



## Teaching Guide

| Teaching Guide      |                                                                                                                                                                                                                                                                                                                                                          |        |                |           |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|----------------|-----------|
| Identifying Data    |                                                                                                                                                                                                                                                                                                                                                          |        |                | 2020/21   |
| Subject (*)         | Employment Law II                                                                                                                                                                                                                                                                                                                                        | Code   |                | 660G01012 |
| Study programme     | Grao en Relacións Laborais e Recursos Humanos (Coruña)                                                                                                                                                                                                                                                                                                   |        |                |           |
| Descriptors         |                                                                                                                                                                                                                                                                                                                                                          |        |                |           |
| Cycle               | Period                                                                                                                                                                                                                                                                                                                                                   | Year   | Type           | Credits   |
| Graduate            | 2nd four-month period                                                                                                                                                                                                                                                                                                                                    | Second | Obligatory     | 6         |
| Language            | SpanishGalician                                                                                                                                                                                                                                                                                                                                          |        |                |           |
| Teaching method     | Face-to-face                                                                                                                                                                                                                                                                                                                                             |        |                |           |
| Prerequisites       |                                                                                                                                                                                                                                                                                                                                                          |        |                |           |
| Department          | Dereito Público                                                                                                                                                                                                                                                                                                                                          |        |                |           |
| Coordinador         | Munín Sánchez, Lara María                                                                                                                                                                                                                                                                                                                                | E-mail | l.munin@udc.es |           |
| Lecturers           | Munín Sánchez, Lara María                                                                                                                                                                                                                                                                                                                                | E-mail | l.munin@udc.es |           |
| Web                 | moodle.udc.es                                                                                                                                                                                                                                                                                                                                            |        |                |           |
| General description | The aim of this course is the study of the contract of work labor relation including his(her,your) origin, content, modifications and extinction as well as also the labor special relations.                                                                                                                                                            |        |                |           |
| Contingency plan    | 1. Modifications to the contents<br><br>2. Methodologies<br>*Teaching methodologies that are maintained<br><br>*Teaching methodologies that are modified<br><br>3. Mechanisms for personalized attention to students<br><br>4. Modifications in the evaluation<br><br>*Evaluation observations:<br><br>5. Modifications to the bibliography or webgraphy |        |                |           |

## Study programme competences

| Code | Study programme competences                                                                           |
|------|-------------------------------------------------------------------------------------------------------|
| A1   | Marco normativo regulador das relacións laborais.                                                     |
| A13  | Transmitir e comunicarse por escrito e oralmente usando a terminoloxía e as técnicas adecuadas.       |
| A14  | Seleccionar e xestionar información e documentación laboral.                                          |
| A16  | Asesorar e/ou xestionar en materia de emprego e contratación laboral.                                 |
| A20  | Realizar funcións de representación e negociación en diferentes ámbitos das relacións laborais.       |
| A27  | Asesoramento a organizacións sindicais e empresariais, e aos seus afiliados.                          |
| A30  | Representación técnica no ámbito administrativo e procesual e defensa ante os tribunais.              |
| A31  | Aplicar os coñecementos á práctica.                                                                   |
| A33  | Comprender o carácter dinámico e cambiante das relacións laborais no ámbito nacional e internacional. |
| A35  | Análise crítico das decisións emanadas dos axentes que participan nas relacións laborais.             |
| B1   | Resolución de problemas.                                                                              |
| B2   | Capacidade de análise e síntese.                                                                      |
| B5   | Toma de decisións.                                                                                    |
| B6   | Comportarse con ética e responsabilidade social como cidadán e como profesional.                      |
| B8   | Razoamento crítico.                                                                                   |
| B9   | Traballo en equipos.                                                                                  |



|     |                                                                                                                                                                                                                                                        |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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 enfrontarse.                                                                                                                      |
| C7  | Asumir como profesional e cidadán a importancia da aprendizaxe ao longo da vida.                                                                                                                                                                       |

| Learning outcomes                                                                                                                                                                                                                                      |     |                             |    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----------------------------|----|
| Learning outcomes                                                                                                                                                                                                                                      |     | Study programme competences |    |
| Marco normativo regulador das relacións laborais.                                                                                                                                                                                                      | A1  |                             |    |
| Transmitir e comunicarse por escrito e oralmente usando a terminoloxía e as técnicas adecuadas.                                                                                                                                                        | A13 |                             |    |
| Seleccionar e xestionar información e documentación laboral.                                                                                                                                                                                           | A14 |                             |    |
| Asesorar e/ou xestionar en materia de emprego e contratación laboral.                                                                                                                                                                                  | A16 |                             |    |
| Realizar funcións de representación e negociación en diferentes ámbitos das relacións laborais.                                                                                                                                                        | A20 |                             |    |
| Asesoramento a organizacións sindicais e empresariais, e aos seus afiliados.                                                                                                                                                                           | A27 |                             |    |
| Representación técnica no ámbito administrativo e procesual e defensa ante os tribunais.                                                                                                                                                               | A30 |                             |    |
| Aplicar os coñecementos á práctica.                                                                                                                                                                                                                    | A31 |                             |    |
| Comprender o carácter dinámico e cambiante das relacións laborais no ámbito nacional e internacional.                                                                                                                                                  | A33 |                             |    |
| Análise crítico das decisións emanadas dos axentes que participan nas relacións laborais.                                                                                                                                                              | A35 |                             |    |
| Resolución de problemas.                                                                                                                                                                                                                               |     | B1                          |    |
| Capacidade de análise e síntese.                                                                                                                                                                                                                       |     | B2                          |    |
| Toma de decisións.                                                                                                                                                                                                                                     |     | B5                          |    |
| Comportarse con ética e responsabilidade social como cidadán e como profesional.                                                                                                                                                                       |     | B6                          |    |
| Razoamento crítico.                                                                                                                                                                                                                                    |     | B8                          |    |
| Traballo en equipos.                                                                                                                                                                                                                                   |     | B9                          |    |
| 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 enfrontarse.                                                                                                                      |     |                             | C6 |
| Asumir como profesional e cidadán a importancia da aprendizaxe ao longo da vida.                                                                                                                                                                       |     |                             | C7 |

| Contents                                      |                                                                                                                                                                                                |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic                                         | Sub-topic                                                                                                                                                                                      |
| I. BEGINNING OF THE EMPLOYMENT RELATIONSHIP.. | LESSON 1: THE EMPLOYMENT CONTRACT.<br><br>LESSON 2: CONCLUSION OF THE EMPLOYMENT CONTRACT.<br><br>LESSON 3: CONTRACT: FUNTIONS AND DEFECTS.<br><br>LESSON 4: DIFFERENT TYPES OF WORK CONTRACT. |



|                                             |                                                                                                                                                                                                                                                 |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| II. CONTENT OF THE WORK CONTRACT.           | <p>LESSON 5: THE RENDERING OF WORK (I).</p> <p>LESSON 6: THE RENDERING OF WORK (II): WORKING TIME.</p> <p>LESSON 7: DUTIES OF WORKERS.</p> <p>LESSON 8: POWERS OF THE EMPLOYER.</p> <p>LESSON 9: WAGE.</p> <p>LESSON 10: WORKER PROTECTION.</p> |
| III. CHANGES IN THE EMPLOYMENT RELATIONSHIP | <p>LESSON 11: THE CHANGE OF THE SUBJECTS OF THE LABOR RELATION.</p> <p>LESSON 12: THE MODIFICATION OF THE CONTENTS OF THE CONTRACT OF EMPLOYMENT.</p> <p>LESSON 13: SUSPENSION OF THE EMPLOYMENT RELATIONSHIP</p>                               |
| IV. TERMINATION OF EMPLOYMENT               | <p>LESSON 14: TERMINATION OF EMPLOYMENT RELATIONSHIP. REASONS.</p> <p>LESSON 15: TERMINATION OF EMPLOYMENT RELATIONSHIP. DISMISSAL.</p>                                                                                                         |
| V. SPECIAL EMPLOYMENT RELATIONSHIPS         | LESSON 16: THE SPECIAL EMPLOYMENT RELATIONSHIPS.                                                                                                                                                                                                |

| Planning                                                                                                                        |                                                                           |                      |                               |             |
|---------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------|-------------------------------|-------------|
| Methodologies / tests                                                                                                           | Competencies                                                              | Ordinary class hours | Student's personal work hours | Total hours |
| Guest lecture / keynote speech                                                                                                  | A1 A13 A14 A16 A20<br>A27 A30 A33 B1 B2<br>B6 B8 B12 C3 C4                | 20                   | 50                            | 70          |
| Student portfolio                                                                                                               | A1 A13 A14 A16 A27<br>A31 A35 B1 B2 B5 B8<br>B9 B12 B14 C1 C3<br>C4 C6 C7 | 20                   | 50                            | 70          |
| Objective test                                                                                                                  | A1 A13 A16 A20 A27<br>A30 A31 B1 B2 B5 B8<br>C1 C6                        | 2                    | 7                             | 9           |
| Personalized attention                                                                                                          |                                                                           | 1                    | 0                             | 1           |
| (*)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 | <p>Oral presentation (using audiovisual material and student interaction) designed to transmit knowledge and encourage learning. Presentations of this type are variously referred to as 'expository method', 'guest lectures' or 'keynote speeches'. (The term 'keynote' refers only to a type of speech delivered on special occasions, for which the lecture sets the tone or establishes the underlying theme; it is characterised by its distinctive content, structure and purpose, and relies almost exclusively on the spoken word to communicate its ideas.)</p> |



|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Student portfolio | Folder or binder divided into clearly marked or labelled sections containing record or products of learning activities performed over a given period, with student's progress charted through marks achieved and comments of teacher.<br><br>The portfolio or file folder for the purposes of this asignatura- includes all documents or files to be delivered by the student to score as "work" or "practical" : research, case studies, summaries, project outlines and development, article analysis, summaries, tests, tasks and task outcomes, etc. |
| Objective test    | Written learning progress test, characterised by pre-determined answers. Well-designed tests offer objectively quantifiable results in relation to student knowledge, capacities, skills, performance, aptitudes, attitude, intelligence, etc. Used for diagnostic, formative and summative assessment. May consist of all or any of the following types of questions: multiple choice, ordering and sequencing, short answer, binary, completion, multiple matching.                                                                                    |

| Personalized attention                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|--------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Methodologies                                                            | Description                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Guest lecture /<br>keynote speech<br>Objective test<br>Student portfolio | This is to facilitate students through personalized attention, information on any matter arising in the development of the subject, such as, methods, skills, proposals, analysis could be done in understanding and learning of the subject etc. .<br><br>This activity may be conducted in person (directly in the classroom and at times the teacher has assigned to tutoring office) or non-contact (through email or virtual campus). |

| Assessment        |                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |               |
|-------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| Methodologies     | Competencies                                                              | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Qualification |
| Objective test    | A1 A13 A16 A20 A27<br>A30 A31 B1 B2 B5 B8<br>C1 C6                        | Written learning progress test, characterised by pre-determined answers. Well-designed tests offer objectively quantifiable results in relation to student knowledge, capacities, skills, performance, aptitudes, attitude, intelligence, etc. Used for diagnostic, formative and summative assessment. May consist of all or any of the following types of questions: multiple choice, ordering and sequencing, short answer, binary, completion, multiple matching.                                                                                    | 40            |
| Student portfolio | A1 A13 A14 A16 A27<br>A31 A35 B1 B2 B5 B8<br>B9 B12 B14 C1 C3<br>C4 C6 C7 | Folder or binder divided into clearly marked or labelled sections containing record or products of learning activities performed over a given period, with student's progress charted through marks achieved and comments of teacher.<br><br>The portfolio or file folder for the purposes of this asignatura- includes all documents or files to be delivered by the student to score as "work" or "practical" : research, case studies, summaries, project outlines and development, article analysis, summaries, tests, tasks and task outcomes, etc. | 60            |

| Assessment comments                                                                                                                                                   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The student that does not exceed the above criteria approved valuation will undergo a final examination of the subject, on the day and time designated by the Centre. |

| Sources of information |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Basic                  | <ul style="list-style-type: none"> <li>- Mercader Urgina, J.R., De la Puebla Pinilla, A. Gomez Abelleira, F.J. (). Lecciones de Derecho del Trabajo. Ed. Tirant Lo Blanch/ Disponible en biblioteca on line ERLAC</li> <li>- Martín Valverde, A. y otros (). Derecho del Trabajo. Ed. Tecnos</li> <li>- Vida Soria, J. y otros (). Manual de Derecho del Trabajo. Ed. Tirant Lo Blanch.</li> <li>- Albiol Montesinos, I. y otros (). Compendio de Derecho del Trabajo. Ed. Tirant Lo Blanch.</li> </ul> |



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|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Complementary</b> | <ul style="list-style-type: none"> <li>- García Perrote-Escartin, I. (). Manual de Dererecho del trabajo. Ed. Tirant Lo Blanch/ Disponible en biblioteca virtual ERLAC</li> <li>- Alonso Olea, M. y Casas Baamonde, M.E. (). Derecho del Trabajo. Ed. Civitas</li> <li>- Palomeque López, M. y Alvarez de la Rosa, M. (). Derecho del Trabajo. Ed. Centro de Estudios Ramón Areces</li> <li>- Camps Ruiz, L.M., y Ramírez Martínez, J.M., Coord. (). Derecho del Trabajo. Ed. Tirant Lo Blanch</li> </ul> <p>Débese dispoñer, para o seu manexo durante o curso, da lexislación laboral ( Estatuto dos Traballadores e demais disposicións complementarias) debidamente actualizada. Igualmente poderanse consultar outro tipo de Fontes de información: artigos de fondo, estudos concretos sobre unha materia, investigacións respecto a distintos temas, así como internet. Toda a bibliografía e lexislación recomendada, debe de ser a última edición publicada.</p> |
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## Recommendations

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

Introduction to Law/660G01001

Theory of Industrial Relations /660G01010

Employment Law I /660G01011

Trade Union Law I /660G01013

### Subjects that are recommended to be taken simultaneously

Trade Union Law II/660G01014

### Subjects that continue the syllabus

Employment Tribunals/660G01032

### Other comments

Esta materia empregará como elemento fundamental da docencia a plataforma Moodle de modo que será responsabilidade do alumno a súa debida utilización para os distintos usos para os que poida ser requirida así como a súa consulta coa debida periodicidade.

(\*)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.