



## Information about the subject

**Degree:** Bachelor of Science Degree in Criminology

**Faculty:** Faculty of Legal, Economic and Social Sciences

**Code:** 1300304 **Name:** Labour Law

**Credits:** 6,00 **ECTS Year:** 3 **Semester:** 1

**Module:** Law

**Subject Matter:** Public Law **Type:** Compulsory

**Field of knowledge:** Social and Legal Sciences

**Department:** -

**Type of learning:** Classroom-based learning

**Languages in which it is taught:** Spanish

**Lecturer/-s:**



## Module organization

### Law

Subject Matter	ECTS	Subject	ECTS	Year/semester
Public Law	42,00	Constitutional Law	6,00	1/1
		Criminal Law I	6,00	2/1
		Criminal Law II	6,00	2/2
		Criminal Proceedings	6,00	3/1
		Labour Law	6,00	3/1
		Legal Sociology	6,00	1/1
		Penology and Prison Law	6,00	3/2
Private law	12,00	Civil Law	6,00	1/2
		Commercial Law	6,00	3/1



## Learning outcomes

At the end of the course, the student must be able to prove that he/she has acquired the following learning outcomes:

- R1 Handling the sources and elements of labour law with ease.
- R2 Knowing how to differentiate individual relationships.
- R3 Knowledge of the effects of agreements on such relationships.
- R4 Knowledge and ability to draw up an employment contract.
- R5 Knowing and managing the sources of the individual working relationship.
- R6 Knowing the collective agreements.
- R7 Knowing the issues related to alterations throughout the duration of the employment contract.
- R8 Knowing the problems of the concurrence of the labor norms and their resolution.
- R9 Applying the principles applicable in the labour law system and knowing how to apply them with ease to each case.



## Competencies

Depending on the learning outcomes, the competencies to which the subject contributes are (please score from 1 to 4, being 4 the highest score):

BASIC		Weighting			
		1	2	3	4
CB1	Showing a command and understanding of knowledge in an area of study that is based on the general secondary education and that is usually at a level that implies the support on advanced textbooks but also the inclusion of knowledge from the cutting edge of their field of study.	X			
CB2	Being able to apply their knowledge to their jobs or vocational activities professionally and holding the competences that are demonstrated through the elaboration and defence of arguments as well as the solution of problems within their area of study.				X
CB3	The ability to gather and interpret relevant data (normally within their area of study) so as to make judgements that include a reflection on relevant social, scientific or ethical issues.			X	
CB4	Being able to convey information, ideas, problems and solutions to a specialised or non-specialised public.			X	
CB5	Having developed the learning abilities necessary to pursue postgraduate studies with a high degree of autonomy.				X
GENERAL		Weighting			
		1	2	3	4
CG1	Understanding and integrating the different theories and scientific knowledge developed by Social, Legal and Behavioural Sciences through a critical lens in order to understand the sociocultural and personal context of all the elements that integrate the crime sphere.				X
CG2	Being able to assess the complexity and diversity of the criminal phenomenon in a global context.			X	



CG3	The capacity to apply the knowledge, skills and abilities acquired from an ethical and intellectually upright perspective with the aim of achieving a society whose fundamental pillars are Freedom, Justice, Pluralism and Equality.				X
CG17	Having a critical awareness of social reality and associated problems respecting the principles of equality, human rights, peace and universal access.	X			

SPECIFIC		Weighting			
		1	2	3	4
CE1	Understanding the importance of the Law as a system that regulates social relationships and adopting Ethics and intellectual integrity as essential values of the professional practice with the acquisition of ethical values and principles.				X
CE2	Knowing the social basis of norms, fundamental values of Law, their origin, organization, functioning, and application in the recognition of fundamental rights, public liberties and others enshrined in our legal system.				X
CE5	Understanding and knowing the functioning of local, regional, national, European and international institutions from their inception and as a whole and identifying the competent institution or administration in each case as well as the sectorial law applicable in each case.				X
CE6	The capacity to understand the scope of both public and private law as an integrating element and guarantor of fundamental rights in its field of action, adopting a critical vision in the analysis of this system.	X			
CE9	The capacity to argue and describe different viewpoints, being able to debate about them in a logical and coherent manner, presenting the conclusions in an adequate academic format on the topics of criminal policy, victimisation, criminalisation, and responses to deviation and crime, as well as their perception and interpretation in the media, by the public and in official reports.	X			
CE12	Understanding of the phenomenon of delinquency in the fields of IT, labour, social security, image and honour, patents and trademarks as well as the strategies for investigating these crimes and knowledge of the regulations.		X		
CE21	Legislative, organizational and functional knowledge of the different public and private security bodies.	X			



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# Course guide

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## Assessment system for the acquisition of competencies and grading system

### In-class teaching

Assessed learning outcomes	Granted percentage	Assessment method
R1, R2, R3, R4	30,00%	Analysis and resolution of case studies.
R1, R2, R3, R4	20,00%	Attendance and participation in class.
R1, R2, R3, R4	50,00%	Exam or objective test to measure obtained competences.

### Observations

The computation of the results obtained both in the Practical Block and in the Assistance Block will be conditioned to the student's passing the final test, and this in both the first and second calls. The final exam format (first call) will be oral. However, the final exam format (second call) may be oral or written, at the student's choice. The teacher, in order to assess and set the percentage indicated in the Assistance Block, will take as reference both the attendance of the student in class (from a quantitative prism) and the level of participation of the student during the development of the teaching sessions (from a prism qualitative). The student, in order to justify absences from class, will have a period of two working days (counting from the day following that in which the absence occurs) to communicate it to the teacher and deliver the corresponding supporting documentation of the cause of the absence (cases reduced to urgent causes of force majeure, inexcusable duties of a public and personal nature and of a medical - sanitary nature). The student, once the qualifications of the practical case object of study and evaluation by the teacher have been entered in the Virtual Classroom, will have a period of 2 working days to communicate to the teacher their intention when setting a tutorial and proceed to the revision of the qualification obtained in the practical case.

### Online teaching

Assessed learning outcomes	Granted percentage	Assessment method
R1, R2, R3, R4, R5, R6, R7, R8, R9	50,00%	Final test and/or final work
R1, R2, R3, R4, R5, R6, R7, R8, R9	20,00%	Participation in programmed activities
R1, R2, R3, R4, R5, R6, R7, R8, R9	30,00%	Presentation of works and projects



## Observations

### MENTION OF DISTINCTION:

According to Article 22 of the Regulations governing the Evaluation and Qualification of UCV Courses, the mention of "Distinction of Honor" may be awarded by the professor responsible for the course to students who have obtained, at least, the qualification of 9 over 10 ("Sobresaliente"). The number of "Distinction of Honor" mentions that may be awarded may not exceed five percent of the number of students included in the same official record, unless this number is lower than 20, in which case only one "Distinction of Honor" may be awarded.

## Learning activities

The following methodologies will be used so that the students can achieve the learning outcomes of the subject:

- M1 Presentation of contents by the teacher, analysis of competencies, explanation and demonstration of abilities, skills and knowledge in the classroom.
- M2 Specific instructions about group and individual assignments for each topic.
- M3 Group work sessions supervised by the teacher. Study of legal cases, both real and fictitious, analysis, diagnosis, problems, field study, computer room, visits, data search, libraries, network, Internet, etc. Significant construction of knowledge through student interaction and activity. Critical analysis on values and social commitment.
- M4 Application of interdisciplinary knowledge.
- M5 Supervised monographic sessions with shared participation
- M7 Set of oral and/or written tests used in the initial, formative or summative evaluation of the student.
- M8 Group preparation of readings, assumptions and problem -olving to present, discuss or deliver in class or tutorial.
- M12 Personalized attention and in small groups. Guidance by a tutor in order to facilitate the work and follow up on the students' internships.





- M16 Student's study: Individual preparation of the degree's final dissertation to present or deliver in the seminars, tutorials. Work carried out on the platform or other virtual spaces.
- M17 Expository Method /Master Class
- M18 Exercise and problem solving
- M19 Case method
- M20 Course works and tasks
- M21 Project-oriented learning
- M22 Guided Practice through debates, resolution of problems and exercises in the virtual classroom.



## IN-CLASS LEARNING

### IN-CLASS LEARNING ACTIVITIES

	LEARNING OUTCOMES	HOURS	ECTS
In-person class M1, M2, M3	R1, R2, R3, R4	20,00	0,80
Practical class M1, M2, M3	R1, R2, R3, R4	25,00	1,00
Seminar M1, M2, M3	R1, R2, R3, R4	2,50	0,10
Group work presentation M1, M2, M3	R1, R2, R3, R4	5,00	0,20
Tutorial M1, M2, M3	R1, R2, R3, R4	5,00	0,20
Evaluation M1, M2, M3	R1, R2, R3, R4	2,50	0,10
<b>TOTAL</b>		<b>60,00</b>	<b>2,40</b>

### LEARNING ACTIVITIES OF AUTONOMOUS WORK

	LEARNING OUTCOMES	HOURS	ECTS
Group work M1, M2, M3	R1, R2, R3, R4	30,00	1,20
Individual work M1, M2, M3	R1, R2, R3, R4	60,00	2,40
<b>TOTAL</b>		<b>90,00</b>	<b>3,60</b>



## ON-LINE LEARNING

### SYNCHRONOUS LEARNING ACTIVITIES

	LEARNING OUTCOMES	HOURS	ECTS
Master Class M17	R1, R2, R3, R4	15,00	0,60
Practical activity M18	R1, R2, R3, R4	25,00	1,00
Tutorial M22	R1, R2, R3, R4	10,00	0,40
<b>TOTAL</b>		<b>50,00</b>	<b>2,00</b>

### ASYNCHRONOUS LEARNING ACTIVITIES

	LEARNING OUTCOMES	HOURS	ECTS
Individual or group work of students M20		90,00	3,60
Activities through virtual resources M22		2,50	0,10
Access and research on complementary contents M19		5,00	0,20
Individual study M21		2,50	0,10
<b>TOTAL</b>		<b>100,00</b>	<b>4,00</b>



## Description of the contents

Description of the necessary contents to acquire the learning outcomes.

### Theoretical contents:

Content block	Contents
LABOR LAW	Concept of Labor Law. Content of Labor Law. Birth and Development of Labor Law. Birth and Development of Labor Law in Spain. Current evolution of Labor Law
THE SOURCES OF THE WORK RIGHTS	THE SOURCES OF LABOR LAW (I) :Introduction to the system of sources of the labor legal system. European community standards. The Constitution as a source of labor law. The international standards. The ILO The legal norms The regulatory provisions. The norms of the Autonomous Communities. The Collective Agreements: collective negotiation. Concept and constitutional foundation. Supplementary sources of Labor Law. The customary work. Other supplementary sources. THE SOURCES OF LABOR LAW (II): The Collective Agreements: collective bargaining. Types of Agreements Collectives The Collective Agreements in the Statute of Workers (Collective Statutory Agreements). Characters Content. Limits. Active legitimation. Areas of application. Duration of the Collective Agreement. Concurrence of Collective Agreements. Means of challenge of the Collective Agreement. The Extra- Statutory Collective Agreements. Concept and characters. Concurrence of Extra-Statutory Collective Agreements. SOURCES OF LABOR LAW (III): Concurrence of labor standards. Succession of labor standards over time. Principle of normative order. Principle of retroactivity in peius. Principle of compensation and absorption. Principle of inalienable rights.



## THE LABOR CONTRACT

The historical appearance of the work contract. Definition of the contract: elements that compose it. Problems of delimitation with related figures. Excluded activities The work done on its own. Mandatory personal benefits. The friendly, benevolent or neighborliness. Family jobs. The directors of the corporate companies. Public officials and assimilated. Labor relations of a special nature. Birth of the work contract. Shape. Trial period. Inefficacy of the work contract. TEMPORARY RECRUITMENT AND MODALITIES OF WORK CONTRACT. Introduction. Temporary contracts: legal cases. Temporary temporary contracting. Structural temporary contracting. The modalities of the work contract.

## THE DETERMINATION OF THE PROVISION OF LABOUR

THE WORKING DAY: ordinary day and special days. Overtime The work schedule. Weekly rest and holidays. The annual vacations. Permissions and licenses. THE SALARY: Concept. Extra-salary perceptions. The salary structure. The compensation and absorption. The protection of salary.

## THE MODIFICATION OF THE LABOR CONTRACT

THE UNILATERAL MODIFICATION BY THE ENTREPRENEUR OF THE LABOR RELATIONSHIP. Functional mobility The geographical mobility. The modification of working conditions. THE VISITS OF LABOR PROVISION. Concept. Causes. Labor exemptions

## THE EXTINCTION OF THE LABOR CONTRACT

Disciplinary dismissal. The activity of private detectives in the workplace. The formalization of the test. Basic aspects. Dismissal for objective reasons. Collective dismissal. Termination by the worker's will for breach of the employer.



## Temporary organization of learning:

Block of content	Number of sessions	Hours
LABOR LAW	2,00	4,00
THE SOURCES OF THE WORK RIGHTS	6,00	12,00
THE LABOR CONTRACT	5,00	10,00
THE DETERMINATION OF THE PROVISION OF LABOUR	2,00	4,00
THE MODIFICATION OF THE LABOR CONTRACT	6,00	12,00
THE EXTINCTION OF THE LABOR CONTRACT	9,00	18,00

## References

### 1.BASIC BIBLIOGRAPHY.

GARCÍA PERROTE ESCARTÍN, I.: Manual de Derecho del Trabajo, Tirant lo Blanch, Valencia, última edición.

### 2.COMPLEMENTARY BIBLIOGRAPHY.

RAMÍREZ MARTÍNEZ, J.M y GARCÍA ORTEGA, J.: Curso Básico de Derecho del Trabajo (para titulaciones no jurídicas), Tirant lo Blanch, Valencia, última edición.



## Addendum to the Course Guide of the Subject

Due to the exceptional situation caused by the health crisis of the COVID-19 and taking into account the security measures related to the development of the educational activity in the Higher Education Institution teaching area, the following changes have been made in the guide of the subject to ensure that Students achieve their learning outcomes of the Subject.

**Situation 1: Teaching without limited capacity** (when the number of enrolled students is lower than the allowed capacity in classroom, according to the security measures taken).

In this case, no changes are made in the guide of the subject.

**Situation 2: Teaching with limited capacity** (when the number of enrolled students is higher than the allowed capacity in classroom, according to the security measures taken).

In this case, the following changes are made:

### 1. Educational Activities of Onsite Work:

All the foreseen activities to be developed in the classroom as indicated in this field of the guide of the subject will be made through a simultaneous teaching method combining onsite teaching in the classroom and synchronous online teaching. Students will be able to attend classes onsite or to attend them online through the telematic tools provided by the university (videoconferences). In any case, students who attend classes onsite and who attend them by videoconference will rotate periodically.

In the particular case of this subject, these videoconferences will be made through:

☒ Microsoft Teams

☐ Kaltura



### **Situation 3: Confinement due to a new State of Alarm.**

In this case, the following changes are made:

#### **1. Educational Activities of Onsite Work:**

All the foreseen activities to be developed in the classroom as indicated in this field of the guide of the subject, as well as the group and personalized tutoring, will be done with the telematic tools provided by the University, through:

☒ Microsoft Teams

☐ Kaltura

Explanation about the practical sessions:

Aclaraciones sobre las sesiones prácticas: En las sesiones prácticas se mantiene la exigencia del trabajo en equipo y colaborativo de los alumnos (virtual); los alumnos presentan la resolución de las prácticas en la plataforma (no se enviarán por correo electrónico), por medio de "Tarea" a través del campus UCVnet, en los plazos previamente informados y determinados por el profesor, según el cronograma actualizado subido en la plataforma hace ya semanas. Las prácticas se corrigen por equipos, online, a través de las sesiones en Teams que son grabadas para que posteriormente puedan volver a ser consultadas por el alumno. Se mantiene la evaluación continua durante el desarrollo de la asignatura; se mantiene, por tanto, en materia de prácticas, el mismo instrumento de evaluación.





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## 2. System for Assessing the Acquisition of the competences and Assessment System

### ONSITE WORK

#### Regarding the Assessment Tools:

☒ The Assessment Tools will not be modified. If onsite assessment is not possible, it will be done online through the UCVnet Campus.

☐ The following changes will be made to adapt the subject's assessment to the online teaching.

Course guide		Adaptation	
Assessment tool	Allocated percentage	Description of the suggested changes	Platform to be used

The other Assessment Tools will not be modified with regards to what is indicated in the Course Guide.

#### Comments to the Assessment System:



Prueba teórica (50% nota global): No se modifica este instrumento de evaluación. De esta manera, la modalidad del examen será oral (primera convocatoria) y oral o escrita (a elección del alumno) en segunda convocatoria. Asimismo, cabe destacar que el examen adoptará tales modalidades con independencia de que se realice en modalidad online o presencial.

Asistencia y Participación activa (20% nota global): Se mantiene la exigencia de participación activa del alumno siendo insuficiente la mera presencia pasiva en el aula (ahora virtual). La participación será medida a través de las intervenciones del alumno en las sesiones docentes mediante Teams, así como mediante sus intervenciones en tutorías virtuales, chat y foro de dudas de la asignatura en el Campus UCVnet.

Tal y como estaba previsto desde el inicio de curso:

- En 1ª convocatoria es imprescindible obtener un mínimo de 5 sobre 10 en la prueba teórica final para poder computar o valorar íntegramente los otros dos instrumentos de evaluación (la participación activa y las prácticas entregadas por la plataforma y corregidas en clase presencialmente o, posteriormente, online). Se deberá obtener una nota total de 5 sobre 10 en la suma total de todos los ítems para poder aprobar la asignatura.
- En 2ª convocatoria, sin embargo, se mantiene la nota de la asistencia y participación activa (cualquiera que sea ésta) y de las prácticas entregadas a lo largo del curso/o de la prueba teórica, si están aprobadas con nota de 5 o superior: todos estos ítems sumarán en segunda convocatoria con la nota de la nueva prueba teórica o práctica obtenida en 2ª convocatoria si es superior a 5. Para superar la asignatura se requiere un mínimo de 5 sobre 10 que se obtiene de la suma de todos los porcentajes.