

Academic Year: (2024 / 2025)

Review date: 24-04-2024

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

Coordinating teacher: MUÑOZ RUIZ, ANA BELEN

Type: Compulsory ECTS Credits : 3.0

Year : 1 Semester : 2

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

None

OBJECTIVES

Basic skills

- CB6 Possess and understand knowledge that provides a basis or opportunity to be original in the development and / or application of ideas, often in a research context
- CB7 That students are able to apply the knowledge acquired and their ability to solve problems in new or unfamiliar environments within broader (or multidisciplinary) contexts related to their area of study
- CB8 That students are able to integrate knowledge and face the complexity of making judgments apart from information that, being incomplete or limited, includes reflections on the social and ethical responsibilities linked to the application of their knowledge and judgments
- CB9 That students know how to communicate their conclusions -and the knowledge and ultimate reasons that sustain them- to specialized audiences in a clear and unambiguous way.
- CB10 That students have the learning skills that allow them to continue studying in a way that will be largely self-directed or autonomous

General Competences

- CG1 - Recognize the growing importance of teamwork in the workplace and demonstrate ability to adapt and integrate into different groups, sometimes with conflicting interests, maintaining relationships and fluid communications, respecting ideas and solutions provided by others with an attitude of cooperation and tolerance , sharing responsibilities and giving and receiving instructions.
- CG2 -Accepting the need for constant self-learning and continuous training as instruments that facilitate permanent updating in the field of labor relations derived from the need to adapt to changes in the labor market and the dizzying legislative changes and variations in criteria jurisprudential.
- CG3 - Ability to apply the knowledge acquired in the tasks of job counseling and consulting, in order to solve problems of special complexity and relevance within the field of Labor Law and Social Security.
- CG4 -Manifest a high sense of personal responsibility and correct deontological behavior when intervening in the processes related to professional practice and with the advisory activities of lawyers, registered social graduates, consultants and labor advisors.
- CG5 - Ability to produce texts and reports with terminological precision in order to avoid unnecessary litigation and favor effective communication.
- CG6 -Capacity for individual and collective negotiation between private and public administrations.

Specific competences

- CE1 Identify, interpret, relate and apply all relevant norms and jurisprudence in any case that arises within the labor and social security area, even in the most complex or difficult cases.
- CE2 Propose and provide solutions to real problems (present) related to legal or conventional

obligations in labor and social security in all types of organizations, with or without profit, both in the public and private sectors.

CE3 Identify, evaluate and weigh risks due to possible liabilities arising from total or partial non-compliance with labor and social security obligations.

E4 Design strategies or plans that prevent future problems related to legal or conventional obligations in labor and social security in all types of organizations, with or without profit, in both the public and private sectors.

CE5 Draft documents of any level of complexity (contracts, plans, programs, policies, letters, notifications, etc.) in any area of ¿¿labor relations and social security.

CE6 Know all administrative, judicial and extrajudicial systems with competence in monitoring compliance with labor and social security regulations or in resolving conflicts that arise in this area; as well as its operating regime and applicable procedures.

CE7 Take an active part at any level of complexity in administrative, judicial and extrajudicial procedures of any system with competence in monitoring compliance with labor and social security regulations or in resolving conflicts that arise in this area

CE8 Search means of proof, master the techniques of each one of them for the investigation of the facts, and evaluate all this in the different judicial, extrajudicial and administrative procedures taking into account the specificities of the labor procedures.

CE9 Advise all types of companies, organizations, workers, social agents, public administrations on behaviors or courses of action in labor and social security matters in all types of scenarios and environments, both national and international.

CE10

Negotiate contracts, agreements, plans and programs and give autonomous solutions to real conflicts in labor and social security matters, whatever their level of complexity.

CE11 Audit compliance with labor and social security regulations in all types of organizations.

CE12 Relate legal information with extralegal data in order to find solutions and formulate creative and original proposals for new problems in the field of labor relations and social security.

CE13 Synthesize the complex legal-labor information in order to provide interlocutors who are not legal professionals relevant information for decision making (financial, fiscal, human resources, operations, etc.).

CE14 To be updated in the face of the continuous normative and jurisprudential changes of the matter to give concrete answers to applicative problems produced by the modification of norms and judicial pronouncements.

DESCRIPTION OF CONTENTS: PROGRAMME

FUNDAMENTAL RIGHTS AND LABOR RELATIONS

¿ Equality and non-discrimination.

Advanced study of possible forms of discrimination.

Analysis of real cases in relation to discriminatory mobiles.

Critical points in the difference of justified treatment.

¿ Exercise of ideological and religious freedom, and of expression, by workers in organizations and companies of tendency.

Right to privacy and protection of worker data

¿ New technologies and labor relations.

New jurisprudential tendencies.

- Critical points in relation to the different forms of business control.

LEARNING ACTIVITIES AND METHODOLOGY

TRAINING ACTIVITIES OF THE STUDY PLAN REFERRED TO MATTERS

AF1 Theoretical class

AF2 Practical classes

AF3 Theoretical practical classes

AF4 Laboratory practices

AF5 Tutorials

AF6 Group work

AF7 Individual student work

Code

activity Total hours Attendance hours% attendance Student

AF1	168	168	100%
AF2	224	224	100%
AF5	56	14	25%
AF6	336	112	33,3%
AF7	784	0	0%
TOTAL SUBJECT	1568	518	32%

ASSESSMENT SYSTEM

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

EVALUATION SYSTEMS:

ASSESSMENT SYSTEMS OF THE STUDY PLAN REFERRED TO SUBJECTS

SE1 Participation in class
 SE2 Individual or group work carried out during the course
 SE3 Final exam

System of Evaluation	Minimum weighting	Maximum weight
SE1	10%	20%
SE2	40%	90%
SE3	0%	50%

For the extraordinary call, the final exam will weigh 100 percent of the final grade.

A high degree of in-person attendance at classes is required in the evaluation system to be able to pass the subject, both for the ordinary and extraordinary calls.

The criteria about the use of Generative AI tools will be available on the website ("Aula Global").

BASIC BIBLIOGRAPHY

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