COURSE DATA

DATA SUBJECT

Code: 33549
Name: Basic legal elements in labour relations
Cycle: Undergraduate Studies
ECTS Credits: 6
Academic year: 2025-26

STUDY (S)

Degree	Center	Acad. year	Period
1309 - Degree in Labour Relations and Human Resources	Facultat de Ciències Socials	1	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
1309 - Degree in Labour Relations and Human Resources	Law	BASIC

COORDINATION

YAGUE BLANCO SERGIO

SUMMARY

PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

There are no specified enrollment restrictions with other subjects of the curriculum.

OTHER REQUIREMENTS

Relationship with other subjects of the same degree
No enrolment restrictions have been specified.
Other type of prerequisites
High school diploma in Social Sciences is advisable.

COMPETENCES / LEARNING OUTCOMES

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Act with autonomy in learning, making informed decisions in different contexts, issuing judgements based on experimentation and analysis, and transferring knowledge to new situations.

Advise on the most appropriate corporate forms for business projects and the procedures for their incorporation and other corporate matters.

Analyse, synthesise and reason critically.

Collaborate effectively in work teams, assuming responsibilities and leadership roles and contributing to collective improvement and development.

Contribute to the design, development and implementation of solutions that respond to social demands, taking into account the Sustainable Development Goals as a reference.

Demonstrate critical and self-critical thinking in the field of the degree programme, considering aspects such as professional ethics, moral values and the social implications of the different activities carried out.

Develop organisational and planning actions.

Know and apply the basic regulatory framework for private contracting and company law to the business environment.

Know and apply the principles of the professional code of ethics.

Know and understand, within the field of the degree programme, gender inequalities in society; integrate different needs and preferences based on sex and gender into the design of solutions and problem solving.

Know how to communicate effectively, both orally and in writing, adapting to the characteristics of the situation and the audience.

Know the different corporate forms and their statutes and other documents related to the functioning of corporate entities.

Learn independently and develop initiative and entrepreneurial spirit.

Manage information, draft and formalise reports and writings.

Propose creative and innovative solutions to complex situations or problems within the field of knowledge, to respond to diverse professional and social needs.

Respect and promote fundamental rights, equality between men and women, equal opportunities and non-discrimination, democratic values and sustainability.

Solve problems, apply knowledge to practice and develop motivation for quality.

Use information and communication technologies.

DESCRIPTION OF CONTENTS

1.

2.

3.

4. The sources of Law (II)

5. The sources of Law (III)

6. Application criteria for Legal Ordinance. Special reference to the Labour Legal Ordinance.

7. Labour Administration and Judicial Authority

8. The person.

9. Duties and general regulations.

10. The contract

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theoretical and practical classes	60,00
Total hours	**60,00**

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	10,00
Independent study and work	30,00
Preparation of lessons	30,00
Preparation for assessment activities	20,00
Resolution of case studies	0,00
Total hours	**90,00**

TEACHING METHODOLOGY

EVALUATION

The assessment process will be the following:

- Written and oral tests, consisting in one or more exams ranging from objective-type tests to theoretical and practical questions and/or problem-solving. It accounts for 70% of the grade. The general evaluation criteria will be the following:

  - Accuracy of answers through:
    - concreteness and precision;
    - composition and spelling;
    - terminology and thematic precision;
    - internal coherence and logic in reasoning.

- Evaluation of practical, individual and/or group activities from elaboration and submission of work, memories, reports and/or oral presentations as well as regular and participative attendance to class and other activities such as seminars, conferences or visits to institutions. This accounts for 30% of the final grade.

REFERENCES

- GOERLICH PESET, JOSÉ MARIA (dir). (2024). Derecho del Trabajo. 11ªedición. Valencia. Tirant Lo Blanch.

- RAMIREZ MARTINEZ, JUAN MANUEL; GARCIA ORTEGA, JESÚS; PEREZ DE LOS COBOS ORIHUEL, FRANCISCO, (2023) Curso básico de Derecho del Trabajo y de la Seguridad Social 19ª edición. Valencia. Tirant Lo Blanch.

- Tant per a la preparació de la matèria per part dels i les estudiants, com a instrument de treball en les sessions de teoria i pràctica, resulta imprescindible el maneig de textos legals.

- YAGÜE BLANCO, SERGIO; RODRIGO SANBARTOLOMÉ, FRANCISCO A. (2024). Elementos jurídicos básicos para las relaciones laborales (2ª ed.). Valencia: Tirant lo Blanch.