Occupational social security

Academic Year: (2020 / 2021) **Review date: 09-07-2020**

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

Coordinating teacher: HERRAIZ MARTIN, MARIA SOL

Type: Electives ECTS Credits : 2.0

Year : Semester : 2

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

Employment Law: individual employment relationships.
Trade Union Law and labour proceedings.
Social Security Law

OBJECTIVES

GENERAL SKILLS

That students can apply their knowledge and ability to solve new problems

Recognizing the growing importance of teamwork in the workplace and demonstrate adaptability and integration into different groups

Ability to apply knowledge acquired in the tasks of the advisory and consultancy work in order to solve problems of particular complexity and current within the field of Labour Law and Social Security.

Compose documents of any level of complexity

Identify, assess and weigh risks potential liability for breach of obligations on labor and social security matters.

Negotiating contracts, agreements, plans and programs and provide solutions to real conflicts autonomous labor and social security matters, whatever their level of complexity.

SPECIFIC SKILLS

Can analyze and understand the logic of supplementary pensions
Knowing the advantages and disadvantages of each of the mechanisms that make up the private dimension in social protection.
Application of the rules of private insurance and the influence of the tax legislation

DESCRIPTION OF CONTENTS: PROGRAMME

COMPLEMENTARY SOCIAL PROTECTION

Item 1. Constitutional frame of complementary social protection. The progressive commodification of social protection
Item 2. The Voluntary Improvement of the protective action of the Social Security . Origins , concept, classification , nature and legal status . The current way of suppressing voluntary improvements and legal problems such suppression raises .
Item 3. Voluntary improvements in collective bargaining on allowances for temporary disability , maternity, paternity, risk during pregnancy and during breastfeeding
Item 4. Voluntary improvements in collective bargaining on pensions for permanent disability and retirement benefits and death and survival .
Item 5 The implementation of additional social protection . Externalization of pension supplements .
Item 6. Plans and Pension Funds for the externalization of pension obligations.
Item 7. Collective insurance contract as an instrument suitable for the externalization of pension liabilities
Item 9. Social Welfare Mutuas.
Item 10. Social action in the company.

LEARNING ACTIVITIES AND METHODOLOGY

LEARNING ACTIVITIES
lecture
practical classes
tutorials
Workgroups
Individual student work

TEACHING METHODOLOGIES
Critical reading recommended by the subject teacher texts:
Newspaper articles, reports, manuals, and / or academics, good items for subsequent class discussion, either to expand and consolidate the knowledge of the subject.
Solving practical cases, problems, etc., raised by the teacher individually or in group
Presentation and discussion in class, under teacher moderation issues related to the content of the material and case studies
Preparation of papers and reports individually or in group

ASSESSMENT SYSTEM

Grades will depend on the continuous assessment of the student. Continuous assessment includes solving practical exercises, participating in debates in the classroom, making oral presentations, and other activities that the teacher may decide.

For those who do not pass the continuous assessment, there will be a final exam (may be oral, in agreement with the teacher): 100 percent of the final grade. The exam may consist of a commentary upon a text, evaluation test, or of a series of questions.

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

BASIC BIBLIOGRAPHY

- AAVV Memento Practico de Seguridad Social, Lefevbre, 2013
- AAVV Memento Práctico de Salario y Nóminas, Lefevbre, 2014
- BLÁZQUEZ AGUDO, E.M. (Directora) Derecho de la Seguridad Social, Jurua, 2017
- Borja Suárez Corujo Derecho de la Protección Social, Tirant lo Blanch, 2006
- Borja Suárez Corujo Introducción al Derecho de la Protección Social, Tirant lo Blanch, 2006
- Juan Antonio Fernández Bernat Los planes de pensiones del sistema de empleo, Aranzadi, 2001
- María Cruz García Arce Acción Social en la Empresa, Trotta, 2004
- Raquel Aguilera Izquierdo, Guillermo Leandro Barrios Baudor, Yolanda Sánchez-Urán Azaña Protección Social complementaria, Tecnos, 2005