Labor law company

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

Department assigned to the subject: Criminal Law, Procedural Law and History Law Department

Coordinating teacher: LOPEZ JIMENEZ, RAQUEL

Type: Compulsory ECTS Credits : 3.0

Year : 1 Semester :

OBJECTIVES

BASIC SKILLS
Knowledge and understanding that provide a basis or opportunity for originality in developing and / or applying ideas, often in a research context
That the students can apply the broader (or multidisciplinary) acquired knowledge and ability to solve problems in new or unfamiliar environments within contexts related to their field of study
That students are able to integrate knowledge and handle complexity, and formulate judgments based on information that was incomplete or limited, includes reflections on social and ethical responsibilities linked to the application of their knowledge and judgments
Students can communicate their conclusions and the knowledge and rationale underpinning to specialists and non-specialists in a clear and unambiguous
Students must possess the learning skills that enable them to continue studying in a way that will be largely self-directed or autonomous.

GENERAL SKILLS
Apply theoretical and practical advanced training in corporate legal advice.
Understand the importance of law as a regulatory system of social relations.
Perceiving the unitary character of the legal system and the necessary interdisciplinary view of legal problems.
Being able to manage, identify, organize and analyze legal information.
Capacity for teamwork
Ability to make critical judgments about legal issues.
Ability to conduct an interdisciplinary legal advice.
Ability to write legal briefs
Acquisition of correct ethical behavior.
Knowing how to communicate the findings to specialists and non-specialists in a clear and unambiguous manner.

SPECIFIC SKILLS
Ability to advise the company on civil and commercial contracts.
Ability to advise the company on labor issues.
Ability to advise the company on tax matters.
Ability to identify legal and business problems in specific situations and develop solution strategies
Negotiating skills to solve and / or avoid a legal conflict.

DESCRIPTION OF CONTENTS: PROGRAMME

1) Company, business groups and new forms of business organization: its impact on labor relations.
2) The use of employment contracts: different models of employment relationship and contractual clauses.
3) The corporate powers of organization and modification.
4) Flexibility in situations of crisis, cyclical or structural.
5) The termination of the employment relationship: different types of dismissal.
6) collective labor relations: structure and contents.
7) prevention of occupational hazards.

LEARNING ACTIVITIES AND METHODOLOGY

FORMATION ACTIVITIES
Theoretical practical classes
Team work
Individual work of the student

TEACHING METHODOLOGY
Exhibitions in the teacher's class with support of computer and audiovisual media, in which the main concepts of the subject are developed and the bibliography is provided to complement the students' learning.
Critical reading of texts recommended by the teacher of the subject:
Press articles, reports, manuals and / or academic articles, either for further discussion in class, or to expand and consolidate the knowledge of the subject.
Resolution of practical cases, problems, etc. ¿posed by the teacher individually or in groups
Exhibition and discussion in class, under the professor's moderation of topics related to the content of the subject, as well as case studies
Preparation of papers and reports individually or in groups

ASSESSMENT SYSTEM

Class participation (10%)
individual or group work performed during the course (30%)
Final exam (60%)

% end-of-term-examination:	60
% of continuous assessment (assigments, laboratory, practicals…):	40