

Academic Year: (2023 / 2024)

Review date: 26-04-2023

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

Coordinating teacher: GIMENO DIAZ DE ATAURI, PABLO

Type: Compulsory ECTS Credits : 5.0

Year : 4 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

- Unit 1. Concept and historical development of labor law.
- Unit 2. Concept of worker and employer.
- Unit 3. Sources of employment. In particular, the collective agreement.
- unit 4. Requirements contract.
- Unit 6. Social security obligations of employer.
- Unit 7. Types of contracts.
- Unit 8. The power of management of employer.
- Unit 9. Fundamental rights of the worker.
- Unit 10. Working Conditions (time, salary, safety and health, etc.).
- Unit 11.- Changes and suspension of the employment relation.
- Unit 12. 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.

Extraordinary call:

A) If the student followed the continuous assessment process, will remain the rating system of the

ordinary call and the professor will give the most favorable assessment, the note with the 50% of exam or the note with the 100% of exam B) If the student did not follow the continuous assessment process, the student can perform an exam with a value of 100% of the final grade

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

BASIC BIBLIOGRAPHY

- CRUZ VILLALÓN, J. Compendio de Derecho del Trabajo, Tecnos, (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 ATAURI/NIETO ROJAS Derecho del Trabajo I: fuentes y relación individual de trabajo, Tirant Lo Blanch, 2020
- MERCADER UGUINA/ARAGÓN GÓMEZ/GIMENO DÍAZ DE ATAURI/NIETO ROJAS Derecho del Trabajo I: fuentes y relación individual de trabajo, Tirant Lo Blanch, 2020
- MERCADER UGUINA/ARAGÓN GÓMEZ/GIMENO DÍAZ DE ATAURI/NIETO ROJAS Derecho del Trabajo I: fuentes y relación individual de trabajo, Tirant Lo Blanch, 2016
- MONTOYA MELGAR, A. Derecho del Trabajo, Tecnos, (última edición)
- Molero Manglano, C. (Dir) Manual de derecho del trabajo, Tirant lo Blanch, Última edición