

Academic Year: (2019 / 2020)

Review date: 07-05-2020

Department assigned to the subject: Social and Private International Law Department

Coordinating teacher: VALDUEZA BLANCO, MARIA DOLORES

Type: Compulsory ECTS Credits : 6.0

Year : 4 Semester : 1

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

Labour Law
 Social Security Law
 Law of Public Administration

OBJECTIVES

- Ability to gather and interpret relevant data in the area of individual labor law to make judgments that include a reflection on relevant issues of a social, scientific or ethical nature
- Developed learning skills necessary to undertake further studies with a high degree of autonomy
- Mastery of fundamental concepts of Employment Law
- Knowing the depth of the legal framework of Labor Markets
- Select, analyze and interpret the legal and conventional regulations, as well as the jurisprudence and judicial doctrine applicable to the factual situations related to labor relations, in order to solve problematic problems in these areas
- Being able to correctly expose and write a topic or compose a speech following a logical request, providing accurate information and in accordance with established grammatical and logical norms.
- Be able to evaluate the quality and quality of information and its sources using this information in an ethical manner, avoiding the subject and in accordance with the academic and professional conventions of the study area.
- Understand the simple and complex legal problems linked to labor relations and employment, and offer precise solutions from the optical practices of the different subjects involved
- Learn to implement transversally in the processes of human resources management, and application of Social Law, the gender perspective, as well as the optimization of fundamental rights, and human rights, directly or indirectly linked to work.

DESCRIPTION OF CONTENTS: PROGRAMME

UNIT 1: Employment Law and the challenges of the new global scenario.

1. Employment Law as an autonomous discipline.
2. New global employment scenario and its challenges.
3. Transitional Labor Markets and Flexicurity.
4. The 4.0 revolution and its impact on the Labor Market.

UNIT 2: The sources of Employment Law.

1. Supranational sources:
 - 1.1. Employment in International Labor Law.
 - 1.2. The employment policy in the European Union.
2. National sources.
 - 2.1 Spanish Constitution.
 - 2.2. Legislation on employment.
 - 2.3. Employment in collective bargaining.

UNIT 3: Employment policies.

1. Concept and kinds of employment policies.
2. The National Employment System and Employment Services.
3. Activation strategies for employment.
4. Employment plans.
5. The instruments of employment policies.

UNIT 4: Intermediation in the labor market.

1. Background of the current placement model.
2. The agents of intermediation.
3. The placement agencies.
 - 3.1 Typology.
 - 3.2 Formalities.
 - 3.3. Obligations.

UNIT 5: The incentives to offer employment

1. Reasons of incentives and typology
2. Recruitment workers and their incentives: reference to the "post-crisis" contractual models.
3. Groups with special difficulties of access to the Labor Market.
4. Evaluation of the incentives and proposals.

UNIT 6. The status of the job applicant

1. The rights of the job seeker before the Administration.
2. Employability and training throughout life.
3. The fundamental rights of the job seeker.

UNIT 7. Stages prior of the contract.

1. Legal capacity necessary to execute the contract.
2. Access to the labor market of foreign citizens.
3. The process of recruitment and selection of workers.
4. The acts prior to the formalization of the contract.

UNIT 8.- Other forms of employment

1. Self-employment, entrepreneurship and public employment.
2. The Social Economy.
3. The collaborative economy.

UNIT 9.- Coordination between active policies and economic protection against unemployment

1. Employment policy and unemployment protection.
2. Activity commitment: scope and content.
3. The concept of <proper placement>.
4. Active Insertion Income and Extraordinary Assistance Programs.
5. The guaranteed basic income of the ¿comunidades autónomas¿
6. Unconditional Basic Income.

LEARNING ACTIVITIES AND METHODOLOGY

- THEORY LESSONS: 1,5 HOURS WEEK
- PRACTICAL LESSONS: 1,5 HOURS WEEK (panel discussions, workshops and group activities).

ASSESSMENT SYSTEM

The continuous assessment system combines the assessment of the theoretical and practical content. Students undertake to class attendance and participation

The system will be overcome if 5 points of 10 possible are obtained. The maximum score that can be obtained is:

- * Theoretical knowledge : 5 points
- * Practical knowledge: 5 points

% end-of-term-examination:	50
% of continuous assessment (assignments, laboratory, practicals...):	50

BASIC BIBLIOGRAPHY

- AA.VV. El Derecho del Empleo , Comares: Granada,, 2011
- CABEZA PEREIRO, J. y BALLESTER PASTOR, M.A., La estrategia europea para el empleo 2020 y sus repercusiones en el ámbito jurídico laboral español, Ministerio de Trabajo e Inmigración, 2010

- CRUZ VILLALON, J. Eficacia de las normas laborales desde la perspectiva de la calidad en el empleo, Tirant lo Blanch, 2011
- LOPEZ TERRADA, E. Los incentivos a la creación de empleo y autoempleo, TIRANT LO BLANCH , 2017
- MUÑOZ, L.A.; La cuarta revolución industrial en España, EUNSA, 2017
- TABARINI-CASTELLANI AZNAR, M. Empleo en la negociación colectiva, LA LEY, 2014
- VALDUEZA BLANCO, M.D. El tratamiento jurídico del trabajo de los extranjeros en España, Lex Nova, 2008

ADDITIONAL BIBLIOGRAPHY

- AA.VV Garantías de empleo y relaciones laborales en la Ley 35/2010 de Reforma Laboral, Bomarzo, Albacete, 2011
- AAVV Empleo, mercado de trabajo y sistema productivo: el reto de la innovación en las políticas de empleo, Bomarzo, Albacete, 2011
- AAVV Empleo, mercado de trabajo y sistema productivo: el reto de la innovación en las políticas de empleo, Bomarzo, Albacete, 2011
- AAVV (dir. R. Escudero Rodríguez), Empresas de Trabajo Temporal. Jornadas de Debate sobre las Empresas de Trabajo Temporal, Consejo Económico y Social de la Comunidad de Madrid, Madrid, 2001, Madrid, 2001
- ALONSO OLEA El trabajo como bien escaso, Revista del Ministerio de Trabajo y Asuntos Sociales, nº 33, 2001
- CASAS BAAMONDE, M.E. Derecho del Trabajo y Empleo, Revista crítica de teoría y práctica, 2012
- CASAS BAAMONDE, M.E., PALOMEQUE LOPEZ, M.C La ruptura del monopolio público de colocación: colocación y fomento del empleo, Relaciones Laborales, 1994/I., 1994
- CRISTOBAL RONCESO, R Retos de la formación en el empleo juvenil, Aranzadi , 2017
- FERNANDEZ BLANCO, C. Vulnerabilidad y empleo, FOESSA, 2017
- GALÁN GARCÍA, RODRÍGUEZ-PIÑERO ROYO Inserción laboral, Servicio de Publicaciones de la Universidad de Huelva, Huelva , 1999
- GARCIA SABATER, A.B.; Necesidades especiales de apoyo laboral en colectivos con discapacidad. , Aranzadi, 2018
- MOLINA HERMOSILLA La dimensión jurídica de la política de empleo: el derecho del empleo como nueva categoría sistemática., Mergablum, Sevilla, 2005
- PRADOS DE REYES Cláusulas de contratación y empleo en la negociación colectiva, Documentación Laboral, nº 64, , 2001
- SOBRINO GONZÁLEZ La política de colocación, , Bomarzo, Albacete, 2006.
- TOMÁS JIMÉNEZ Tratamiento convencional de la política de empleo,, Tirant lo Blanch,Valencia, 2007
- VALDÉS DAL-RE La descentralización del mercado de trabajo , Relaciones Laborales, nº 12, 2000, 2000

BASIC ELECTRONIC RESOURCES

- Instituto Nacional de Estadística . Instituto Nacional de Estadística: <http://www.ine.es/>
- Ministerio de Empleo y Seguridad Social . Ministerio de Empleo y Seguridad Social: <http://www.empleo.gob.es/index.htm>
- Organización Internacional del Trabajo (OIT) . Organización Internacional del Trabajo (OIT): <http://www.ilo.org/global/about-the-ilo/lang--es/index.htm>
- Unión Europea . Unión Europea: http://europa.eu/index_es.htm