Labour Law

Academic Year: (2020 / 2021) **Review date: 08-07-2020**

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

Coordinating teacher: MUÑOZ RUIZ, ANA BELEN

Type: Electives ECTS Credits : 3.0

Year : 1 Semester : 2

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

None

OBJECTIVES

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.

2. Sources of Labour Law. The Constitution. The internationalization of Labour Law. Enforcement machinery.

3. Labor supply and demand and the law. Labor markets and institutions. Job creation and unemployment reduction.

4. Employment contracts. Registration with Social Security. Managerial powers and legal limits.

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

6. Social security contributions and benefits.

7. Modification of the employment relationship. Internal flexibility.

8. Termination of the employment relationship.

9. International employee mobility and the law.

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.
Students are expected to submit the solutions to the cases and exercises proposed by the teacher.
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 (assigments, laboratory, practicals…):	70

BASIC BIBLIOGRAPHY

- Buján Brunet, M.A. Stock options: critical points within the Spanish labour legal framework, Spanish Labour Law and Employment Relations Journal, Vol 4, No 1-2 (2015) https://e-revistas.uc3m.es/index.php/SLLERJ/article/view/2881/1599
- Gómez Abelleira, F.J. Handbook on Spanish Labour Law , Tecnos , 2012
- Suárez Corujo, B. The sharing economy: the emerging debate in Spain, Spanish Labour Law and Employment Relations Journal https://e-revistas.uc3m.es/index.php/SLLERJ/article/view/3923, Vol 6, No 1-2 (2017)