

**COURSE DATA****DATA SUBJECT**

Code: 33563
Name: Labour law II
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	2	First quarter

SUBJECT-MATTER

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

COORDINATION

LOPEZ BALAGUER MERCEDES

SUMMARY

The subject *Labour Law II* is compulsory and worth 6 ECTS credits. It takes place in the first semester of the second academic year of the degree in Labour Relations and Human Resources and is one of the subjects included in the module Legal Framework of Labour Relations. It is especially aimed at teaching the student the basic regulations in relations (individual, labour, social protection or procedural) that arise in both autonomous and paid work.

In the first academic year the students obtained the methodological knowledge essential for the assimilation and development of theoretical and practical concepts (through subjects such as *Information Tools and Techniques, Study and Documentation*) and the knowledge on the core subject Labour Law and Social Security (through subjects such as *Basic Judicial Elements in Labour Relations*).

Students must have in mind that legal disciplines are not separate and individual but can be complemented by every new concept learnt. Therefore the knowledge acquired in subjects of legal nature is especially useful in the introduction of new concepts inherent to Labour and Social Security Law. The first-year subject *Trade Union Law* has already introduced students into the study of collective labour relations and *Labour Law II*, into the study of legal institutions and labour relations from an individual perspective (entrepreneur-worker relationship). *Labour Law II* is also the basis upon which the contents of *Social*



Security Law I and II, Administrative Intervention in Labour Relations and Procedural Labour Law will be established.

Regarding specific contents of the subject, they are especially aimed at determining and modifying labour efficiency, which includes the study of functional mobility, geographical mobility and the modification of working conditions. We will also approach issues such as working time and wages, complemented by the analysis of the rest of rights and duties that arise from individual labour relations. Finally we will deal with the regulation concerning the suspension and interruption of the employment contract and the different ways of termination of said contract.

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
Completion of the subject Psychology of Work 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 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

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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	8,00
Independent study and work	35,00
Preparation of lessons	18,00
Preparation for assessment activities	19,00
Resolution of case studies	10,00
Total hours	90,00

TEACHING METHODOLOGY

The teaching methodology is based on the students' personal, individual and group work and on the combination of theoretical and practical formative activities with tutorials and activities based on study and evaluation. It is distributed as follows:



- Expository activities (lectures, seminars, work presentations). Teachers will present the main legal institutions and their interests as well as the legal and general interpretation criteria.
- Seminars and workshops lead to discussions on partial aspects of the subject and enable students to discover the legal and political problematic aspects of this discipline through reflection and individual or group assignments.
- Assignments proposed by the teachers enable students to train their research skills and improve their ability to gather information and use it for problem solving. Their written and oral skills will also be improved through oral and written presentations.
- Practical activities (case solving, classroom practical exercises, IT applications, workshops) and individual or small group tutorials. Through the analysis of real-life problems students learn about the real functioning of the legal methodology (argumentative criteria) as well as concrete aspects of problem management. The analysis includes the use of IT applications and documental management.
- Tutorials (group and individual) will be aimed at solving doubts or discussing problematic aspects of the contents of the subject.
- Group assignments, study, individual work and assessment: group and individual work will be based on the techniques mentioned above, that is, preparation of activities and lessons, presentation of work, tutorials, etc.
- Study time takes place before and after the activities since it includes preparation of the lessons and consolidation of the knowledge acquired.
- The main IT resource used by teachers is Aula Virtual, used for communication and uploading materials and activities.

EVALUATION

Assessment elements will be the following: written and/or oral tests consisting of one or more exams based on objective-type and theoretical and practical questions. They account for 70% of the final grade. Grading criteria will be:

- Appropriateness of the answer to the question; concretion and precision.
- Composition and spelling.
- Technical and terminological precision.
- Coherence and internal logic of answers.



The remaining 30% of the grade can only be obtained after passing the examination. These activities include practical group or individual exercises, submission of assignments, reports and/or presentations; attendance at seminars and class and active participation, engagement in the process of teaching-learning and skills and attitudes shown during the course.

REFERENCES

- Ramírez Martínez, Juan Manuel (dir.) (2024). Curso básico de Derecho del Trabajo y de la Seguridad Social (20 ed.). Valencia: Tirant Lo Blanch.
- Goerlich Peset, José María (dir.) (2024). Derecho del Trabajo (11ª ed.). Valencia: Tirant Lo Blanch.
- Bases de dades Tirantonline i Westlaw
- Normes laborals bàsiques actualitzades (Tirant lo Blanch)
- Normes laborals vigents: www.boe.es