



## Teaching Guide

Identifying Data					2024/25
Subject (*)	Complementary Social Security		Code	760492001	
Study programme	Mestrado Universitario en Xestión e Dirección Laboral (Plan 2011)				
Descriptors					
Cycle	Period	Year	Type	Credits	
Official Master's Degree	1st four-month period	First	Obligatory	3	
Language	Spanish				
Teaching method	Face-to-face				
Prerequisites					
Department	Dereito Público				
Coordinador	Vizcaino Ramos, Iván	E-mail	i.vizcaino@udc.es		
Lecturers	Vizcaino Ramos, Iván	E-mail	i.vizcaino@udc.es		
Web					
General description	In this matter, the different complementary social security instruments that exist in Spain are analyzed, especially voluntary improvements in Social Security. It delves into the issues of competence between the Autonomous Communities and the State in matters of complementary social protection. Voluntary improvements in Social Security are also conceptualized and then collective bargaining is studied as a useful channel to articulate these improvements.				

## Study programme competences / results

Code	Study programme competences / results
A7	Analisar a Seguridade Social dos traballadores que circulan no ámbito da Unión Europea.
A11	Elaborar planes de Recursos Humanos, coherentes co obxectivo a acadar.
B2	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	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 vencelladas á aplicación dos seus coñecementos e xuízos.
B4	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	Que os estudantes posúan as habilidades de aprendizaxe que lles permitan continuar estudando dun modo que haberá de ser en gran medida autodirixido ou autónomo.
B6	Adquirir un coñecemento amplo das institucións básicas do ámbito socio-laboral especialmente do Dereito do Traballo e da Seguridade Social.
B7	Desenvolver os coñecementos, habilidades e aptitudes que permitan unha idónea dirección e xestión laboral.
B8	Saber recoñecer os aspectos económicos da Seguridade Social e das Relacións Laborais.
B9	Desenvolver a capacidade de organización, planificación e toma de decisións.
B10	Adquirir os coñecementos necesarios nos campos laboral, tributario e de Seguridade Social para prestar servizos de asesoría socio-laboral.
C1	Expresarse correctamente, tanto de forma oral coma escrita, nas linguas oficiais da comunidade autónoma.
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.

## Learning outcomes



Learning outcomes	Study programme competences / results	
That students are able to integrate knowledge and face the complexity of formulating judgments based on information that, being incomplete or limited, includes reflections on the social and ethical responsibilities linked to the application of their knowledge and judgments	BJ3	
That students know how to communicate their conclusions (and the knowledge and ultimate reasons that support them) to specialized and non-specialized audiences in a clear and unambiguous way.	BJ4	
Express oneself correctly, both orally and in writing, in the official languages ??of the autonomous community.		CC1
Mastering the expression and understanding of a foreign language orally and in writing.		CC2
To develop for the exercise of an open, cultured, critical, committed, democratic and supportive citizenship, capable of analyzing reality, diagnosing problems, formulating and implementing solutions based on knowledge and oriented to the common good.		CC4
That students know how to apply the acquired knowledge and their ability to solve problems in new or little-known environments within broader (or multidisciplinary) contexts related to their area of ??study.	BJ2	
That students possess the learning skills that allow them to continue studying in a way that will be largely self-directed or autonomous.	BJ5	
Use the basic tools of information and communication technologies (ICT) necessary for the exercise of their profession and for learning throughout their lives		CC3
Understand the importance of entrepreneurial culture and know the means available to entrepreneurs.		CC5
Prepare Human Resources plans, consistent with the objective to be achieved.	AJ11	
Analyze the Social Security of workers who circulate within the European Union.	AJ7	
Acquire a broad knowledge of the basic institutions of the socio-labor field, especially Labor Law and Social Security.	BJ6	
To develop the knowledge, skills and aptitudes that allow a suitable direction and labor management.	BJ7	
Know how to recognize the economic aspects of Social Security and Labor Relations.	BJ8	
Develop the capacity for organization, planning and decision making.	BJ9	
Acquire the necessary knowledge in the labor, tax and Social Security fields to provide socio-labor advisory services.	BJ10	

Contents	
Topic	Sub-topic
1.- INTRODUCTION TO COMPLEMENTARY SOCIAL SECURITY.	1. Introduction. 2. Historical evolution. 3. Constitutional foundation. 4. Characteristics of the complementary social security. 5. Equality and non-discrimination on grounds of sex in social protection
2. THE VOLUNTARY IMPROVEMENTS OF SOCIAL SECURITY AND THE SOCIAL SERVICES OF THE SOCIAL SECURITY.	1. Introduction. 2. Voluntary improvements to temporary benefits. 3. Improvement of unemployment benefit. 4. Social security services.
3. THE PENSION AND FUND PLANS	1. Introduction. 2. Concept, characters and modalities. 3. Protectable Contributions and Contingencies. 4. Benefits 5. Consolidated rights
4. MUTUALITIES OF SOCIAL SECURITY AND LABOR FOUNDATIONS	1. Concept and types of mutual benefit societies. 2. Constitution, operation and benefits. 3. Definition and elements of labor foundations. 4. Constitution.
5. PRIVATE INSURANCE	1. Introduction 2. Concept 3. Elements 4. Special consideration of group life insurance
6. SOCIAL ACTION IN THE COMPANY AND COLLECTIVE BARGAINING	1. Introduction. 2. Institutional aspects. 3. Objectives of the social actors. 4. Channels of instrumentalization of social protection. 5. The collective agreements source of pension commitments.

**Planning**



Methodologies / tests	Competencies / Results	Teaching hours (in-person & virtual)	Student?s personal work hours	Total hours
Oral presentation	B3 B4 C1 C2 C4	1	2	3
Case study	B2 B5 B7 B8 B9 B10 C3 C5	4	16	20
Multiple-choice questions	A11 B6	6	36	42
Guest lecture / keynote speech	A7	8	0	8
Personalized attention		2	0	2

(\*)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	Intervention inherent to the teaching-learning processes based on verbal exposition through which students and teachers interact in an orderly manner, proposing questions, making clarifications and presenting topics, works, concepts, facts or principles in a dynamic way.
Case study	Methodology where the subject is faced with the description of a specific situation that poses a problem that has to be understood, valued and solved by a group of people, through a process of discussion. The student faces a specific problem (case), which describes a real situation in professional life, and must be able to analyze a series of facts, related to a particular field of knowledge or action, to arrive at a reasoned decision to through a process of discussion in small working groups.
Multiple-choice questions	Objective test that consists of formulating a question in the form of a direct question or incomplete statement, and several answer options or alternatives that provide possible solutions, of which only one is valid.
Guest lecture / keynote speech	Oral presentation complemented with the use of audiovisual media and the introduction of some questions aimed at students, in order to transmit knowledge and facilitate learning.  The master class is also known as "master class", "expository method" or "master class".  The latter modality is usually reserved for a special type of lesson taught by a teacher on special occasions, with content that involves an original elaboration and based on the almost exclusive use of the word as a way of transmitting information to the public.

Personalized attention	
Methodologies	Description
Guest lecture / keynote speech	The personalized attention that is described in relation to these methodologies is conceived as moments of face-to-face work with the teacher, so they imply a mandatory participation for the students.
Multiple-choice questions	The way and the moment in which it will be developed will be indicated in relation to each activity throughout the course according to the work plan of the subject.
Oral presentation	
Case study	

Assessment			
Methodologies	Competencies / Results	Description	Qualification
Multiple-choice questions	A11 B6	Objective test that consists of formulating a question in the form of a direct question or incomplete statement, and several answer options or alternatives that provide possible solutions, of which only one is valid.	50
Oral presentation	B3 B4 C1 C2 C4	Intervention inherent to the teaching-learning processes based on verbal exposition through which students and teachers interact in an orderly manner, proposing questions, making clarifications and presenting topics, works, concepts, facts or principles in a dynamic way.	10



Case study	B2 B5 B7 B8 B9 B10 C3 C5	Methodology where the subject is faced with the description of a specific situation that poses a problem that has to be understood, valued and solved by a group of people, through a process of discussion. The student faces a specific problem (case), which describes a real situation in professional life, and must be able to analyze a series of facts, related to a particular field of knowledge or action, to arrive at a reasoned decision to through a process of discussion in small working groups.	40
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### Assessment comments

Students who have recognized part-time dedication, will be able to pass the subject through a theoretical practical exam, which will take place on the dates officially established by the Faculty of Labor Sciences. As for the requirements of the second call will be the same as in the first.

In accordance

with article 11, section 4 b), of the UDC Student Disciplinary Regulations, students who commit fraud or plagiarism will have their grade suspended in the session in which the offense is committed and with respect to the matter in which it was committed. The student will be graded as "failed" (numerical grade 0) in the corresponding call for the academic year, whether the offense is committed on the first opportunity or on the second. To do this, he will proceed to modify his qualification in the first opportunity report if necessary.

### Sources of information

<b>Basic</b>	<ul style="list-style-type: none"> <li>- MARTÍNEZ GIRÓN, J., ARUFE VARELA, A. y CARRIL VÁZQUEZ, X.M. (2017). Derecho de la Seguridad Social. Barcelona: Atelier</li> <li>- AGUILERA IZQUIERDO, A. (2001). Pensiones privadas: obligaciones de las empresas y garantías de los trabajadores. Madrid: Civitas</li> <li>- CASAS BAAMONDE, M.E. (1977). Autonomía colectiva y Seguridad Social. Madrid</li> <li>- FERNÁNDEZ DOMÍNGUEZ, J.J (1999). Protección social complementaria de accidentes de trabajo y enfermedades profesionales. Valencia: Tirant lo Blanch</li> <li>- GALA DURÁN, C (1995). El régimen jurídico de las mejoras voluntarias de prestaciones de la Seguridad Social. Barcelona: Bosch</li> <li>- GONZÁLEZ-POSADA MARTÍNEZ, E. (ed.), (1997). &amp;gt;Los planes de pensiones en el sistema de protección social: el modelo de pensiones complementarias. Madrid; MTAS</li> <li>- MALDONADO MOLINA, F.J., (2001). Las mutualidades de previsión social como entidades asegur. Granada: Comares</li> <li>- MARTÍN VALVERDE, A. (1970). Las mejoras voluntarias de la Seguridad Soci. Sevilla:Universidad de Sevilla-Instituto García Oviedo</li> <li>- ROQUETA BUJ, R. (2010). Las mejoras voluntarias de la Seguridad Social. Madrid: Actualidad Laboral</li> <li>- VALDÉS DE LA VEGA, B. (1999). Mejoras voluntarias por edad de jubilación en la negociación colectiva. Valencia: Tirant lo Blanch</li> <li>- YANINI BAEZA, J. (1995). Las mejoras voluntarias en la Seguridad Social. Régimen del seguro colectivo laboral. Madrid: Edersa</li> </ul>
<b>Complementary</b>	

### 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

In order to contribute to a responsible environment, from this matter it is intended to contribute, using only the essential role, giving greater use to telematic means. The involvement with the gender angle is also the vocation of this subject in all the subjects to be studied.

(\*)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.