UNIVERSIDADE DA CORUÑA

Teaching Guide				
Identifying Data				2020/21
Subject (*)	Community Employment Law and European Union Institutions		Code	660G01035
Study programme	Grao en Relacións Laborais e Recursos Humanos (Coruña)			
Descriptors				
Cycle	Period	Year	Type	Credits
Graduate	1st four-month period	Third	Optional	6
Language	SpanishGalician			
Teaching method	Hybrid			
Prerequisites				
Department				
Coordinador	Naveiro Santos, Raquel María	E-mail	raquel.naveiro@col.udc.es	
Lecturers	Naveiro Santos, Raquel María	E-mail	raquel.naveiro@col.udc.es	
Web	rrll.udc.es			
General description	The subject "Community Law and comparative Labour and Social Security Law" postulate as a natural continuation of the subjects of Labor Law (I and II), Union Law (I and II), and Social Security Law (I and II). The primary objective of the course will be to manage, and always " free from home," the European and North American major legal websites, the main institutions, rights, freedoms and principles of Labor and Social Security Law of the European Community, both ad extra as ad intra, and the rights of the countries most influential in Europe (France, Germany, Italy, Great Britain and Portugal) and the United States, always taking as a reference point the Spanish Law. In the first part, labeled "Sources" (parts 1 to 5), discuss topics that will be about the location of sources of Community Law and Comparative (European and American) Labour and Social Security. So, after presenting the students their rights as a citizen to know the legal sources, both labor and Social Security through Internet (theme 1), we will show you where to find the codified legislation in Labor and Social Security through Internet, both European and North American (theme 2) and Internet sites relating to Labor and Social Security, Community and European, non codified legistlation (theme 3). Naturally, in the next section (theme 4) we will know the Internet sites relating to European, Community and USA files of Collective Agreements, to conclude this part of the program speaking about the Internet sites relating to Community, European and USA repertories to find Labor and Social Security case law (theme 5). Different content possesses the second part of the program, where we will discuss of the "Institutions", from the public services of employment (theme 6), to the Labor and Social Security Inspection (theme 7), provided in Europe and in the United States. Link up these issues with relating to Labor Litigation (theme 8), the management of Social Security (theme 9) and Social Security Litigation (theme 10). As expected, these issues will be focused also from the European and North American perspective. As for the third part of the program, indicating that guide its contents to the topic of "Rights, freedoms and principles", which serves union freedom in EU regulations, in European laws and practices and national legislation in the United States (theme 11), the right or participation of the employees in the enterprise in Community regulations as well as in the European and American legislations (theme 12), the right to collective bargaining in the EU regulations and in the European and North American legislation (theme 13) or the right to strike, both in the field as the European Community and USA (theme 14). This part of the program, the most extensive, continues even allowing us to talk about the principle of employment stability (theme 15), the right of the employee to protection before the labor risks (theme 16 and the principle of respecting labour minimum standards (theme 17) provided in Community regulations as well as Laws and Practices in Europe. We conclude this third part of the subject's study right to protection of the employee before critical situation of the enterprisse (theme 18), the right to protection of the employee before wrongful dismissal (theme 19), in itinere accidents at work (theme 20), the principle of automatic payment of the Social Security benefits (theme 21) and, finally, the principle of respect to vested rights to on complementary Social Security (theme 22), all with respect to Regulations and Community Legislation and Practices in Europe and North America.				

Contingency plan	1. Modifications to the contents 2. Methodologies *Teaching methodologies that are maintained *Teaching methodologies that are modified 3. Mechanisms for personalized attention to students 4. Modifications in the evaluation *Evaluation observations: 5. Modifications to the bibliography or webgraphy

Study programme competences	
Code	Study programme competences
A1	Marco normativo regulador das relacións laborais.
A2	Marco normativo regulador da Seguridade Social e da protección social complementaria.
A14	Seleccionar e xestionar información e documentación laboral.
A16	Asesorar e/ou xestionar en materia de emprego e contratación laboral.
A34	Interrelacionar as distintas disciplinas que configuran as relacións laborais.
B2	Capacidade de análise e síntese.
B4	Capacidade de xestión da información.
B6	Comportarse con ética e responsabilidade social como cidadán e como profesional.
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.
C8	Valorar a importancia que ten a investigación, a innovación e o desenvolvemento tecnolóxico no avance socioeconómico e cultural da sociedade.

Learning outcomes			
Learning outcomes	Study programme competences		
Marco normativo regulador das relacións laborais.	A1		
Marco normativo regulador da Seguridade Social e da protección social complementaria.	A2		
Seleccionar e xestionar información e documentación laboral.	A14		
Asesorar e/ou xestionar en materia de emprego e contratación laboral.	A16		
Interrelacionar as distintas disciplinas que configuran as relacións laborais.	A34		
Capacidade de análise e síntese.		B2	
Capacidade de xestión da información.		B4	
Comportarse con ética e responsabilidade social como cidadán e como profesional.		B6	

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
Valorar a importancia que ten a investigación, a innovación e o desenvolvemento tecnolóxico no avance socioeconómico e cultural da sociedade.			C8

Contents	
Topic	**Sub-topic**
I- Orixe e historia da Comunidades Europeas	1.- As orixes. Os tratados constitutivos e as Comunidades Europeas. Institucións da Unión Europea. As fontes do dereito da Unión Europea. 2.- O dereito dos cidadáns de coñecer as fontes xurídicas a través de internet. Sitios de internet relativos ós Códigos Europeos e Norteamericans de Traballo e Seguridade Social, de lexislación non codificada, de rexistros de Convenios Colectivos europeos e norteamericáns; repertorios comunitarios, europeos e norteamericáns para a localización da xurisprudencia.
II. Institucións	3- Os servicios públicos de emprego e a Inspección de Traballo e a Seguridade Social en Europa e nos Estados Unidos. 4.- Xestión da Seguridad Social en Europa e nos Estados Unidos. O contencioso laboral e da Seguridad Social en Europa e nos Estados Unidos.

III. Dereitos, liberdades e principios	5- A liberdade sindical , o dereito de participación dos traballadores na empresa, o dereito á negociación colectiva e o dereito á folga no ordenamento comunitario, nas lexislación e prácticas comunitarias e na lexislación dos Estados Unidos. 6.- O principio de estabilidade no emprego, condicións minimas de traballo e seguridade social , seguridade e saúde dos traballadores, protección dos traballadores ante situacións críticas da empresa, protección contra os despedimentos sen causa no ordenamento comunitario, nas lexislación e prácticas comunitarias e na lexislación dos Estados Unidos. 7.- Os accidentes de traballo "in itinere" no ordenamento comunitario, nas lexislación e prácticas comunitarias e na lexislación dos Estados Unidos. 8.- O principio de automaticidade das prestacións de Seguridade Social, o principio de respecto ós dereitos adquiridos en materia de Seguridade Social complementaria no ordenamento comunitario, nas lexislación e prácticas comunitarias e na lexislación dos Estados Unidos.

Planning				
Methodologies / tests	Competencies	Ordinary class hours	Student?s personal work hours	Total hours
Objective test	A1 A14 A16 A34 B4 C3 C1	2	0	2
Seminar	B2 B4 B6 B12 B14	25	25	50
Guest lecture / keynote speech	A1 A14 A16 A34	28	56	84
Personalized attention		13.5	0	13.5
(*)The information in the planning table is for guidance only and does not take into account the heterogeneity of the students.				

Methodologies	
Methodologies	Description
Objective test	Written test used for the evaluation of learning, whose distinctive feature is the ability to determine if the answers are correct or not. It is a measuring instrument, rigorously developed, designed to measure knowledge, abilities, skills, performance, attitudes, intelligence, etc.. It applies both for diagnostic, formative and summative evaluation. The objective test may combine different types of questions: multiple choice, management, short answer, of discrimination, of complete and / or association. Also can build with a single type of any of these questions
Seminar	Practical part of the contents exposed to the whole group in the master session, with key support in the use of Internet. It is a type class "seminar" for each class type "master session".
Guest lecture / keynote speech	Oral presentation in English and Castelán, complemented by the use of media and the introduction of some questions to the students, in order to impart knowledge and facilitate learning. The master session is also known as "conference", "expository method" or "lecture". This last method is usually reserved for a special type of lesson taught by a teacher on special occasions, with a content which is an original drawing from the almost exclusive use of the word as a means of transmitting information to the audience

Personalized attention	
Methodologies	Description

Seminar Guest lecture / keynote speech Objective test	Obviously, the teacher is available to each and every one of the students in the treatment and resolution of problems that may arise in relation to the topics discussed to these problems. in master sessions and seminaries, in order to channel more individually the solutions to these problems.

Assessment			
Methodologies	Competencies	Description	Qualification
Seminar	B2 B4 B6 B12 B14	Resolution of different practical cases proposed by teacher in the sessions and development a monographic work on a concrete subject to be determined by the teacher.	50
Guest lecture / keynote speech	A1 A14 A16 A34	Objective evaluation of attendance and active participation of students in sessions by different tools proposed by the teacher.	10
Objective test	A1 A14 A16 A34 B4 C3 C1	Examination of the theoretical content of the course, consisting of short development questions, to be solved by the student at a given time.	40

Assessment comments
It is essential to achieve 50% of the grade for each one of the sections to evaluate to join the different methodologies in order to obtain an average mark end. Failure to achieve the minimum required in any of the methodologies, the student does not exceed the course. In this case, the evaluation will consist suspended in the ordinary call and may be reviewed at the July opportunity, where the evaluation methodology will be a single objective test amounting to 100% of the grade, both on theoretical and practical content of the program Alternatively, students who can not make a regular monitoring of the subject, may choose to examine 100% of its rating by an objective test end. Failure to achieve 50% of total grade on that test, the assessment will consist suspended in the ordinary call and may be reviewed at the July opportunity, where the evaluation methodology will be a single objective test amounting to 100% of qualification, versando both on theoretical and practical content of the program.

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. A Coruña: Netbiblo - BIURRUN ABAD, F.J; MELÉNDEZ MORILLO-VELARDE, L; PÉREZ CAMPOS, A.I. (2002). CUESTIONES LABORALES DE DERECHO SOCIAL COMUNITARIO.. ARANZADI - CRUZ VILLALÓN, J; PÉREZ DEL RÍO, T. (2000). UNA APROXIMACIÓN AL DERECHO SOCIAL COMUNITARIO. Tecnos Bibliografía básicaBibliografíadscomplementariasdsdfsdf RECOMENDACIóNS
Complementary	- J. MARTÍNEZ GIRÓN y A. ARUFE VARELA (2011). Derecho Crítico del Trabajo. A Coruña: Netbiblo - J. MARTÍNEZ GIRÓN y A. ARUFE VARELA (2006). Derecho del Trabajo. A Coruña: Netbiblo De toda a bibliografía recomendada, é imprescindible manexar sempre a última edición publicada.

Recommendations
Subjects that it is recommended to have taken before

Introduction to Law/660G01001
Employment Law I /660G01011
Employment Law II/660G01012
Trade Union Law I /660G01013
Trade Union Law II/660G01014
Subjects that are recommended to be taken simultaneously
Social Security Law I /660G01021
Social Security Law II /660G01022
Subjects that continue the syllabus
Other comments
In the Resource section,all the bibliography and recommended legislation,must be the last edition published

(*)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.