



**Teaching Guide**

Identifying Data					2018/19
<b>Subject (*)</b>	Community Employment Law and European Union Institutions		<b>Code</b>	660G01035	
<b>Study programme</b>	Grao en Relacións Laborais e Recursos Humanos (Coruña)				
Descriptors					
<b>Cycle</b>	<b>Period</b>	<b>Year</b>	<b>Type</b>	<b>Credits</b>	
Graduate	1st four-month period	Third Fourth	Optional	6	
<b>Language</b>	SpanishGalicianEnglish				
<b>Teaching method</b>	Face-to-face				
<b>Prerequisites</b>					
<b>Department</b>					
<b>Coordinador</b>	Vizcaino Ramos, Iván	<b>E-mail</b>	i.vizcaino@col.udc.es		
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<b>Web</b>	rrll.udc.es				
<b>General description</b>	<p>The subject "Community Law and comparative Labour and Social Security Law" postulate as a natural continuation of the subjects of Labor Law (I and II), Union Law (I and II), and Social Security Law (I and II). The primary objective of the course will be to manage, and always " free from home," the European and North American major legal websites, the main institutions, rights, freedoms and principles of Labor and Social Security Law of the European Community, both ad extra as ad intra, and the rights of the countries most influential in Europe (France, Germany, Italy, Great Britain and Portugal) and the United States, always taking as a reference point the Spanish Law.</p> <p>In the first part, labeled "Sources" (parts 1 to 5), discuss topics that will be about the location of sources of Community Law and Comparative (European and American) Labour and Social Security. So, after presenting the students their rights as a citizen to know the legal sources, both labor and Social Security through Internet (theme 1), we will show you where to find the codified legislation in Labor and Social Security through Internet, both European and North American (theme 2) and Internet sites relating to Labor and Social Security, Community and European, non codified legislation (theme 3). Naturally, in the next section (theme 4) we will know the Internet sites relating to European, Community and USA files of Collective Agreements, to conclude this part of the program speaking about the Internet sites relating to Community, European and USA repertories to find Labor and Social Security case law (theme 5).</p> <p>Different content possesses the second part of the program, where we will discuss of the "Institutions", from the public services of employment (theme 6), to the Labor and Social Security Inspection (theme 7), provided in Europe and in the United States. Link up these issues with relating to Labor Litigation (theme 8), the management of Social Security (theme 9) and Social Security Litigation (theme 10). As expected, these issues will be focused also from the European and North American perspective.</p> <p>As for the third part of the program, indicating that guide its contents to the topic of "Rights, freedoms and principles", which serves union freedom in EU regulations, in European laws and practices and national legislation in the United States (theme 11), the right or participation of the employees in the enterprise in Community regulations as well as in the European and American legislations (theme 12), the right to collective bargaining in the EU regulations and in the European and North American legislation (theme 13) or the right to strike, both in the field as the European Community and USA (theme 14). This part of the program, the most extensive, continues even allowing us to talk about the principle of employment stability (theme 15), the right of the employee to protection before the labor risks (theme 16 and the principle of respecting labour minimum standards (theme 17) provided in Community regulations as well as Laws and Practices in Europe. We conclude this third part of the subject's study right to protection of the employee before critical situation of the enterprisse (theme 18), the right to protection of the employee before wrongful dismissal (theme 19), in itinere accidents at work (theme 20), the principle of automatic payment of the Social Security benefits (theme 21) and, finally, the principle of respect to vested rights to on complementary Social Security (theme 22), all with respect to Regulations and Community Legislation and Practices in Europe and North America.</p>				



Study programme competences / results	
Code	Study programme competences / results
A1	Marco normativo regulador das relacións laborais.
A2	Marco normativo regulador da Seguridade Social e da protección social complementaria.
A14	Seleccionar e xestionar información e documentación laboral.
A16	Asesorar e/ou xestionar en materia de emprego e contratación laboral.
A34	Interrelacionar as distintas disciplinas que configuran as relacións laborais.
B2	Capacidade de análise e síntese.
B4	Capacidade de xestión da información.
B6	Comportarse con ética e responsabilidade social como cidadán e como profesional.
B12	Motivación para a calidade.
B14	Aprendizaxe autónomo.
C1	Expresarse correctamente, tanto de forma oral coma escrita, nas linguas oficiais da comunidade autónoma.
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.
C6	Valorar criticamente o coñecemento, a tecnoloxía e a información dispoñible para resolver os problemas cos que deben afrontarse.
C7	Asumir como profesional e cidadán a importancia da aprendizaxe ao longo da vida.
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 / results	
Marco normativo regulador das relacións laborais.	A1	
Marco normativo regulador da Seguridade Social e da protección social complementaria.	A2	
Seleccionar e xestionar información e documentación laboral.	A14	
Asesorar e/ou xestionar en materia de emprego e contratación laboral.	A16	
Interrelacionar as distintas disciplinas que configuran as relacións laborais.	A34	
Capacidade de análise e síntese.		B2
Capacidade de xestión da información.		B4
Comportarse con ética e responsabilidade social como cidadán e como profesional.		B6
Motivación para a calidade.		B12
Aprendizaxe autónomo.		B14
Expresarse correctamente, tanto de forma oral coma escrita, nas linguas oficiais da comunidade autónoma.		C1
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.		C3
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.		C4
Valorar criticamente o coñecemento, a tecnoloxía e a información dispoñible para resolver os problemas cos que deben afrontarse.		C6
Asumir como profesional e cidadán a importancia da aprendizaxe ao longo da vida.		C7
Valorar a importancia que ten a investigación, a innovación e o desenvolvemento tecnolóxico no avance socioeconómico e cultural da sociedade.		C8

## Contents



Topic	Sub-topic
First Part: Sources	<ol style="list-style-type: none"><li>1.-The citizen's right to know the legal sources, also the Labor and Social Security ones, through Internet.</li><li>2.- Internet sites relating to European and USA Labor and Social Security codes.</li><li>3.- Internet sites relating to Labor and Social Security, Community and European, non-codified legislation.</li><li>4.- Internet sites relating to European, Community and USA files of collective agreements.</li><li>5.- Internet sites relating to Community, European and USA repertories to find Labor and Social Security Case Law.</li></ol>
Second Part: Institutions	<ol style="list-style-type: none"><li>6.- The Public Services of Employment in Europe and in the United States.</li><li>7.- The Labor and Social Security Inspection in Europe and in the United States.</li><li>8.- The Labor Litigation in Europe and in the United States.</li><li>9.- The management of Social Security in Europe and in the United States.</li><li>10.- Social Security Litigation in Europe and in the United States.</li></ol>



Third Part: Rights, Freedoms and Principles	<p>11.- The Union Freedom in the European Law, in the national European legislations and practices, and in the legislation of the United States.</p> <p>12.- The right of participation of the employees in the enterprise in the European Law, in the national European legislations and practices and in the legislation of the United States.</p> <p>13.- The right to collective bargaining in the European Law, in the national European legislations and practices, and in the legislation of the United States.</p> <p>14.- The right to strike in the European Law, in the national European legislations and practices, and in the legislation of the United States.</p> <p>15.- The principle of employment stability in the European Law, in the national European legislations and practices, and in the legislation of the United States.</p> <p>16.- The right of the employee to protection before the labor risks in the European Law, in the national European legislations and practices, and in the legislation of the United States.</p> <p>17.- The principle of respecting labor minimum standards in the European Law, in the national European legislations and practices, and in the legislation of the United States.</p> <p>18.- The right to protection of the employee before critical situations of the enterprise in the European Law, in the national European legislations and practices, and in the legislation of the United States.</p> <p>19.- The right to protection of the employee before wrongful dismissal in the European Law, in the national European legislations and practices, and in the legislation of the United States.</p> <p>20.- The in itinere accidents at work in the European Law, in the national European legislations and practices, and in the legislation of the United States.</p> <p>21.- The principle of automatic payment of Social Security benefits in the European Law, in the national European legislations and practices, and in the legislation of the United States.</p> <p>22.- The principle of respecting to vested rights on complementary Social Security in the European Law, in the national European legislations and practices, and in the legislation of the United States.</p>
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Planning				
Methodologies / tests	Competencies / Results	Teaching hours (in-person & virtual)	Student's personal work hours	Total hours
Guest lecture / keynote speech	A1 A14 A16 A34	22.5	45	67.5
Seminar	B2 B4 B6 B12 B14	22.5	22.5	45
Events academic / information	B4 B12 B14 C1 C3 C4 C6 C7 C8	22	0	22



Objective test	A1 A14 A16 A34 B4 C1 C3	2	0	2
Personalized attention		13.5	0	13.5
(*)The information in the planning table is for guidance only and does not take into account the heterogeneity of the students.				

Methodologies	
Methodologies	Description
Guest lecture / keynote speech	Oral presentation in English and Castelán, complemented by the use of media and the introduction of some questions to the students, in order to impart knowledge and facilitate learning. The master session is also known as "conference", "expository method" or "lecture". This last method is usually reserved for a special type of lesson taught by a teacher on special occasions, with a content which is an original drawing from the almost exclusive use of the word as a means of transmitting information to the audience
Seminar	Practical part of the contents exposed to the whole group in the master session, with key support in the use of Internet. It is a type class "seminar" for each class type "master session".
Events academic / information	Mandatory participation in activities organized and / or supported by the Faculty, with the intervention of Spanish and foreign extraordinary professors and can even be selected to present a scientific paper.
Objective test	Written test used for the evaluation of learning, whose distinctive feature is the ability to determine if the answers are correct or not. It is a measuring instrument, rigorously developed, designed to measure knowledge, abilities, skills, performance, attitudes, intelligence, etc.. It applies both for diagnostic, formative and summative evaluation. The objective test may combine different types of questions: multiple choice, management, short answer, of discrimination, of complete and / or association. Also can build with a single type of any of these questions

Personalized attention	
Methodologies	Description
Seminar Guest lecture / keynote speech Events academic / information Objective test	Obviously, the teacher is available to each and every one of the students in the treatment and resolution of problems that may arise in relation to the topics discussed to these problems. in master sessions and seminars, in order to channel more individually the solutions to these problems.

Assessment			
Methodologies	Competencies / Results	Description	Qualification
Seminar	B2 B4 B6 B12 B14	Resolution of different practical cases proposed by teacher in the sessions and development a monographic work on a concrete subject to be determined by the teacher.	30
Guest lecture / keynote speech	A1 A14 A16 A34	Objective evaluation of attendance and active participation of students in sessions by different tools proposed by the teacher.	10
Events academic / information	B4 B12 B14 C1 C3 C4 C6 C7 C8	Active participation in the proposed events and given a report thereon, and the presentation of scientific papers on a given topic, those who are selected.	20
Objective test	A1 A14 A16 A34 B4 C1 C3	Examination of the theoretical content of the course, consisting of short development questions, to be solved by the student at a given time.	40

Assessment comments



It is essential to achieve 50% of the grade for each one of the sections to evaluate to join the different methodologies in order to obtain an average mark end. Failure to achieve the minimum required in any of the methodologies, the student does not exceed the course. In this case, the evaluation will consist suspended in the ordinary call and may be reviewed at the July opportunity, where the evaluation methodology will be a single objective test amounting to 100% of the grade, both on theoretical and practical content of the program

Alternatively,

students who can not make a regular monitoring of the subject, may choose to examine 100% of its rating by an objective test end. Failure to achieve 50% of total grade on that test, the assessment will consist suspended in the ordinary call and may be reviewed at the July opportunity, where the evaluation methodology will be a single objective test amounting to 100% of qualification, versando both on theoretical and practical content of the program.

All students shall contain a

prominent notice sending an email to the teacher if they choose to CONTINUOUS EVALUATION or FINAL EXAM. If not given within fifteen days

after the start of the academic year, is understood to opt for the FINAL EXAM. The choice is final and irreversible for the call in progress.

### Sources of information

<b>Basic</b>	<ul style="list-style-type: none"> <li>- J. MARTÍNEZ GIRÓN y A. ARUFE VARELA (2010). Fundamentos de Derecho comunitario y comparado, europeo y norteamericano, del Trabajo y de la Seguridad Social. A Coruña: Netbiblo</li> <li>- BIURRUN ABAD, F.J; MELÉNDEZ MORILLO-VELARDE, L; PÉREZ CAMPOS, A.I. (2002). CUESTIONES LABORALES DE DERECHO SOCIAL COMUNITARIO.. ARANZADI</li> <li>- CRUZ VILLALÓN, J; PÉREZ DEL RÍO, T. (2000). UNA APROXIMACIÓN AL DERECHO SOCIAL COMUNITARIO. Tecnos</li> </ul> <p>Bibliografía básicaBibliografía complementaria RECOMENDACIONES</p>
<b>Complementary</b>	<ul style="list-style-type: none"> <li>- J. MARTÍNEZ GIRÓN y A. ARUFE VARELA (2011). Derecho Crítico del Trabajo. A Coruña: Netbiblo</li> <li>- J. MARTÍNEZ GIRÓN y A. ARUFE VARELA (2006). Derecho del Trabajo. A Coruña: Netbiblo</li> </ul> <p>De toda a bibliografía recomendada, é imprescindible manexar sempre a última edición publicada.</p>

### Recommendations

#### Subjects that it is recommended to have taken before

Introduction to Law/660G01001  
 Employment Law I /660G01011  
 Employment Law II/660G01012  
 Trade Union Law I /660G01013  
 Trade Union Law II/660G01014

#### Subjects that are recommended to be taken simultaneously

Social Security Law I /660G01021  
 Social Security Law II /660G01022

#### Subjects that continue the syllabus

#### Other comments

In the Resource section, all the bibliography and recommended legislation, must be the last edition published



(\*)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.