



Teaching Guide

Identifying Data					2024/25
Subject (*)	Employment Law		Code	612G01023	
Study programme	Grao en Dereito				
Descriptors					
Cycle	Period	Year	Type	Credits	
First and Second Cycle	1st four-month period	Third	Obligatory	6	
Language	SpanishGalicianEnglish				
Teaching method	Face-to-face				
Prerequisites					
Department	Dereito Público				
Coordinador	Arufe Varela, Alberto	E-mail	alberto.arufe.varela@udc.es		
Lecturers	Arufe Varela, Alberto Carril Vázquez, Xosé Manuel Martinez Giron, Jesus Vizcaino Ramos, Iván	E-mail	alberto.arufe.varela@udc.es xose.manuel.carril.vazquez@udc.es jesus.martinez.giron@udc.es i.vizcaino@udc.es		
Web					
General description	<p>We pretend with our subject:</p> <ul style="list-style-type: none"> - To increase the student's self-esteem, making him to understand the whole powers he holds. - To ease to the student the knowledge and handling on the Labor legal sources, both normative and case Law ones. - To ease to the student the use of the specific Labor legal terminology (for example, contract of employment, labor union, collective bargaining agreement, or labor proceeding). - To approach the student to the solution of true Labor legal problems. - To involve our students in the scientific activities of the Research Institute of the Asociación Coruñesa de Derecho Comparado del Trabajo y de la Seguridad Social, in order to help them to improve their curricula vitarum, by means of contributions to its ?Anuario?, and of the filing of submissions to the International Congress to be organized during the academical term. - To approach the students to the techniques of comparative labor law, so that they realize that the solutions tried in other countries are profitable, in order to solve the labor legal problems that we have in Spain. - To increase the potential employability of our students. 				

Study programme competences / results

Code	Study programme competences / results
A1	Knowledge of the main legal institutions
A2	Knowledge of the role of law as a regulatory system of social relations
A7	Knowing the national and international legal and political structures.
A9	Ability to handle legal sources (legal, jurisprudential and doctrinal).
A10	Ability to interpret and critically assess the legal system.
A13	Mastering new technologies applied to law.
B2	Ability to know how to apply their knowledge to their work or vocation in a professional way and possess the skills that are usually demonstrated through the elaboration and defense of arguments and the resolution of problems within their area of study.
B3	Ability to gather and interpret relevant data (usually within their area of study) to make judgments that include a reflection on social, scientific or ethical relevant issues.



B4	Ability to transmit information, ideas, problems and solutions to a specialized and non-specialized public.
B7	Effective problem solving.
B8	Critical, logical, and creative thinking.
B11	Ethical and social responsibility.
B13	Computing and ICT skills.
C2	Mastering oral and written expression in foreign languages.
C3	Using ICT in working contexts and lifelong learning.
C4	Exercising an open, educated, critical, committed, democratic and supportive citizenship for the sake of the common good.
C6	Critically assess the knowledge, technology and information available to solve the problems they face.
C8	Valuing the importance of research, innovation and technological development for the socioeconomic and cultural progress of society.

Learning outcomes			
Learning outcomes	Study programme competences / results		
- Fluency in the handling of English Labor legal terminology, to lose the shame of using the English language in the Labor legal field.			C2
-To deep in the criticism of the unfair nature of the current social-labor reality, with the view that it is possible a solution in the future.	A10	B11	C6
- Individual skill to perform the whole tasks or operations relating to Labor Law with a top quality level.		B7 B13	
- To master the basic concepts and principles of Labor Law.	A1		
- To fill the students view of our legal order, but bearing in mind that they are studying a subject directly affecting in Spain to millions of working people, and their families.	A10		C4
	A2 A7		
	A9 A13		
		B8 B2 B3	
		B4	
			C3
			C8

Contents	
Topic	Sub-topic
Lesson 1. THE SOURCES OF LABOR LAW	
Lesson 2. THE PRINCIPLES OF LABOR LAW	
Lesson 3. THE PERSONAL SCOPE OF LABOR LAW	
Lesson 4. THE SPANISH MODEL OF PUBLIC SERVICES OF EMPLOYMENT	
Lesson 5. THE ORDINARY OR COMMON CONTRACT OF EMPLOYMENT AND ITS MODALITIES	
Lesson 6. THE RENDERING OF WORK	
Lesson 7. THE WORKING TIME	
Lesson 8. THE WAGES	
Lesson 9. THE OCCUPATIONAL SAFETY AND HEALTH	
Lesson 10. THE MODIFICATION OF THE CONTRACT OF EMPLOYMENT	



Lesson 11. THE SUSPENSION OF THE CONTRACT OF EMPLOYMENT	
Lesson 12. THE TERMINATION OF THE CONTRACT OF EMPLOYMENT, BY REASONS INDEPENDENT OF THE EMPLOYEE'S WILL	
Lesson 13. THE TERMINATION OF THE CONTRACT OF EMPLOYMENT, BY REASONS DEPENDENT OF THE EMPLOYEE'S WILL	
Lesson 14. THE STATUTORY OR UNITARIAN WORKERS' REPRESENTATIVES IN THE ENTERPRISE	
Lesson 15. THE UNIONS	
Lesson 16. THE SECTORIAL STATUTORY COLLECTIVE BARGAINING AGREEMENTS	
Lesson 17. THE «EXTRA-STATUTORY» COLLECTIVE BARGAINING AGREEMENTS	
Lesson 18. THE RIGHT TO STRIKE	
Lesson 19. THE LABOR INSPECTION	
Lesson 20. THE LABOR COURTS	
Lesson 21. THE FIRST INSTANCE LABOR PROCEEDINGS	

Planning				
Methodologies / tests	Competencies / Results	Teaching hours (in-person & virtual)	Student's personal work hours	Total hours
Objective test	A9	3	0	3
Seminar	A7 A13 C3 C6	14	21	35
Guest lecture / keynote speech	A1 A7 A13 C3 C6	28	56	84
Oral presentation	B13 C2 C4	2	5	7
Problem solving	A10 B7	0	11	11
Personalized attention		10	0	10

(*)The information in the planning table is for guidance only and does not take into account the heterogeneity of the students.

Methodologies	
Methodologies	Description
Objective test	Two examinations (in the same date). The first one, on a short questions/test multiple choice basis, in English language. The second one, on a long questions basis, with the possibility to choose among English, Spanish or Galician languages.
Seminar	To attend the classes, with the duty of checking the several powerpoints explained in them, and of studying the corresponding lesson of the handbook.
Guest lecture / keynote speech	To attend the classes, with the duty of checking the several powerpoints explained in them, and of studying the corresponding lesson of the handbook.
Oral presentation	To make a submission in group, to be defended in the International Congress on Comparative Labor Law, in case it takes place during the semester, using the English language in it.
Problem solving	To make reports (at least, about finding through the Internet the sources of Labor Law, about "riders"; o delivery persons, about the site EURES, about the European Social Charter, about occupational health and safety, about dismissal, and about unions on the Internet).

Personalized attention	
Methodologies	Description



Objective test Guest lecture / keynote speech Problem solving Oral presentation Seminar	To be made on a small size group basis. In the classroom, in the professor offices, or by e-mail. In order to prepare the submissions to be defended in the International Congress about Comparative Labor Law at the end of the semester.
--	--

Assessment			
Methodologies	Competencies / Results	Description	Qualification
Objective test	A9	To pass the examinations.	50
Guest lecture / keynote speech	A1 A7 A13 C3 C6	Regular attending.	15
Problem solving	A10 B7	Delivery of the report.	10
Oral presentation	B13 C2 C4	To attend the preparation, to attend the International Congress, to orally defend the submission.	10
Seminar	A7 A13 C3 C6	Regular attending.	15
Others			

Assessment comments
We will give the maximum, legally permitted, number of As with Honors. In the event that the Congress can not be held, its qualification will be added to that of the reports. As a rule, the same assessment system governs the second chance, above all concerning the exams, bearing in mind that 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.

Sources of information	
Basic	- J. MARTÍNEZ GIRÓN - A. ARUFE VARELA (2016). DERECHO CRÍTICO DEL TRABAJO. CRITICAL LABOR LAW. BARCELONA: ATELIER
Complementary	

Recommendations
Subjects that it is recommended to have taken before
Subjects that are recommended to be taken simultaneously
Subjects that continue the syllabus
Social Security Law/612G01037
Other comments
<p>There are no quotas in qualifications other than A with Honors (for example, relating to "A").</p>

(*)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.