Labour rights: individual labour relations

Academic Year: (2022 / 2023) **Review date: 19-05-2021**

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

Coordinating teacher: CORREA CARRASCO, MANUEL

Type: Compulsory ECTS Credits : 5.0

Year : 3 Semester :

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

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

OBJECTIVES

- Distinguish employment contract and related legal concepts.
-Identify sources applicable to the employment relationship, particularly the collective agreement.
-Know the types of employment contracts and conditions for its provision and determine the legality or illegality of a contract.
-Know the business requirement and high social security contributions.
-Know the power of direction and limits.
-Understand the regulatory framework for working conditions (time, remuneration, occupational hazards, etc..) And determine the legality or illegality of a particular work situation.
-To know the vicissitudes of the individual employment relationship and the rights of workers to change.
-Know the modes of termination of the employment relationship and their legal effects, including the compensatory ones.

DESCRIPTION OF CONTENTS: PROGRAMME

- Concept and historical development of labor law.
- Concept of worker and employer.
- Sources of employment. In particular, the collective agreement.
- Requirements contract.
- Social security obligations of employer.
- Types of contracts.
- The power of management of employer.
- Fundamental rights of the worker.
- Conditions (time, salary, safety and health, etc.).
- Vicissitudes and suspension of the contract.
- Termination of employment contract.

LEARNING ACTIVITIES AND METHODOLOGY

- Lecture.
- Complementary activities:
    - Practical Cases
    - Workshops
    - Tests
- Individuals tutorials

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.

% end-of-term-examination:	50
% of continuous assessment (assigments, laboratory, practicals…):	50

BASIC BIBLIOGRAPHY

- ALONSO OLEA, M./CASAS BAAMONDE, M.E. Derecho del Trabajo, Civitas, (última edición)
- CRUZ VILLALÓN, J. Compendio de Derecho del Trabajo, Tecnos, (última edición)
- MARTÍN VALVERDE/RODRÍGUEZ-SAÑUDO/GARCÍA MURCIA "Derecho del Trabajo", Tecnos, (última edición)
- MERCADER UGUINA, J. R. Lecciones de Derecho del Trabajo, Tirant lo Blanch, (última edición)
- MERCADER UGUINA/ARAGÓN GÓMEZ/GIMENO DÍAZ DE ATAURI7NIETO ROJAS Derecho del Trabajo I: fuentes y relación individual de trabajo, Tirant Lo Blanch, 2016
- MONTOYA MELGAR, A. Derecho del Trabajo, Tecnos, (última edición)

BASIC ELECTRONIC RESOURCES

- FUNDACIÓN EUROPEA PARA LA MEJORA DE LAS CONDICIONES DE VIDA Y DE TRABAJO . EUROFOUND: https://www.eurofound.europa.eu/es
- MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL . MESS: http://www.empleo.gob.es/index.htm