

Academic Year: (2023 / 2024)

Review date: 20-06-2021

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

Coordinating teacher: GOMEZ ABELLEIRA, FRANCISCO JAVIER

Type: Compulsory ECTS Credits : 5.0

Year : 4 Semester : 2

OBJECTIVES

- Knowledge of the employment contracts, their requisites and legality.
- Knowledge of the employer obligation of registering the employee with the Social Security Administration.
- Knowledge of the managerial prerogative and its limits.
- Knowledge of the legal regulation of working conditions (hours, compensations, health and safety) and determination of the lawfulness or unlawfulness of a precise employment situation.
- Knowledge of the changes in the individual employment relationship and the employee rights in the face of those changes.
- Knowledge of the modes of termination of the employment relationship and their respective legal effects; particularly regarding severance compensation.

DESCRIPTION OF CONTENTS: PROGRAMME

- Concept of employment contract. Concept of employee and employer.
- Sources of the employment relationship; particularly, the collective agreement.
- Requisites of the employment contract.
- Employer obligations regarding social security.
- Types of employment contracts.
- Managerial prerogative. Fundamental rights of the employee.
- Working conditions (hours, compensation, health and safety, etc.)
- Modification and suspension of the employment contract.
- Termination of the employment contract.

LEARNING ACTIVITIES AND METHODOLOGY

- Lectures.
- Readings on the main contents of the program.
- Solution and discussion of practical cases.

ASSESSMENT SYSTEM

- Grading of the solutions to the practical cases.
- Grading of the participation in the discussions.
- Exam, oral or written, about the basic topics of the program.

For the second examination session (extraordinary exam), the full grading will rely on the exam.

% end-of-term-examination:	50
% of continuous assessment (assignments, laboratory, practicals...):	50

BASIC BIBLIOGRAPHY

- Mercader Uguina, J.R. Lecciones de Derecho del Trabajo, Tirant lo Blanch, 2017
- Mercader Uguina, J.R. Lecciones de Derecho del Trabajo, Tirant lo Blanch, 2018
- Mercader Uguina, J.R. (Dir.) Esquemas de Derecho del Trabajo. Fuentes y Relación Individual de Trabajo, Tirant lo Blanch, 2016

ADDITIONAL BIBLIOGRAPHY

- Cruz Villalón / García Perrote Comentarios al Estatuto de los Trabajadores, Lex Nova, 2014
- Gómez Abelleira, F.J. Handbook of Spanish Employment Law, Tecnos, 2012
- Martín Valverde, A. et al. Derecho del Trabajo, Tecnos, 2017
- Mercader Uguina, J.R. El futuro del trabajo en la era de la digitalización y la robótica, Tirant lo Blanch, 2017
- Montoya Melgar, A. Derecho del Trabajo, Tecnos, 2017