

Academic Year: ( 2023 / 2024 )

Review date: 04-06-2023

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

Coordinating teacher: BLAZQUEZ AGUDO, EVA MARIA

Type: Electives ECTS Credits : 3.0

Year : Semester :

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

General knowledge of the labor market and employment

**OBJECTIVES**

- To have the ability to collect and interpret relevant data (usually within their area of study) to make judgments that include reflection on relevant issues of a social, scientific or ethical nature
- To have developed those learning skills necessary to undertake further studies with a high degree of autonomy
- To Know how to make judgments that include ethical reflection on fundamental business and economic issues in the digital age.
- To be able to correctly expose and write a topic or compose a speech in a logical order, supplying accurate information and in accordance with established grammatical and lexical norms.
- Be able to assess the reliability and quality of the information and its sources using such information in an ethical manner, avoiding plagiarism, and in accordance with the academic and professional conventions of the study area.
- To acquire basic humanistic knowledge to complete the student's transversal training profile.
- To understand the fundamental elements of the national and international economic environment in which the company carries out its activity (national and international economic institutions, the basic phenomena of the Spanish and international economy, the tax system and the basic economic laws that influence the company) .
- To apply the fundamental notions and techniques of human resource management and employment contracting to business practice, both from the point of view of the worker and the employer

**DESCRIPTION OF CONTENTS: PROGRAMME**

1. Introduction. Work, firms, society, and the law. Workers and entrepreneurs. The regulation of the employment relationship. Sources. Labour law enforcement. Labour Inspectorate. Labour Courts. The role of unions.
2. Employment contracts. Standard and atypical forms of employment. Civil and commercial contracts for services. Subcontracting. The determination of the true employer. Special reference to the impact of technology on all these topics.
3. Work organization, technology, and managerial prerogatives: legal limits. Minimum working conditions: pay and compensation, work hours, health and safety.
4. Human rights in the workplace. Equality and discrimination. Privacy, data protection and technology. Freedom of association.
5. Protection of employees personal interests and needs. Work-life balance. Social security protection.
6. Termination of employment. Special reference to dismissals.
7. Employee information and consultation. Employee representatives. Collective bargaining. Labour restructuring and social, economic and technological change.

**LEARNING ACTIVITIES AND METHODOLOGY**

- LECTURES. Presentations in the teacher's class with computer and audiovisual media support, in which the main concepts of the subject are developed and the materials and bibliography are provided to complement the learning of the students.
- PRACTICES. Resolution of practical cases, problems, etc. raised by the teacher individually or in groups.
- TUTORIES. Individualized assistance (individual tutorials) or in groups (collective tutorials) to the students by the teacher.

## ASSESSMENT SYSTEM

The student must participate in the lectures (taught by the teacher) and practices (individual and team work).

No final exam.

Students, who do not pass the subject in the ordinary exam, will have other extraordinary one.

1. If the student has followed the continuous assessment, his/her mark depends on its description in the subject syllabus. However, the student will have the right to be graded only with the mark obtained in the final exam, if this is more favourable.

2. If the students has not followed the continuous assessment, the final grade will be the grade obtained in the final exam. However, the teacher may authorise the submission of the continuous assessment exercises in order to determinate the subject mark.

<b>% end-of-term-examination:</b>	0
<b>% of continuous assessment (assignments, laboratory, practicals...):</b>	100

## BASIC BIBLIOGRAPHY

- Blázquez Agudo, E.M., Practical application of data protection in the labour market, Wolters Kluwer, 2019.
- García Salas, A.I., Companies necessities and fundamental rights of the workers, Thomson Reuters Lex Nova,, 2016.
- Gómez Abelleira, F.J., Handbook of Spanish Employment Law,, Tecnos,, 2012.
- Mercader Uguina., J.R., Data protection and the guarantee of digital rights in labour relationships. , Francis Lefebvre,, 2019.
- Ramírez Martínez, J., García Ortega, J., Basic Course of Labour Law , Tirant lo Blanch,, Last edition
- Rodríguez Escanciano, S., Labour digital rights: guarantee and problems , Aranzadi, 2019.

## BASIC ELECTRONIC RESOURCES

- Eduardo Rojo Torrecilla . Blog: <http://www.eduardorojotorrecilla.es/>
- Ignasi Beltrán de Heredia Cruz . Blog: <http://ignasibeltran.com/>
- Several authors . El foro de Labos: <http://forodelabos.blogspot.com>