

## Individual labor relations

Academic Year: ( 2022 / 2023 )

Review date: 13-06-2022

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

Coordinating teacher: GOMEZ ABELLEIRA, FRANCISCO JAVIER

Type: Compulsory ECTS Credits : 6.0

Year : 1 Semester : 1

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

None.

## OBJECTIVES

- Ability to apply the knowledge in order to solve problems on Employment Law.
- To be able to write legal reports in order to reduce judicial disputes and promote an efficient communication.
- Skills to identify and apply all regulations and case law.
- To propose and give solutions for real problems on Employment Law.
- To identify and assess the risks for responsibilities arisen out of breach regarding the labour law.
- To draw up strategies in order to prevent future problems.
- Learn how to write legal writings (employment contracts, letters, policies etc.).
- Ability to negotiate employment contracts, agreements and programs and give solutions.
- Learn how audit the compliance of labour law.
- Ability to summarize labour information in order to provide it for non-professional actors.
- To update knowledge including legal reforms and judgments.
- Learn how to communicate conclusions and arguments for professional and non-professional audience.

## DESCRIPTION OF CONTENTS: PROGRAMME

Labour Law

1. Employment Contracts.
2. Special employment relationship.
3. Temporary employment agencies.
4. Outsourcing.
5. Transfer of undertaking.
6. Critical points on employment conditions (working time, wage, workplace).
7. Work and Family Balance.
8. Professional training.
9. Suspension of employment contract.
10. Termination of employment contract.

Analysis of real cases.

## LEARNING ACTIVITIES AND METHODOLOGY

Learning activities:

- Theoretical class
- Practical class
- Office hours
- Group Work.
- Individual work.

Methodology:  
Presentations.

Readings.  
Cases.  
Debate  
Papers.

#### ASSESSMENT SYSTEM

1. Continuous Assessment: cases, debates and papers.
2. Exam

<b>% end-of-term-examination:</b>	40
<b>% of continuous assessment (assignments, laboratory, practicals...):</b>	60

#### BASIC BIBLIOGRAPHY

- ARAGÓN GÓMEZ, Cristina Gestión de Retribuciones y Costes Laborales, Lex Nova, 2015
- GÓMEZ ABELLEIRA, F.J. CAUSALIDAD DEL DESPIDO DISCIPLINARIO, Civitas, 2009
- MERCADER UGUINA, J.R. SALARIO Y CRISIS ECONÓMICA , Tirant Lo Blanch, 2011
- MERCADER UGUINA, J.R. LECCIONES DE DERECHO DEL TRABAJO, Tirant Lo Blanch, 2020
- MERCADER UGUINA, J.R. y DE LA PUEBLA PINILLA, A. LOS PROCEDIMIENTOS DE DESPIDO COLECTIVO, SUSPENSIÓN DE CONTRATO Y REDUCCION DE JORNADA, Tirant lo Blanch, 2013
- MERCADER UGUINA, J.R. y otros LA REGULACIÓN DEL MERCADO LABORAL: UN ANÁLISIS DE LA LEY 3/2012 Y DE LOS ASPECTOS LABORALES DEL REAL DECRETO-LEY 20/2012, Lex Nova , 2012

#### BASIC ELECTRONIC RESOURCES

- . El foro de Labos: <http://https://forodelabos.blogspot.com/>
- . El blog de Eduardo Rojo: <http://http://www.eduardorojotorrecilla.es/>
- . blog de Ignasi Beltrán de Heredia: <http://https://ignasibeltran.com/>