



## Teaching Guide

| Teaching Guide           |                                                                                                                                                                                                                                                                                                                                                                              |        |          |           |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|----------|-----------|
| Identifying Data         |                                                                                                                                                                                                                                                                                                                                                                              |        |          | 2023/24   |
| Subject (*)              | EU and comparative labour and social security law                                                                                                                                                                                                                                                                                                                            |        | Code     | 612447309 |
| Study programme          | Mestrado Universitario en Dereito: Estudos da Unión Europea (Plan 2017)                                                                                                                                                                                                                                                                                                      |        |          |           |
| Descriptors              |                                                                                                                                                                                                                                                                                                                                                                              |        |          |           |
| Cycle                    | Period                                                                                                                                                                                                                                                                                                                                                                       | Year   | Type     | Credits   |
| Official Master's Degree | 2nd four-month period                                                                                                                                                                                                                                                                                                                                                        | First  | Optional | 6         |
| Language                 | SpanishGalicianEnglish                                                                                                                                                                                                                                                                                                                                                       |        |          |           |
| Teaching method          | Face-to-face                                                                                                                                                                                                                                                                                                                                                                 |        |          |           |
| Prerequisites            |                                                                                                                                                                                                                                                                                                                                                                              |        |          |           |
| Department               | Dereito Público                                                                                                                                                                                                                                                                                                                                                              |        |          |           |
| Coordinador              |                                                                                                                                                                                                                                                                                                                                                                              | E-mail |          |           |
| Lecturers                |                                                                                                                                                                                                                                                                                                                                                                              | E-mail |          |           |
| Web                      |                                                                                                                                                                                                                                                                                                                                                                              |        |          |           |
| General description      | To study, through the free use from home of the legal most important European and American websites, the main Labor and Social Security institutions, rights, freedoms, and principles of the European Union Law, on its ad extra and ad intra sites, as well as, of French, German, Italian, British, Portuguese, and American Laws, having always in mind the Spanish Law. |        |          |           |

## Study programme competences

| Code | Study programme competences                                                                                                                                                                                                                                                                       |
|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| A2   | CE 2 - Claves da libre circulación de persoas, servizos e capitais                                                                                                                                                                                                                                |
| A5   | CE5 - Coñecemento dos ámbitos materiais nos que existe unha primacía do Dereito da Unión Europea: consumo; Dereito industrial; Dereito da competencia; Dereito de sociedades; Dereito das telecomunicacións; espazo de liberdade, seguridade e xustiza.                                           |
| A8   | CE 8 - Coñecemento das políticas de xénero da Unión Europea.                                                                                                                                                                                                                                      |
| A9   | CE 9 - Capacidade para ponderar o valor atribuído ao recoñecemento dos dereitos sociais no ámbito do proceso de integración supranacional                                                                                                                                                         |
| B1   | CB6 - Posuír e comprender coñecementos que acheguen unha base ou oportunidade de ser orixinais no desenvolvemento e/ou aplicación de ideas, a miúdo nun contexto de investigación                                                                                                                 |
| B2   | CB7 - Que os estudantes saiban aplicar os coñecementos adquiridos e a súa capacidade de resolución de problemas en contornas novas ou pouco coñecidas dentro de contextos máis amplos (ou multidisciplinares) relacionados coa súa área de estudo                                                 |
| B3   | CB8 - Que os estudantes sexan capaces de integrar coñecementos e enfrontarse á complexidade de formular xuízos a partir dunha información que, sendo incompleta ou limitada, inclúa reflexións sobre as responsabilidades sociais e éticas vinculadas á aplicación dos seus coñecementos e xuízos |
| B4   | CB9 - Que os estudantes saiban comunicar as súas conclusións e os coñecementos e razóns últimas que as sustentan a públicos especializados e non especializados dun modo claro e sen ambigüidades                                                                                                 |
| B5   | CB10 - Que os estudantes posúan as habilidades de aprendizaxe que lles permitan continuar estudando dun modo que deberá de ser en gran medida autodirixido ou autónomo.                                                                                                                           |
| B6   | CG1 - Coñecemento das institucións da Unión Europea e da vías de acceso ante elas dos cidadáns e das persoas xurídicas                                                                                                                                                                            |
| 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.                                                                                                                                                                 |
| C7   | Asumir como profesional e cidadán a importancia da aprendizaxe ao longo da vida.                                                                                                                                                                                                                  |

## Learning outcomes

| Learning outcomes | Study programme competences |
|-------------------|-----------------------------|
|-------------------|-----------------------------|



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| To well manage the European web site thorough Internet, even from home, in order to find all kind of legal documentation of the European Union.                                                                        | AR2<br>AR5<br>AR8<br>AR9 | BR1<br>BR2<br>BR3<br>BR4<br>BR5<br>BR6 | CR4<br>CR5<br>CR6<br>CR7 |
| To well manage the legal web sites of the more significant countries from a comparative viewpoint, even from home, using as a tool the rights, freedoms, and principles belonging to the Labor and Social Security Law | AR2<br>AR5<br>AR8<br>AR9 | BR1<br>BR2<br>BR3<br>BR4<br>BR5<br>BR6 | CR4<br>CR5<br>CR6<br>CR7 |
| To manage the legal sources in its own language (English, French, German, Italian, or Portuguese), without needing any special background in those languages.                                                          | AR2<br>AR5<br>AR8<br>AR9 | BR1<br>BR2<br>BR3<br>BR4<br>BR5<br>BR6 | CR4<br>CR5<br>CR6<br>CR7 |
| To be able to communicate his/her conclusions -as well as its grounds- to specialized, and non-specialized publics.                                                                                                    | AR2<br>AR5<br>AR8<br>AR9 | BR1<br>BR2<br>BR3<br>BR4<br>BR5<br>BR6 | CR4<br>CR5<br>CR6<br>CR7 |
| To critically asses the knowledge, the technology, and the information they need to solve the problems they deal with to.                                                                                              | AR2<br>AR5<br>AR8<br>AR9 | BR1<br>BR2<br>BR3<br>BR4<br>BR5<br>BR6 | CR4<br>CR5<br>CR6<br>CR7 |

| Contents                                                                                                           |           |
|--------------------------------------------------------------------------------------------------------------------|-----------|
| Topic                                                                                                              | Sub-topic |
| 1.- THE CITIZEN'S RIGHT TO KNOW THE LEGAL SOURCES, ALSO THE LABOR AND SOCIAL SECURITY ONES, THROUGH INTERNET.      |           |
| 2.- INTERNET SITES RELATING TO EUROPEAN AND USA LABOR AND SOCIAL SECURITY CODES.                                   |           |
| 3.- INTERNET SITES RELATING TO LABOR AND SOCIAL SECURITY, COMMUNITY AND EUROPEAN, NON-CODIFIED LEGISLATION.        |           |
| 4.- INTERNET SITES RELATING TO EUROPEAN, COMMUNITY AND USA FILES OF COLLECTIVE AGREEMENTS.                         |           |
| 5.- INTERNET SITES RELATING TO COMMUNITY, EUROPEAN AND USA REPERTORIES TO FIND LABOR AND SOCIAL SECURITY CASE LAW. |           |
| 6.- THE PUBLIC SERVICES OF EMPLOYMENT IN EUROPE AND IN THE UNITED STATES.                                          |           |



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| 7.- THE LABOR AND SOCIAL SECURITY INSPECTION IN EUROPE AND IN THE UNITED STATES.                                                                                                                                 |  |
| 8.- THE LABOR LITIGATION IN EUROPE AND IN THE UNITED STATES.                                                                                                                                                     |  |
| 9.- THE MANAGEMENT OF SOCIAL SECURITY IN EUROPE AND IN THE UNITED STATES.                                                                                                                                        |  |
| 10.- SOCIAL SECURITY LITIGATION IN EUROPE AND IN THE UNITED STATES.                                                                                                                                              |  |
| 11.- THE UNION FREEDOM IN THE EUROPEAN LAW, IN THE NATIONAL EUROPEAN LEGISLATIONS AND PRACTICES, AND IN THE LEGISLATION OF THE UNITED STATES.                                                                    |  |
| 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.                        |  |
| 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.                                                   |  |
| 14.- THE RIGHT TO STRIKE IN THE EUROPEAN LAW, IN THE NATIONAL EUROPEAN LEGISLATIONS AND PRACTICES, AND IN THE LEGISLATION OF THE UNITED STATES.                                                                  |  |
| 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.                                                |  |
| 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.                       |  |
| 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.                                  |  |
| 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. |  |
| 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.                    |  |



|                                                                                                                                                                                                          |  |
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| 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.                                             |  |
| 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                |  |
| 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 |  |

| Planning                                                                                                                        |                                                 |                      |                               |             |
|---------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|----------------------|-------------------------------|-------------|
| Methodologies / tests                                                                                                           | Competencies                                    | Ordinary class hours | Student?s personal work hours | Total hours |
| Collaborative learning                                                                                                          | A5 A8 A9 A2 B5 B1<br>B2 B3 B4 B6 C4 C5<br>C6 C7 | 42                   | 108                           | 150         |
| Personalized attention                                                                                                          |                                                 | 0                    |                               | 0           |
| (*)The information in the planning table is for guidance only and does not take into account the heterogeneity of the students. |                                                 |                      |                               |             |

| Methodologies          |                                                                                                                                                          |
|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Methodologies          | Description                                                                                                                                              |
| Collaborative learning | To communicate to the students the essentials of the lesson to be explained. It has a full information character. The professors play the starring role. |

| Personalized attention |                                                                                                                                                                                                                              |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Methodologies          | Description                                                                                                                                                                                                                  |
| Collaborative learning | Our availability to support the students is total, at the Area (from 12 to 15, and from 17 to 21, Monday to Friday), or in a virtual way (everyday, every hour), through our e-mail addresses (titof@udc.es and jmg@udc.es). |

| Assessment             |                                                 |                                                                  |               |
|------------------------|-------------------------------------------------|------------------------------------------------------------------|---------------|
| Methodologies          | Competencies                                    | Description                                                      | Qualification |
| Collaborative learning | A5 A8 A9 A2 B5 B1<br>B2 B3 B4 B6 C4 C5<br>C6 C7 | Mainly founded on the attendance to ordinary presential classes. | 100           |
| Others                 |                                                 |                                                                  |               |

| Assessment comments           |
|-------------------------------|
| The exams are done away with. |

| Sources of information |                                                                                                                                                                                                     |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Basic                  | - J. MARTÍNEZ GIRÓN y A. ARUFE VARELA (2010). Fundamentos de Derecho comunitario y comparado, europeo y norteamericano, del Trabajo y de la Seguridad Social, 2ª ed.. A Coruña. Netbiblo<br>- (). . |
| Complementary          |                                                                                                                                                                                                     |



| Recommendations                                          |
|----------------------------------------------------------|
| Subjects that it is recommended to have taken before     |
|                                                          |
| Subjects that are recommended to be taken simultaneously |
|                                                          |
| Subjects that continue the syllabus                      |
|                                                          |
| Other comments                                           |
|                                                          |

(\*)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.