STUDENTS ARE EXPECTED TO HAVE COMPLETED

None

COMPETENCES AND SKILLS THAT WILL BE ACQUIRED AND LEARNING RESULTS.
To understand the rationale for labour legislation.

To understand the evolution and development of the regulation of labour relations.

To differentiate between "employees" and other kinds of workers.

To know the basic rights in the workplace.

To know the legal status of employee representatives (unions, works councils).

To design and review organization's policies and practices in light of workers’ basic rights.

To administer the legal framework in order to enhance productivity and competitiveness.

To know the legal basics of compensation and social security taxes.

To know how to avoid important legal liabilities in the labour field.

DESCRIPTION OF CONTENTS: PROGRAMME

1. The rationale for Labour Law. Bargaining power and protection of the weak party.


5. Labour standards. Wages, hours, health and safety at work, work-life balance.


8. Termination of the employment relationship.


LEARNING ACTIVITIES AND METHODOLOGY

- Lectures: the teacher will devote a significant part of the classroom time to present the main concepts of the subject matter.

- Readings: the student is expected to devote substantial time to reading selected texts, among them the most important fragments of the legislation applicable to labour relations.

- Practical cases and exercises: students must solve a number of cases and exercises (eg, students may
be asked to review a company policy regarding monitoring of computer usage by employees from a legal standpoint).

-Tutorials: Discussion and resolution of doubts and questions raised by students either collectively in the classroom or individually in the teacher's office.

-Exam: There will be a written exam in which students must answer a number of questions related to the content of the course.

ASSESSMENT SYSTEM

Students are expected to attend classes regularly and to participate in class by raising questions and discussing the relevant topic. Students may be asked to report on readings previously assigned. This classroom activity weighs 35 percent of the final grade. Students are expected to submit the solutions to the cases and exercises proposed by the teacher. This activity weighs 35 percent of the final grade. There will be a final exam (30 percent of the final grade). For the extraordinary call, the final exam will weigh 100 percent of the final grade.

% end-of-term-examination: 30
% of continuous assessment (assignments, laboratory, practicals...): 70

BASIC BIBLIOGRAPHY