ethical and human aspects into the process.
- CA02 (Effectively manage internal flexibility mechanisms and nullifying mechanisms, correctly applying the current regulatory framework and jurisprudential criteria, while considering the human, economic, legal and ethical implications.) Effectively manage internal flexibility mechanisms and nullifying mechanisms, correctly applying the current regulatory framework and jurisprudential criteria, while considering the human, economic, legal and ethical implications.
- CA03 (Generate forms of organisation of working time that facilitate the work-life balance and balanced wage systems that respect the requirements of the current regulatory framework.) Generate forms of organisation of working time that facilitate the work-life balance and balanced wage systems that respect the requirements of the current regulatory framework.
- KA01 (Critically compare salaried work, new forms of work, the employment contracting system and the termination of the employment relationship.) Critically compare salaried work, new forms of work, the employment contracting system and the termination of the employment relationship.
- KA02 (Define the legal regime applicable to wages and the organisation of working time, taking into account the implications of collective bargaining and regulatory changes.) Define the legal regime applicable to wages and the organisation of working time, taking into account the implications of collective bargaining and regulatory changes.
- KA03 (Identify the criteria of the Constitutional Court and the Supreme Court in relation to the mechanisms to achieve a good work-life balance, the mechanisms for flexibility of the employment relationship and productive decentralisation in the work-related legal field.) Identify the criteria of the Constitutional Court and the Supreme Court in relation to the mechanisms to achieve a good work-life balance, the mechanisms for flexibility of the employment relationship and productive decentralisation in the work-related legal field.
- SA01 (Apply the legal techniques of functional modification, geographical mobility, substantial modification of working conditions and dismissal.) Apply the legal techniques of functional modification, geographical mobility, substantial modification of working conditions and dismissal.
- SA02 (Design strategies to resolve conflicts arising from the processing of redundancy plans and the use of labour contracting modalities, applying current regulations, incorporating tax and jurisprudential criteria, and guaranteeing the legal certainty of the decisions taken.) Design strategies to resolve conflicts arising from the processing of redundancy plans and the use of labour contracting modalities, applying current regulations, incorporating tax and jurisprudential criteria, and guaranteeing the legal certainty of the decisions taken.
- SA03 (Analyse and apply internal flexibility mechanisms in the workplace, incorporating regulatory and jurisprudential criteria to propose effective solutions that meet the needs of the workers and organisational dynamics.) Analyse and apply internal flexibility mechanisms in the workplace, incorporating regulatory and jurisprudential criteria to propose effective solutions that meet the needs of the workers and organisational dynamics.
- SA04 (Design salary and working time organisation systems through the application of specialised and innovative methodologies, ensuring their compliance with the current regulatory framework and their adaptability to current labour dynamics.) Design salary and working time organisation systems through the application of specialised and innovative methodologies, ensuring their compliance with the current regulatory framework and their adaptability to current labour dynamics.

## Contents

1. Access to the labour market and recruitment
2. Working conditions and development of the employment relationship
3. Termination of the employment relationship
4. Reconciliation of personal and family life

## 5. Jurisdictional protection of individual labour rights

### Learning activities and methodology

| Title                                                                                                                | Hours | ECTS | Learning outcomes |
|----------------------------------------------------------------------------------------------------------------------|-------|------|-------------------|
| Search and analysis of legal documentation (case law, regulations, administrative rulings, collective agreements...) | 10    | 0.4  |                   |
| Searching and reading bibliography                                                                                   | 40    | 1.6  |                   |
| Master Classes                                                                                                       | 36    | 1.44 |                   |
| Practical activities                                                                                                 | 20    | 0.8  |                   |
| Search and reading of bibliography                                                                                   | 10    | 0.4  |                   |
| Study                                                                                                                | 90    | 3.6  |                   |
| Resolving case studies and drafting legal documents                                                                  | 17.5  | 0.7  |                   |
| Conferences                                                                                                          | 4     | 0.16 |                   |
| Elaboration of diagrams and summaries                                                                                | 20    | 0.8  |                   |

The student learning process in this module is structured around the three types of training activities specified below:

#### 1) Directed activities

These are those that take place in the classroom, at the times foreseen for the module and under the direction of the teacher in charge. Three types of activities are planned: a) master classes, in which the teacher will present and develop different aspects of the agenda; b) conferences, in which specialists from the academic or professional field will analyse particularly relevant current issues; and c) practical activities, consisting of the resolution of practical cases or questionnaires and their oral or written presentation, based on the work carried out by the student body prior to the face-to-face session. Through this last type of directed activities, between four and six continuous assessment activities will be carried out, with the value that will later be specified in the corresponding section.

#### 2) Supervised activities

These are those that are developed outside the classroom, based on the instructions given by the teaching staff, and which are subject to some process of supervision or monitoring by the teaching staff. Within the framework of this module, the most common tasks will be the search and analysis of legal documentation (case law, regulations, administrative resolutions, collective agreements, etc.), the search and reading of bibliographies, the resolution of practical cases and the preparation of legal documents; all of this linked to practical activities, through which the work carried out by the students will be supervised.

#### 3) Autonomous activities

These are all those in which students organise their time and effort autonomously, individually or in a group, such as for example the search and reading of bibliography, the elaboration of schemes and summaries or the study. Within the framework of this module, the autonomous activities, which are essentially linked to the preparation and passing of the final exam, constitute an important section in the development of learning, especially in the master's degree, in which the maturity of the student allows for greater solvency and exploitation of the autonomous activities.

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                                          |
|-------------------------------|--------|-------|------|------------------------------------------------------------|
| Ongoing evaluation activities | 45     | 0     | 0    | CA01, CA02, CA03, KA01, KA02, KA03, SA01, SA02, SA03, SA04 |
| Final examination             | 40     | 2.5   | 0.1  | CA01, CA02, CA03, KA01, KA02, KA03, SA01, SA02, SA03, SA04 |

The evaluation will be based on continuous evaluation activities, attendance and a final test or examination. As far as ongoing evaluation activities are concerned, these will be of a short format and will be developed 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 writings, for their subsequent oral or written presentation. There will be four continuous assessment activities, which together will be worth 45 per cent of the mark. Attendance is also subject to assessment, always bearing in mind that attendance of no less than 80 per cent of the sessions of each module will be necessary. Within this margin, a slight penalty is foreseen in the final grade, which will depend on the student's absences. In this sense, it is understood that the master's teaching character, the limited number of students and the teaching dynamics contribute to this importance of the most complete attendance possible to the programmed sessions. Class attendance will have a maximum value of 15 per cent of the grade.

The final exam will result in a grade of 40 per cent of the grade. Before the end of the face-to-face sessions, precise indications will be given about the number and specific characteristics of the questions that will be included in this test.

Those who do not pass the course through the evaluation system described in the previous paragraphs will have the right to a retake, which will have a similar format to the final exam.

For this subject, the use of AI technologies is allowed exclusively in support tasks, such as bibliography or information search, text correction or translations. Students must clearly identify which parts have been generated with this technology, specifying the resources used and adding a critical reflection on how these have influenced the process and the final result of the activity. Non-transparency in the use of AI in an assessable activity will be considered academic dishonesty and may result in a partial or total penalty for the activity, or higher penalties in serious cases.

## Bibliography

### a) General Bibliography

MERCADER UGUINA, Jesús R.: *Lecciones de Derecho del Trabajo*, Tirant lo Blanch (latest edition). The UAB Library has an electronic version, accessible from the "Magazines and digital books" section of the home page of the Library Service (<https://www.uab.cat/biblioteques>).

### b) Specific Bibliography

It will be provided through the documentation corresponding to the different subjects under analysis.

## Software

No specific software is required to take the course.

## 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     |
|-----------------------|-------|----------|----------------|-----------|
| (TEm) Theory (master) | 1     | Spanish  | first semester | afternoon |