

**COURSE DATA****DATA SUBJECT****Code:** 33562**Name:** Labour law I**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	Second quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
1309 - Degree in Labour Relations and Human Resources	Labour law	COMPULSORY

COORDINATION

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SUMMARY

The subject "Labour Law I", an obligatory subject with 6 ECTS credits, is taken in the second semester of the first year of the Degree in Labour Relations and Human Resources. In this way, students undertake the study of this subject after having obtained, with the first semester subject "Instruments and techniques of information, study and documentation", the essential methodological knowledge to assimilate and develop the theoretical-practical teachings of the Degree; and with the subject "Basic legal elements for labour relations", the essential knowledge for learning the subjects of the area of knowledge "Labour Law and Social Security".

This subject is part of the block of subjects that aim to familiarise students with the basic regulation of relations (individual, collective, social protection or procedural) that arise in relation to subordinate and salaried work, being taken simultaneously with the subject "Trade Union Law", through which students are introduced to the study of collective labour relations. On the other hand, the subject is another pillar on which to base the knowledge that will be covered in other subjects, such as Labour Law II, Regulatory framework and management of occupational risk prevention, Social Security Law I and II and Procedural Labour Law.

Students should bear in mind that legal disciplines are not watertight compartments, independent and



completely autonomous from each other. In addition to the fact that all previous knowledge is useful for the understanding of the new concepts that are introduced, the knowledge acquired in the legal subjects of the first year of the Degree will be especially useful in the introduction of the new concepts inherent to the discipline of Labour Law and Social Security. Specifically, with "Labour Law I", the study of the legal institutions of labour relations begins from their individual aspect (worker-company relationship), with a clear continuity in the subject "Labour Law II", which is completely indebted to the knowledge acquired in "Labour Law I".

With regard to the specific contents of this subject, it should be noted that these refer, firstly, to the identification of the existence of an employment relationship, delimiting subordinate employment from self-employment and analysing "intermediate" situations, such as special employment relationships and economically dependent self-employment. Secondly, the course deals with the figure of the company from an employment point of view, covering all the problems derived from the new forms of business organisation (groups of companies, contracts, transfer of workers, transfer of company) and the extension of responsibilities derived from the employment contract. Thirdly, the subject focuses on the essential and formal requirements of contracting and on the different contractual modalities existing in our labour law. In this subject, the peculiarities of access to contracting for some specific groups - e.g. foreigners, women, the disabled, minors - and possible discrimination in access to employment are studied. Finally, the basic contents of the determination of the provision of work and the object of the employment contract, professional classification and contractual agreements are introduced.

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 TYPES OF PREREQUISITES

The completion of the subject Basic Legal Elements is advisable, since it will introduce indispensable juridical concepts for the remaining law-related subjects, and information, study and research tools and techniques in order to learn about their use and application on legal documents.

COMPETENCES / LEARNING OUTCOMES

1309 - Degree in Labour Relations and Human Resources

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 and manage matters relating to employment and labour contracts.

Analyse, synthesise and reason critically.



Analyse and assess decisions made by agents involved in labour relations.

Analyse and assess the factors that determine inequalities in the world of work.

Apply the regulatory framework governing labour relations.

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 an interrelated vision of the different academic disciplines that analyse the field of work.

Develop organisational and planning actions.

Know and analyse the principles, areas and procedures of action of socio-labour political institutions.

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 regulatory framework governing labour relations.

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.

Select and manage social and labour information and documentation.

Understand the relevance of fundamental rights, equality and the prohibition of discrimination in labour relations and in the social security system.

Use information and communication technologies.



DESCRIPTION OF CONTENTS

1. THE EMPLOYMENT RELATIONSHIP

- I. INTRODUCTION: THE SUBJECT MATTER OF LABOUR LAW
- II. BIRTH AND DEVELOPMENT OF LABOUR LAW: HISTORICAL PERSPECTIVE
- III. ANALYSIS OF THE LEGAL TYPE OF EMPLOYMENT CONTRACT
 - A) Qualifying elements and problems of legal qualification
 - B) Legal exclusions
 - C) Special employment relationships (referral)

2. THE COMPANY IN LABOUR LAW. THE EXTENSION OF COMPANY RESPONSIBILITIES

- I. COMPANY, WORKPLACE AND AUTONOMOUS PRODUCTIVE UNIT
- II. IMPUTATION OF CORPORATE LIABILITY
 - A) General aspects
 - B) Company groups
 - C) Contracting and subcontracting of works and services
 - D) Illegal assignment of workers
 - E) Legal transfer of workers: Temporary Employment Agencies and their legal system
 - F) Succession or transfer of the company

3. THE EMPLOYMENT CONTRACT: THE ENTRY OF THE EMPLOYEE INTO THE COMPANY

- I. CAPACITY TO CONTRACT AND ITS LIMITATIONS
- II. THE FORMALISATION OF THE EMPLOYMENT CONTRACT AND CONSEQUENCES OF ITS BREACH
- III. VALIDITY AND INEFFECTIVENESS OF THE LABOUR CONTRACT
- IV. FREEDOM OF CONTRACT AND FREEDOM OF CHOICE OF THE WORKER
- V. THE PROBATIONARY PERIOD

4. TYPES OF EMPLOYMENT CONTRACT

- I. INDEFINITE CONTRACTING AND ITS MODALITIES
- II. TEMPORARY CONTRACTS
 - A) Causal temporary hiring
 - B) Temporary contracts for the promotion of employment
 - C) Training contracts
 - D) Provisions common to temporary contracts
 - E) Temporary hiring in Public Administrations (referral)
- III. PART-TIME EMPLOYMENT CONTRACTS
- IV. PARTIAL RETIREMENT AND RELIEF CONTRACTS
- V. TELECOMMUTING
- VI. JOINT WORK AND GROUP CONTRACTS. THE ASSOCIATE ASSISTANT



5. DETERMINATION OF THE PROVISION OF WORK

- I. OBJECT OF THE EMPLOYMENT CONTRACT AND DETERMINATION OF THE EMPLOYMENT BENEFIT
- II. DETERMINATION OF FUNCTIONS: PROFESSIONAL CLASSIFICATION
- III. THE PERFORMANCE DUE
- IV. CIRCUMSTANCES OF THE PERFORMANCE OF THE WORK: PLACE AND TIME OF WORK
- V. THE DUTY OF GOOD FAITH AND OTHER OBLIGATIONS OF THE WORKING PEOPLE

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	0,00
Independent study and work	35,00
Preparation of lessons	15,00
Preparation for assessment activities	5,00
Resolution of case studies	35,00
Total hours	90,00

TEACHING METHODOLOGY

The course is based on personal, individual or group work by students, combining theoretical and practical training activities, tutoring and those that include study and assessment, as described below.

A) Expository type activities (theoretical presentations using the participative lecture method, or seminars or presentations of work are also possible):



- Theoretical presentations by the teaching staff will present the general configuration of the main legal institutions, as well as the interests underlying them. They will also deal with the more general normative and interpretative criteria of the discipline.
- Seminars and workshops will allow for the discussion of partial aspects of this discipline with the idea that, following reflection and personal or small group work, students will be able to discover the legal and political-legal problems that exist in the different institutions.
- The work proposed by the teacher in charge allows students to train in the processing of legal information (collection and elaboration) and to put it at the service of problem solving. Through their written and/or oral presentation, students acquire skills in the field of exposition, which are essential for a jurist.

B) Practical activities, which take the form of the following possibilities: solving cases, classroom practice, computer applications, workshops, or practice outside the classroom.

- Through learning based on problems taken from the socio-occupational reality, students are confronted with the real functioning of the legal methodology (argumentative criteria) as well as the specific aspects of problem management (preparation of the documentation related to it). The analysis is integrated, where appropriate, with the use of computer tools related to the collection of information and/or document management.

C) Tutorials. Without prejudice to the use of individual or small group tutorials, group tutorials will be carried out.

D) Work, study and assessment activities. Individual or, where appropriate, team work is instrumental to the techniques described above. It can be specified in the development of the proposed work, prior preparation of the theory classes by reading the subject and solving questionnaires, carrying out the practical assumptions, answering the proposed tests, attending and taking advantage of the scheduled tutorials, and in general, the study of the subject.

With regard to the computer resources used by teachers and students in the learning process, it is worth mentioning the use of the Virtual Classroom as an instrument of communication and dynamisation of the subject. Students will also be introduced to the possibilities currently offered by employment services via the Internet, with the simple aim of making students aware of their existence and familiarising them with the possibilities offered by the Internet in the field of labour relations.

EVALUATION

The evaluation system will be as follows:

- a) Oral or written tests, consisting of one or two exams including theoretical, practical, objective or semi-objective questions, case-solving and/or short answer questions will make up 70% of the final grade. General criteria of evaluation will be the following:



- Adequacy of answer to question: concretion, precision and legal justification.
- Composition and spelling: spelling mistakes can reduce the grade and even lead to exam failure.
- Terminological and technical precision.
- Coherence and internal logic of answer argumentation.

** passing the final exam is a necessary condition for passing the course.

b) Continuous assessment through assessment of practical and theoretical activities submitted throughout the semester, active participation and engagement of the student in the teaching-learning process, as well as abilities and skills shown during the development of activities.

** Continuous assessment is worth 30% of the grade. Anyways, it will only be considered if students pass the final exam.

When, in application of the rules foreseen for the case of coincidence of exams in the Regulation of Evaluation and Qualification of the Degrees and Masters of the Universitat de València, or any other cause established by regulations (e.g. justified cases of force majeure), it is necessary to carry out the test on a different date from the official one, the responsible faculty may determine a different exam modality to the one foreseen in the teaching guide. In these cases, the new type of exam to be taken must maintain the same level of demand and difficulty as the one taken in general for the rest of the group.

Students who have followed the continuous assessment and have been assessed, in the event of not taking the final exam on the official exam date (both in 1st and 2nd call), will obtain the grade of NOT PRESENTED.

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REFERENCES

- AA.VV (Dir. GOERLICH PESET, José María) (2024). Derecho del Trabajo, 12ª edición, Edit. Tirant Lo Blanch, València.
- Cualquier otro manual actualizado sobre Derecho del Trabajo puede ser utilizado aunque no se ajuste plenamente al contenido de la asignatura.
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