



Teaching Guide				
Identifying Data				2017/18
Subject (*)	Employment Law	Code	612G01023	
Study programme	Grao en Dereito			
Descriptors				
Cycle	Period	Year	Type	Credits
Graduate	1st four-month period	Third	Obligatoria	6
Language	SpanishGalicianEnglish			
Teaching method	Face-to-face			
Prerequisites				
Department	Dereito Público			
Coordinador	Martinez Giron, Jesus	E-mail	jesus.martinez.giron@udc.es	
Lecturers	Arufe Varela, Alberto Carril Vázquez, Xosé Manuel Martinez Giron, Jesus	E-mail	alberto.arufe.varela@udc.es xose.manuel.carril.vazquez@udc.es jesus.martinez.giron@udc.es	
Web				
General description	<p>We pretend with our subject:</p> <ul style="list-style-type: none"> <li>- To increase the student's self-esteem, making him to understand the whole powers he holds.</li> <li>- To ease to the student the knowledge and handling on the Labor legal sources, both normative and case Law ones.</li> <li>- To ease to the student the use of the specific Labor legal terminology (for example, contract of employment, labor union, collective bargaining agreement, or labor proceeding).</li> <li>- To approach the student to the solution of true Labor legal problems.</li> <li>- To involve our students in the scientific activities of the Research Institute of the Asociación Coruñesa de Derecho Comparado del Trabajo y de la Seguridad Social, in order to help them to improve their curricula vitarum, by means of contributions to its ?Anuario?, and of the filing of submissions to the International Congress to be organized during the academical term.</li> <li>- To approach the student to the Labor legal practice, by means of attending hearings before a first instance social court of A Coruña.</li> <li>- To increase the potential employability of our students.</li> </ul>			

Study programme competences	
Code	Study programme competences
A2	Coñecer a función do Dereito como sistema regulador das relacións sociais.
A7	Coñecemento das estruturas xurídico-políticas de ámbito nacional e internacional.
A9	Capacidade para o manexo de fontes xurídicas (legais, xurisprudenciais e doutrinais).
A13	Dominio das novas tecnoloxías aplicadas ao dereito.
B2	Que os estudantes saiban aplicar os seus coñecementos ao seu traballo ou vocación dunha forma profesional e posúan as competencias que adoitan demostrarse por medio da elaboración e defensa de argumentos e a resolución de problemas dentro da súa área de estudo
B3	Que os estudantes teñan a capacidade de reunir e interpretar datos relevantes (normalmente dentro da súa área de estudo) para emitir xuízos que inclúan unha reflexión sobre temas relevantes de índole social, científica ou ética
B4	Que os estudantes poidan transmitir información, ideas, problemas e solucións a un público tanto especializado como non especializado
B7	Resolver problemas de forma efectiva, valorando a importancia que ten a investigación, a innovación e o desenvolvemento tecnolóxico no avance socioeconómico e cultural da sociedade.



B8	Aplicar un pensamento crítico, lóxico e creativo, entendendo, tamén, a importancia da cultura emprendedora.
B11	Comportarse con ética e responsabilidade social como cidadán e como profesional.
B13	Capacidade para utilizar a rede informática (internet) na obtención de información e na comunicación de datos e, en xeral, capacidade para empregar as ferramentas básicas das TIC necesarias para o exercicio da súa profesión.
C2	Dominar a expresión e a comprensión de forma oral e escrita dun idioma estranxeiro.
C3	Utilizar as ferramentas básicas das tecnoloxías da información e as comunicacións (TIC) necesarias para o exercicio da súa profesión e para a aprendizaxe ao longo da súa vida.
C4	Desenvolverse para o exercicio dunha cidadanía aberta, culta, crítica, comprometida, democrática e solidaria, capaz de analizar a realidade, diagnosticar problemas, formular e implantar solucións baseadas no coñecemento e orientadas ao ben común.
C5	Entender a importancia da cultura emprendedora e coñecer os medios ao alcance das persoas emprendedoras.
C6	Valorar criticamente o coñecemento, a tecnoloxía e a información dispoñible para resolver os problemas cos que deben enfrontarse.
C8	Valorar a importancia que ten a investigación, a innovación e o desenvolvemento tecnolóxico no avance socioeconómico e cultural da sociedade.

Learning outcomes

Learning outcomes	Study programme competences		
- Fluency in the handling of English Labor legal terminology, to lose the shame of using the English language in the Labor legal field.	A2 A7 A9		
-To deep in the criticism of the unfair nature of the current social-labor reality, with the view that it is possible a solution in the future.	A13	B2 B3	
- Individual skill to perform the whole tasks or operations relating to Labor Law with a top quality level.		B7 B8 B4	
- To master the basic concepts and principles of Labor Law.		B11 B13	C2
- To fill the students view of our legal order, but bearing in mind that they are studying a subject directly affecting in Spain to millions of working people, and their families.			C3 C4 C5 C6 C8

Contents

Topic	Sub-topic
Lesson 1. THE SOURCES OF LABOR LAW AND THEIR SEARCH (IMPROVABLE IN SPAIN) THROUGH THE INTERNET	
Lesson 2. THE TRADITIONAL PRINCIPLES OF LABOR LAW AND THEIR NEUTRALIZATION BY NEW ECONOMIC PRINCIPLES	
Lesson 3. THE SMUDGE OF THE PERSONAL SCOPE BORDERS OF LABOR LAW	
Lesson 4. THE SPANISH NEITHER UNITARIAN NOR INTEGRAL MODEL OF PUBLIC SERVICES OF EMPLOYMENT	
Lesson 5. THE ORDINARY OR COMMON CONTRACT OF EMPLOYMENT AND ITS MORE UNDESIRABLE MODALITIES	



Lesson 6. THE RENDERING OF WORK AND THE ATTEMPTS OF NOT GIVING A PROFESSIONAL STATUS TO THE WORKER	
Lesson 7. THE EARLY MAXIMUM AT THE EMPLOYER'S WILL WORKING TIME	
Lesson 8. THE INTERPROFESSIONAL MINIMUM WAGE AND ITS MANIFESTLY INADEQUATE AMOUNT	
Lesson 9. THE MISCONDUCT OF THE SPANISH STATE IN THE SUBJECT-MATTER OF OCCUPATIONAL SAFETY AND HEALTH	
Lesson 10. 'TAKE IT OR LEAVE IT' FOR THE WORKER IN FRONT OF THE MODIFICATION OF HIS CONTRACT OF EMPLOYMENT	
Lesson 11. THE SUSPENSION OF THE CONTRACT OF EMPLOYMENT AND ITS MORE SURPRISING, DISTORTING CONSEQUENCES	
Lesson 12. THE STARRING TERMINATOR TWINS OF THE CONTRACT OF EMPLOYMENT, BY REASONS INDEPENDENT OF THE EMPLOYEE'S WILL	
Lesson 13. THE STARRING TERMINATOR OF THE CONTRACT OF EMPLOYMENT, BY REASONS DEPENDENT OF THE EMPLOYEE'S WILL	
Lesson 14. THE STATUTORY OR UNITARIAN WORKERS' REPRESENTATIVES IN THE ENTERPRISE AND THE «POLITICAL» EFFICACY OF THEIR ELECTIONS	
Lesson 15. THE UNIONS, THEIR MEMBERS AND THE POLEMIC ABOUT THEIR FINANCING	
Lesson 16. THE GENERAL AND GENERALIZED NORMATIVE EFFICACY OF THE SPANISH SECTORIAL COLLECTIVE BARGAINING AGREEMENTS, A RARITY IN DEMOCRATIC SYSTEMS OF LABOR RELATIONS	
Lesson 17. THE SAFETY VALVE REPRESENTED BY THE «EXTRA-STATUTORY» COLLECTIVE BARGAINING AGREEMENTS, SPECIALLY THOSE WITH ENTERPRISE SCOPE	
Lesson 18. THE VIOLATION BY THE STATE OF ITS CONSTITUTIONAL DUTY TO LEGISLATE ABOUT STRIKES, ITS REASONS AND SOME OF ITS CONSEQUENCES	
Lesson 19. THE SPANISH SYSTEM, PARTIALLY DISPERSED, OF LABOR INSPECTION	
Lesson 20. LABOR COURTS AND THE SUSPICIONS OF THE PUBLIC ADMINISTRATION BEFORE THEM, AS LONG AS A POSSIBLE DEFENDANT	
Lesson 21. THE DECELERATION OF THE TRADITIONAL SPEED OF THE LABOR PROCEEDINGS	

## Planning

Methodologies / tests	Competencies	Ordinary class hours	Student's personal work hours	Total hours
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Oral presentation	A2 A7 A9 A13 B7 B8 B11 B13 B2 B3 B4 C2 C3 C4 C5 C6 C8	2	0	2
Objective test	A2 A7 A9 A13 B7 B8 B11 B13 B2 B3 B4 C2 C3 C4 C5 C6 C8	3	0	3
Seminar	A2 A7 A9 A13 B7 B8 B11 B13 B2 B3 B4 C2 C3 C4 C5 C6 C8	21	42	63
Guest lecture / keynote speech	A2 A7 A9 A13 B7 B8 B11 B13 B2 B3 B4 C2 C3 C4 C5 C6 C8	21	42	63
Problem solving	A2 A7 A9 A13 B7 B8 B11 B13 B2 B3 B4 C2 C3 C4 C5 C6 C8	9	0	9
Personalized attention		10	0	10

(\*The information in the planning table is for guidance only and does not take into account the heterogeneity of the students.

Methodologies	
Methodologies	Description
Oral presentation	To make in group a submission, to be defended in the International Congress of Comparative Labor Law which will take place at the end of the semester, using the English language in it.
Objective test	Two examinations. The first one, on a short questions basis, in English language. The second one, on a long questions basis, with the possibility to choose among English, Spanish or Galician languages.
Seminar	To attend the classes, with the duty of checking the several powerpoints explained in them, and of studying the corresponding lesson of the handbook.
Guest lecture / keynote speech	To attend the classes, with the duty of checking the several powerpoints explained in them, and of studying the corresponding lesson of the handbook.
Problem solving	To make a report about finding through the Internet the sources of Labor Law.

Personalized attention	
Methodologies	Description
Oral presentation	To be made on a small size group basis. In the classroom, in the professor offices, or by e-mail. In order to prepare the submissions to be defended in the International Congress about Comparative Labor Law at the end of the semester. Relating to part-time students, we will not negatively assess their lack of attending lessons, but they must submit the reports and practice exams in the same conditions applied to full-time students.

Assessment			
Methodologies	Competencies	Description	Qualification
Problem solving	A2 A7 A9 A13 B7 B8 B11 B13 B2 B3 B4 C2 C3 C4 C5 C6 C8	Delivery of the report.	5
Oral presentation	A2 A7 A9 A13 B7 B8 B11 B13 B2 B3 B4 C2 C3 C4 C5 C6 C8	To attend the preparation, to attend the International Congress, and to orally defend the submission.	15
Seminar	A2 A7 A9 A13 B7 B8 B11 B13 B2 B3 B4 C2 C3 C4 C5 C6 C8	Regular attending.	15



Objective test	A2 A7 A9 A13 B7 B8 B11 B13 B2 B3 B4 C2 C3 C4 C5 C6 C8	To pass the examinations.	50
Guest lecture / keynote speech	A2 A7 A9 A13 B7 B8 B11 B13 B2 B3 B4 C2 C3 C4 C5 C6 C8	Regular attending.	15
Others			

#### Assessment comments

We will give the maximum, legally permitted, number of As with Honors. Relating to part-time students, we will not negatively assess their lack of attending lessons, but they must submit the reports and practice exams in the same conditions applied to full-time students.

#### Sources of information

Basic	- J. MARTÍNEZ GIRÓN y A. ARUFE VARELA (2016). Derecho crítico del Trabajo. Critical Labor Law, 4ª ed. Barcelona: Atelier
Complementary	

#### Recommendations

Subjects that it is recommended to have taken before

Subjects that are recommended to be taken simultaneously

Subjects that continue the syllabus

Social Security Law/612G01037

#### Other comments

There are no quotas in qualifications other than A with Honors (for example, relating to "A").

(\* )The teaching guide is the document in which the URV publishes the information about all its courses. It is a public document and cannot be modified. Only in exceptional cases can it be revised by the competent agent or duly revised so that it is in line with current legislation.