

1. OVERVIEW

Subject Area	LABOUR LAW 1
Degree	BACHELOR'S DEGREE IN LAW
School/Faculty	SOCIAL SCIENCES
Year	Second
ECTS	6 ECTS
Type	COMPULSORY
Language(s)	SPANISH
Delivery Mode	ON CAMPUS
Semester	2ND SEMESTER

2. INTRODUCTION

The overall aim of 'LABOUR LAW 1' is to introduce students to basic concepts of labour law: the sources, contractual arrangements, performance of work, working hours and breaks, provision of pay, the termination of the contract and other affairs, as well as other rights and obligations of workers.

3. SKILLS AND LEARNING OUTCOMES

Basic skills (CB, by the acronym in Spanish):

- CB1: Students have demonstrated possession and understanding of knowledge in a study area that builds on general secondary education, and is typically at a level that, while supported by advanced textbooks, also includes aspects that involve knowledge from the forefront of their field of study.
- CB2: Students can apply their knowledge to their work professionally and possess the necessary skills, usually demonstrated by forming and defending opinions, as well as resolving problems within their study area.
- CB3: Students have the ability to gather and interpret relevant information (usually within their study area) to form opinions which include reflecting on relevant social, scientific or ethical matters.
- CB4: Students can communicate information, ideas, problems and solutions to both specialist and non-specialist audiences.
- CB5: Students have developed the learning skills necessary to undertake further study in a much more independent manner.

Cross-curricular skills (CT, as per the Spanish acronym):

- CT1: Responsibility: Students should be able to accept the consequences of and take responsibility for their own actions.
- CT2: Self-confidence: Students should be able to act with confidence and with sufficient motivation to achieve their objectives.

- CT4: Communication skills. Students should be able to effectively express concepts and ideas, as well as possess clear and concise written communication skills and effective public speaking skills.
- CT5: Interpersonal understanding: Students should be able to actively listen for the purpose of reaching agreements, using an assertive communication style.
- CT6: Flexibility: Students should be able to adapt and work in different and varied situations with different people. This involves assessing and understanding different positions and adapting their own approach according to the situation.

Specific skills (CE, as per the Spanish acronym):

- CE1: Know and understand the components, structure, resources, interpretation and application of the legal system, and interpret the sources and fundamental legal concepts of the different legal systems.
- CE4: Interpret legal texts from an interdisciplinary perspective, applying legal principle as well as social, ethical and moral principles and values as tools for analysis.
- CE8: Skilfully and accurately use the legal language and terminology used in different areas of law. Write up legal documents, ensuring they are orderly and understandable. Use written and spoken communication to express ideas, legal arguments and reasoning using the appropriate register for the context in question.
- CE9: Use information and communication technology to search for and find legal information (legislation and case law databases, literature, etc.), as well as work and communication tools.
- CE10: Contribute towards the maintenance and functioning of employment relations.
- CE12: Develop critical awareness in the study of the legal system.

Learning outcomes (RA, as per the Spanish acronym):

- RA1: Interpret special sources of labour law and their particular features in relation to the rest of the legal system.
- RA2: Knowledge of the parties involved in labour relations and individual/collective relations in companies.
- RA3: Students take active part in discussions, demonstrating knowledge, understanding and interlinking of the fundamental principles of the subject.

The following table shows how the skills developed in the course match up with the intended learning outcomes:

Skills	Learning outcomes
CE1; CE10; CE12; CB1; CB5	RA1: Interpret special sources of labour law and their particular features in relation to the rest of the legal system.
CE4; CE8; CE9; CB2	RA2: Knowledge of the parties involved in labour relations and individual/collective relations in companies.
CE4; CE8; CE9; CE12; CB3; CB4	RA3: Students take active part in discussions, demonstrating knowledge, understanding and interlinking of the fundamental principles of the subject.

4. CONTENTS

Unit 1: Labour Law: Purpose and sources

Unit 2: The employment relationship and employment contract

Unit 3: Workers' rights and obligations, and the management power of the employer

Unit 4: Performance of work.

Unit 5: Working hours and breaks

Unit 6: Pay

Unit 7: Interruption and suspension of the employment contract

Unit 8: Termination of the employment contract

Unit 9: Company representation and participation

Unit 10: Strikes and lockouts

5. TEACHING/LEARNING METHODS

The types of teaching/learning methods are as follows:

- Case studies
- Collaborative learning
- Problem-based learning
- Lecture
- Mock scenarios

6. LEARNING ACTIVITIES

The types of learning activities, plus the amount of time spent on each activity, are as follows:

On-campus:

Learning activity	Number of hours
AF1: Lectures: Explanation of theory and practical content.	30 h
AF2: Autonomous learning	15 h
AF3: Theory/practical knowledge tests.	5 h
AF4: Solve practical case studies that relate to a certain branch of law (real and fictional)	37.5 h
AF5: Active and informed participation in group activities in the classroom.	25 h

AF6: Overview of the professional activities a legal expert may carry out	37.5 h
TOTAL	150 h

7. ASSESSMENT

The assessment methods, plus their weighting in the final grade for the course, are as follows:

On-campus:

Assessment system	Weighting
Essays and reports: Mock scenarios: Carry out a research project as part of a group or individually. Analysis of legal doctrine and case law.	20%
Practical exercises: Case study activities with numerical resolution and calculation of operations, or resolution based on legal interpretation. (Rubrics and criteria on the Virtual Campus)	30%
Knowledge tests: The criteria to be assessed are defined specifically for each test:	50%

On the Virtual Campus, when you open the subject area, you can see all the details of your assessment activities, including the deadlines and assessment procedures for each activity.

8. BIBLIOGRAPHY

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9. PLAGIARISM RULES

In line with the disciplinary rules for students of Universidad Europea:

- Plagiarism of all or part of any kind of intellectual work is considered a serious offence.
- Any student who commits the serious offence of plagiarism or cheating to pass an assessment test shall be disqualified from the corresponding exam(s), with the offence and reason for disqualification appearing on their academic record.