

Academic Year: ( 2021 / 2022 )

Review date: 04-06-2021

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

Coordinating teacher: ALAMEDA CASTILLO, MARIA TERESA

Type: Electives ECTS Credits : 3.0

Year : Semester :

**REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)**

General knowledge of the labor market and employment

**OBJECTIVES**

- To have the ability to collect and interpret relevant data (usually within their area of study) to make judgments that include reflection on relevant issues of a social, scientific or ethical nature
- To have developed those learning skills necessary to undertake further studies with a high degree of autonomy
- To Know how to make judgments that include ethical reflection on fundamental business and economic issues in the digital age.
- To be able to correctly expose and write a topic or compose a speech in a logical order, supplying accurate information and in accordance with established grammatical and lexical norms.
- Be able to assess the reliability and quality of the information and its sources using such information in an ethical manner, avoiding plagiarism, and in accordance with the academic and professional conventions of the study area.
- To acquire basic humanistic knowledge to complete the student's transversal training profile.
- To understand the fundamental elements of the national and international economic environment in which the company carries out its activity (national and international economic institutions, the basic phenomena of the Spanish and international economy, the tax system and the basic economic laws that influence the company) .
- To apply the fundamental notions and techniques of human resource management and employment contracting to business practice, both from the point of view of the worker and the employer

**DESCRIPTION OF CONTENTS: PROGRAMME**

1. Introduction. Work, firms, society, and the law. Workers and entrepreneurs. The regulation of the employment relationship. Sources. Labour law enforcement. Labour Inspectorate. Labour Courts. The role of unions.
2. Employment contracts. Standard and atypical forms of employment. Civil and commercial contracts for services. Subcontracting. The determination of the true employer. Special reference to the impact of technology on all these topics.
3. Work organization, technology, and managerial prerogatives: legal limits. Minimum working conditions: pay and compensation, work hours, health and safety.
4. Human rights in the workplace. Equality and discrimination. Privacy, data protection and technology. Freedom of association.
5. Protection of employees personal interests and needs. Work-life balance. Social security protection.
6. Termination of employment. Special reference to dismissals.
7. Employee information and consultation. Employee representatives. Collective bargaining. Labour restructuring and social, economic and technological change.

**LEARNING ACTIVITIES AND METHODOLOGY**

- LECTURES. Presentations in the teacher's class with computer and audiovisual media support, in which the main concepts of the subject are developed and the materials and bibliography are provided to complement the learning of the students.
- PRACTICES. Resolution of practical cases, problems, etc. raised by the teacher individually or in groups.
- TUTORIES. Individualized assistance (individual tutorials) or in groups (collective tutorials) to the students by the teacher.

## ASSESSMENT SYSTEM

The student must participate in the lectures (taught by the teacher) and practices (individual and team work).

No final exam.

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|-----------------------------------------------------------------------------|-----|
| <b>% end-of-term-examination:</b>                                           | 0   |
| <b>% of continuous assessment (assignments, laboratory, practicals...):</b> | 100 |

## BASIC BIBLIOGRAPHY

- Autores varios (dis. Miranda Boto, J.M., Velasco Portero, T.), Curso elemental de Derecho del Trabajo y la Seguridad Social,, Tecnos,, Última edición.
- Blázquez Agudo, E.M., Aplicación práctica de la protección de datos en las relaciones laborales, , Wolters Kluwer,, 2019.
- García Salas, A.I., Necesidades empresariales y derechos fundamentales de los trabajadores,, Thoson Reuters Lex Nova,, 2016.
- García Salas, A.I., Necesidades empresariales y derechos fundamentales de los trabajadores,, Thoson Reuters Lex Nova,, 2016.
- García Salas, A.I., Necesidades empresariales y derechos fundamentales de los trabajadores,, Thomson Reuters Lex Nova,, 2016.
- Gómez Abelleira, F.J., Handbook of Spanish Employment Law,, Tecnos,, 2012.
- Mercader Uguina., J.R., Protección de datos y garantía de los derechos digitales en las relaciones laborales,, Francis Lefebvre,, 2019.
- Ramírez Martínez, J., García Ortega, J., Curso básico de Derecho del Trabajo (para titulaciones no jurídicas),, Tirant lo Blanch,, Última edición.
- Rodríguez Escanciano, S., Derechos laborales digitales: garantías e interrogantes,, Aranzadi,, 2019.

## ADDITIONAL BIBLIOGRAPHY

- Cruz Villalón, J., Compendio de Derecho del Trabajo,, Tecnos,, 2020
- Mercader Uguina, J., Lecciones de Derecho del Trabajo,, Tirant lo Blanch,, 2020
- Mercader Uguina, J., El futuro del trabajo en la era de la digitalización y la robótica,, Tirant lo Blanch,, 2017

## BASIC ELECTRONIC RESOURCES

- Eduardo Rojo Torrecilla . El blog de Eduardo Rojo. El nuevo y cambiante mundo del trabajo. Una mirada abierta y crítica a las nuevas realidades laborales: <http://www.eduardorojotorrecilla.es/>
- Ignasi Beltrán de Heredia Cruz . Una mirada crítica a las relaciones laborales: <http://ignasibeltran.com/>
- Varios autores (dirs. Jesús Mercader Uguina, Francisco Gómez Abelleira) . El foro de Labos: <http://forodelabos.blogspot.com>