



## Teaching Guide

Identifying Data					2024/25
Subject (*)	Labour practice	Code	612553005		
Study programme	Máster Universitario en Avogacía e Procuradoría				
Descriptors					
Cycle	Period	Year	Type	Credits	
Official Master's Degree	1st four-month period	First	Obligatory	5	
Language	SpanishGalician				
Teaching method	Face-to-face				
Prerequisites					
Department	Dereito Público				
Coordinador	Arufe Varela, Alberto	E-mail	alberto.arufe.varela@udc.es		
Lecturers	Arufe Varela, Alberto Martinez Giron, Jesus	E-mail	alberto.arufe.varela@udc.es jesus.martinez.giron@udc.es		
Web					
General description	Practical implementation of the theoretical knowledge acquired in the Law School.				

## Study programme competences / results

Code	Study programme competences / results
A2	C2. Determina la instancia jurisdiccional y la acción procedente para la defensa de los derechos de los clientes.
A8	C8. Identifica la instancia, jurisdiccional o no jurisdiccional, como estrategia más adecuada, así como la acción o actuación procedentes para la defensa de los intereses y derechos del ciudadano o cliente.
B1	H1. Aplica correcta y adecuadamente los conocimientos especializados adquiridos en el grado en el ejercicio profesional ante tribunales o autoridades públicas, así como en las funciones de asesoramiento, respetando los principios y valores democráticos y los Objetivos de Desarrollo Sostenible.
B5	H5. Emplea adecuadamente las técnicas de resolución de conflictos más pertinentes a cada situación y contexto.
C1	COM1. Integrar de forma ajustada el derecho a la defensa y la postulación procesal de los clientes en el marco de los sistemas de tutela jurisdiccionales nacionales e internacionales.
C8	COM8. Exponer de forma oral y escrita hechos, y extraer argumentalmente consecuencias jurídicas, en atención al contexto y al destinatario al que vayan dirigidos

## Learning outcomes

Learning outcomes	Study programme competences / results		
	AJ2	BJ1	CJ1
	AJ8	BJ5	CJ8

## Contents

Topic	Sub-topic
1. CONTRATO DE TRABAJO. DISTINTAS MODALIDADES	2 HORAS PRESENCIAIS. PROFESOR RESPONSABLE: JESÚS MARTÍNEZ GIRÓN
2. O SALARIO: GARANTÍAS	4 HORAS PRESENCIAIS. PROFESOR RESPONSABLE: ALBERTO ARUFE VARELA
3. TEMPO DE TRABAJO: XORNADAS E DESCANSOS	2 HORAS PRESENCIAIS. PROFESOR RESPONSABLE: ALBERTO ARUFE VARELA
4. CLASIFICACIÓN PROFESIONAL. ASCENSOS E MOVILIDADE FUNCIONAL	2 HORAS PRESENCIAIS. PROFESOR RESPONSABLE: ALBERTO ARUFE VARELA



5. MODIFICACIÓN DO CONTRATO DE TRABALLO: MODIFICACIÓN SUSTANCIAL DAS CONDICIÓNS DE TRABALLO. TRASLADOS E DESPRAZAMENTOS	4 HORAS PRESENCIAIS. PROFESOR RESPONSABLE: JESÚS MARTÍNEZ GIRÓN
6. CONTRATAS E SUBCONTRATAS	2 HORAS PRESENCIAIS. PROFESOR RESPONSABLE: JESÚS MARTÍNEZ GIRÓN
7. CESIÓN ILEGAL DE TRABALLADORES	2 HORAS PRESENCIAIS. PROFESOR RESPONSABLE: JESÚS MARTÍNEZ GIRÓN
8. PODER DISCIPLINARIO. FALTAS E SANCIONS	2 HORAS PRESENCIAIS. PROFESORA RESPONSABLE: ANA ISABEL FERNÁNDEZ LÓPEZ (ABOGADA)
9. SUSPENSIÓN DO CONTRATO DE TRABALLO	2 HORAS PRESENCIAIS. PROFESORA RESPONSABLE: ANA ISABEL FERNÁNDEZ LÓPEZ (ABOGADA)
10. EXTINCIÓN DO CONTRATO DE TRABALLO. DISTINTAS MODALIDADES, EN ESPECIAL: DESPIDO OBXETIVO; DESPIDO COLECTIVO; DESPIDO DISCIPLINARIO; RESOLUCIÓN CONTRATO A INSTANCIA DO TRABALLADOR	12 HORAS PRESENCIAIS. PROFESORES RESPONSABLES: ANA ISABEL FERNÁNDEZ LÓPEZ (ABOGADA) E MIGUEL ORANTES (ABOGADO)
11. NEGOCIACIÓN COLECTIVA. REPRESENTACIÓN SINDICAL. FOLGA E PECHE PATRONAL	2 HORAS PRESENCIAIS. PROFESORA RESPONSABLE: BLANCA FERNÁNDEZ-CHAO GONZÁLEZ-DOPEÑO (ABOGADA)
12. SEGURIDADE SOCIAL. PRESTACIÓNS. REQUISITOS. RESPONSABILIDADE EN MATERIA DE PRESTACIÓNS. INCAPACIDADE TEMPORAL. INCAPACIDADE PERMANENTE. XUBILACIÓN. PRESTACIÓNS FAMILIARES. MORTE E SOBREVIVENCIA	6 HORAS PRESENCIAIS. PROFESORES RESPONSABLES: MIGUEL ORANTES (ABOGADO), BLANCA FERNÁNDEZ-CHAO GONZÁLEZ-DOPEÑO (ABOGADA) E MARÍA LUISA TATO FOUZ (ABOGADA)
13. PROTECCIÓN POR DESEMPREGO. PRESTACIÓNS E SUBSIDIOS	2 HORAS PRESENCIAIS. PROFESORA RESPONSABLE: MARÍA LUISA TATO FOUZ (ABOGADA)
14. PROCEDIMENTO LABORAL. ESPECIAL REFERENCIA AS DISTINTAS MODALIDADES PROCESUAIS. MEDIOS DE IMPUGNACIÓN E EXECUCIÓN LABORAL	6 HORAS PRESENCIAIS. PROFESORA RESPONSABLE: ASUNCIÓN BARRIO CALLE (SECRETARIA SALA SOCIAL TSX GALICIA) E BEATRIZ RAMA INSUA (MAXISTRADA DO SOCIAL DO TSX GALICIA)

Planning				
Methodologies / tests	Competencies / Results	Teaching hours (in-person & virtual)	Student?s personal work hours	Total hours
Guest lecture / keynote speech	A2 A8 B1 B5 C1 C8	25	0	25
Simulation	A2 A8 B1 B5 C1 C8	5	15	20
Workshop	A2 A8 B1 B5 C1 C8	8	22	30
Mixed objective/subjective test	A2 A8 B1 B5 C1	2	0	2
Case study	A2 A8 B1 B5 C1 C8	13	30	43
Personalized attention		5	0	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 (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.)
Simulation	Teaching strategy involving analysis of physical, technical or psychological phenomena using simplified, safer or more economical models of original conditions. Subjects are presented with hypothetical set of circumstances in order to test their response, awareness and understanding, and ability to analyse options available and impact of each. Simulates real-life situations with aim of engaging students in learning process, or for purposes of assessment.



Workshop	Applied learning situation incorporating a range of supervised learning and testing techniques (presentation, simulation, debate, problem solving, guided practice, etc.) with a strongly practical focus.
Mixed objective/subjective test	Mixed test consisting of essay-type and objective test questions. Essay section consists of open (extended answer) questions; objective test may contain multiple-choice, ordering and sequencing, short answer, binary, completion and/or multiple-matching questions.
Case study	Teaching-learning method in which students are presented with a specific set of real-life circumstances and a problem (?case?) which they must attempt to understand, assess and solve as a group through a process of discussion. Students should be able to analyse a series of facts relating to a particular area of knowledge or activity, and arrive at a rational conclusion via a process of discussion within small work groups.

### Personalized attention

Methodologies	Description
Case study	Atención personalizada para la resolución de problemas

### Assessment

Methodologies	Competencies / Results	Description	Qualification
Case study	A2 A8 B1 B5 C1 C8	To follow at the classroom the legal and real problems raised in it for their debate and solution.	20
Simulation	A2 A8 B1 B5 C1 C8	evaluación de la actividad desarrollada por el alumno en esta actividad	20
Workshop	A2 A8 B1 B5 C1 C8	Se evalúa las actividades desarrolladas por el alumno a lo largo del módulo	20
Mixed objective/subjective test	A2 A8 B1 B5 C1	preguntas tipo de probas de ensaio e preguntas tipo de probas obxectivas. En canto a preguntas de ensaio, recolle preguntas abertas de desenvolvemento. Ademais, en canto preguntas obxectivas, pode combinar preguntas de resposta múltiple, de ordenación, de resposta breve, de discriminación, de completar e/ou de asociación.	40

### Assessment comments

<p>Relating to part-time students, as well as students with academic waiver of attendance exemption, 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. As a rule, if applicable, the same assessment system governs the second chance, above all concerning the exams. All aspects related to "academic dispensation", "dedication to study", "permanence" and "academic fraud" shall be governed in accordance with the current academic regulations of the UDC.</p>
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### Sources of information

Basic	
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.