

Academic Year: (2019 / 2020)

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

Coordinating teacher: HERRAIZ MARTIN, MARIA SOL

Type: Compulsory ECTS Credits : 5.0

Year : 4 Semester :

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

- Constitution and System of Sources.
- Introduction to Civil Law and to the Person Law.
- Law of Obligations and Damages Law
- The Employer and its Legal Status.

OBJECTIVES

Basic Competencies:

Students know how to apply their knowledge to their work or vocation in a professional way and possess the skills that are usually demonstrated through the elaboration and defence of arguments and the resolution of problems within their area of study.

Students have the ability to gather and interpret relevant data (usually within their area of study) in order to make judgments that include a reflection on relevant issues of a social, scientific, or ethical nature.

Students have developed the learning skills necessary to undertake further studies with a high degree of autonomy.

General Competencies:

Capacity for organization, analysis, and synthesis.

Capacity for oral and written expression on specific subjects.

Awareness of the importance of recognizing and defending fundamental rights.

Acquisition of a personal and collective commitment with respect for and protection of the principles of equality between men and women, equal opportunities, and universal accessibility for people with disabilities.

Cross-Curricular Competencies:

Be able to work in multidisciplinary and/or international teams as well as to organize and plan work taking the right decisions based on the available information, gathering and interpreting relevant data to make judgments, and critical thinking within the area of study.

Specific Competencies:

Resolution of complex legal problems.

Mastery of the concepts and fundamental principles of the different sectors of the legal system.

Competence in the handling of legal sources (legal, jurisprudential and doctrinal).

Drafting of documents and legal reports.

Capacity in the treatment and resolution of legal issues in one or more foreign languages.

Legal knowledge adapted to the areas of business and commercial relations.

Familiarity with the phases, formalities, and specific procedural principles of the different jurisdictional orders.

LEARNING RESULTS

Acquisition of advanced knowledge and demonstration of an understanding of theoretical and practical aspects, as well as the methodology of work in the field of Law, up to the forefront of current knowledge.

Power to apply their knowledge through arguments or procedures developed and supported by them, the understanding of such arguments and their abilities to solve problems in complex or professional and specialized work environments that require the use of creative and innovative ideas.

Ability to collect and interpret data and information on which to base their conclusions, using the system of sources of law and its interpretation methodology and including, when necessary and

appropriate, reflection on issues of a social, scientific or ethical nature within the scope of the area of study.
Ability to cope with complex situations or situations requiring the development of new solutions in the academic, work or professional field within the area of study.

DESCRIPTION OF CONTENTS: PROGRAMME

- Concept and historical development of labor law.
- Concept of worker and employer.
- Sources of employment.
- Requirements contract.
- Types of contracts.
- The power of management of employer.
- Fundamental rights of the worker.
- Conditions (time, salary...).
- Vicissitudes and suspension of the contract
- Termination of employment contract.

LEARNING ACTIVITIES AND METHODOLOGY

TRAINING ACTIVITIES:

THEORETICAL-PRACTICAL CLASSES. These will present the knowledge that students should acquire. Students will receive class notes and will have basic reference texts to facilitate the follow-up of the classes and the development of the subsequent work. Students will solve exercises and practical problems, and workshops will be held to acquire necessary skills.

TUTORING. Individual assistance (individual tutorials) or group assistance (collective tutorials) given to students by the teacher.

INDIVIDUAL OR GROUP STUDENT WORK.

TEACHING METHODOLOGY:

THEORY CLASSES. Presentations in the teacher's class with support of computer and audio-visual media, in which the main concepts of the subject are developed, and materials and bibliography are provided to complement the students' learning.

PRACTICE. Individual or group resolution of practical cases, problems, etc. raised by the teacher.

TUTORING. Individual assistance (individual tutorials) or group assistance (collective tutorials) given to students by the teacher.

ASSESSMENT SYSTEM

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

FINAL EXAM. In which the knowledge, skills, and abilities acquired throughout the course will be assessed globally. Sitting the exam is mandatory in all cases. 50%

CONTINUOUS EVALUATION. This will assess the work, presentations, performance in debates, expositions in class, exercises, practices and participation in workshops throughout the course. 50%

BASIC BIBLIOGRAPHY

- Mercader Uguina, J.R. Lecciones de Derecho del Trabajo., Tirant lo Blanch, 2018
- Mercader Uguina, J.R. "Derecho del Trabajo I: fuentes y relación individual de Trabajo", Tirant lo blanch, 2020
- Mercader Uguina, J.R. (Dir.) Talleres prácticos de Derecho del Trabajo y de la Seguridad Social, Tecnos, 2010
- Paloméque López, M.C. y Álvarez de la Rosa, M. Derecho del Trabajo, Ceura, Última edición

ADDITIONAL BIBLIOGRAPHY

- GARCÍA NINET, J.I; VICENTE PALACIO, A. Derecho del Trabajo, Tecnos, Última edición
- PALOMEQUE LÓPEZ, MC; ÁLVAREZ DE LA ROSA, M Derecho del Trabajo, CERASA, Última edición