Complementary social protection

Academic Year: (2022 / 2023) **Review date: 18-05-2022**

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

Coordinating teacher: QUINTERO LIMA, MARIA GEMA

Type: Electives ECTS Credits : 3.0

Year : 4 Semester :

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

LABOUR LAW I & II
COLLECTIVE LAW
SOCIAL SECURITY LAW I & II

OBJECTIVES

- Know in a certain depth the rules of management of human resources in the company, in its different phases, modalities and dimensions
-Work in multidisciplinary and / or international teams as well as to organize and plan the work taking the right decisions based on the available information, gathering and interpreting relevant data to make judgments and critical thinking within the study area.
- Understand simple and complex legal problems linked to labor relations and employment, and offer precise solutions from the different perspectives of the different subjects involved
-Make analysis and diagnosis of business needs to plan processes, and select tools in making decisions related to the management of employment and human resources
-Integrate economic and accounting information to quantify labor and Social Security costs of human resources in the company.
- Know the organization, competences, faculties of legal-administrative procedures in labor and social protection matters, and know how to act as agent in representation of the different eventual opposed interests.

DESCRIPTION OF CONTENTS: PROGRAMME

LESSON 1. The constitutional framework of complementary social protection. The progressive commercialisation of social protection
LESSON 2. Non-compulsory improvements.
LESSON 3 Pension Plans and Funds
LESSON 4. Social Security Mutuality
LESSON 5 Social Action in the company/ frindge benefits

LEARNING ACTIVITIES AND METHODOLOGY

-Master classes
-Cases study
-preparation of legal documents, reports, tables
-oral dissertations

ASSESSMENT SYSTEM

EVALUABLE ACTIVITIES

-Final work (report , opinion) and oral presentation.
-Presentations individually/ by groups
-Participation in debates in the classroom or in forums
-Resolution of exercises, practical cases ...
-Participation in workshops

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

ADDITIONAL BIBLIOGRAPHY

- ISPIZUA, ENEA LA PROTECCION SOCIAL COMPLEMENTARIA EN ESPAÑA Y REFERENCIA AL SISTEMA FRANCES, TESIS (https://addi.ehu.es/bitstream/handle/10810/29997/TESIS_ISPIZUA_DORNA_ENEA.pdf?sequence=1&isAllowed=y,