COMPETENCES AND SKILLS THAT WILL BE ACQUIRED AND LEARNING RESULTS.

WHAT THIS COURSE CAN DO FOR YOU.
Employment relations is a fundamental part of business. This course provides you with a thorough knowledge of the legal frameworks behind the employment relationship. It helps develop your skills concerning human resource management and labour flexibility, so as to enhance business competitiveness, skill retention, employee satisfaction and legal compliance.

By the end of the course, students will be able:
- To distinguish an employment relationship from other work relationships used by companies.
- To decide on what kind of services best fit the company's needs: external services or internal (employment) work?
- To be aware of the importance of legal institutions and collective bargaining.
- To identify the collective agreement applicable in the workplace.
- To master the types of employment contracts (open-ended, fixed-term, part-time, etc.).
- To determine the limits of managerial prerogatives in the workplace.
- To know the legal aspects of the labour market and the functioning of its main institutions (employment agencies, etc.).
- To use the legal tools enhancing labour flexibility.
- To know the statutory rights of workers, as well as their representation channels (unions, works councils, etc.).
- To manage labour disputes.
- To know the main challenges posed by cross-border employee mobility.

DESCRIPTION OF CONTENTS: PROGRAMME

TEMA 1.- Concept and goals of Labour Law.

TEMA 2.- Sources of Labour Law. Transnational issues of employment.
1.- Constitution
2.- International Law
3.- European Union Law
4.- National Legislation
5.- Collective Bargaining
6.- Enforcement Authorities
7.- Case law

TEMA 3.- Labour market regulation.
1.- Institutions: Employment services, Temporary employment agencies, etc.
2.- Basic legislation affecting labour supply and demand

TEMA 4.- The employment contract. Concept and types.
1.- Definitions of employer and employee
2.- Subcontracting
3.- Contracting rules
4.- Non-standard contracts

TEMA 5.- Statutory rights of employers and employees.
1.- Salary
2.- Schedules and hours
LEARNING ACTIVITIES AND METHODOLOGY

- LECTURES. Topics are presented by the teacher in class. Some readings may be required by the teacher.

- ACTIVITIES. There will be different activities in class, such as cases, workshops, tests, etc.

ASSESSMENT SYSTEM

The course is based on a continuous assessment system. Thus, the final grade will depend entirely on the activities during the course, without a final exam.

For the extraordinary call, in case, the University regulation for this case will be applied

% end-of-term-examination: 0
% of continuous assessment (assignments, laboratory, practicals...): 100

BASIC BIBLIOGRAPHY

- Francisco Javier Gómez Abelleira Handbook of Spanish Employment Law, Tecnos, 2012

ADDITIONAL BIBLIOGRAPHY

INTERNATIONAL LABOUR ORGANIZATION: http://www.ilo.org