

**COURSE DATA****DATA SUBJECT****Code:** 33564**Name:** Social security 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	3	First quarter

**SUBJECT-MATTER**

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

**COORDINATION**

FERNANDEZ PRATS M CELIA

**SUMMARY**

*Social Security Law I* is aimed at introducing students into the environment of the legal elements of social security. These elements show the obligation of public powers to maintain a system of social protection that guarantees citizens the necessary assistance and benefits to cope with complex situations (Art. 41 of the Spanish Constitution) and the reciprocal engagement of the protected individuals to comply with the obligations derived from the protection of the system.

Said protection takes place through inclusion in the system of Social Security, which fulfils professional criteria (membership of a specific Social Security regime as a consequence of the type of activity carried out) and personal criteria (nationality, residence).

The legal system, regulation and inspection of Social Security and the management of the system of Social Security must be assumed by the public powers. The latter must be undertaken by their respective ministerial departments and the principles of simplification, rationalization, cost economy, financial solidarity and cash unit, social efficiency and decentralization through the managing entities of Social Security. The collaboration of workers and entrepreneurs is possible both individually or through the Social Security Mutual Fund for Accidents at Work and Occupational Diseases.



The subject then deals with the study of the formalization of the legal aspects in Social Security through the so-called framework acts: affiliation, register and discharge of workers; register of entrepreneurs and financial sources for the regimes that make up the Social Security system. It has opted for an allocation system, for the regimes which make up the Social Security system, as its financing model. This includes the situations and contingencies under each of them, with the existence of a single stabilization fund for the whole of the Social Security system, whose aim is to assist the needs created by deviations between income and outcome; and regarding pensions caused by permanent disability or death derived from labour-related accidents or occupational illness. In this case, the Social Security Mutual Fund for Accidents at Work and Occupational Diseases or the company must assume the liability. The financing model will then be the capitalization of the pension amount, fundamental object of the study of contribution and collection regulation of the Social Security.

Finally, the subject will deal with the study of basic principles and regulations concerning the protective action of Social Security understood as the set of services offered to the citizens as a consequence of risks or contingencies, divided into common and professional (labour-related), together with the financial sources of the Spanish Social Security system, which has opted for shared financing as the method for regimes that make it up. There is a single stabilization fund, whose aim is to meet the needs caused by deviations between income and expenditure. On the other hand, when pensions are the result of permanent disability or death derived from working causes, or labour-related illnesses, for which the Mutual Funds for Labour-Related Accidents and Occupational Diseases or the companies are liable, the financing model is capitalization of the pension amount. The basic object of study will be the regulation of Social Security contributions and collection.

We will take a close approach to the concepts of accidents at work and occupational diseases and the study of the Social Security allowances, which are granted subject to confirmation that they meet the necessary conditions and requirements. These can be of various types: contributory and non-contributory.

## 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 following subject is advisable: Basic Legal Elements in Labour Relations; Labour Law I and Labour Law II since their contents should serve as a basis and reference for the present subject.

## 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 social security and supplementary social protection.

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 social security and complementary social protection.

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.

Know the regulatory framework governing social security and supplementary social protection.

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. CONCEPT AND SOURCES OF SOCIAL SECURITY

- I. INTRODUCTION. Techniques for the protection of needs. Social Insurance and Social Security.
- II. EVOLUTION OF SOCIAL SECURITY IN SPAIN.
- III. SOURCES OF SOCIAL SECURITY. International regulations; community Law. Constitution. Legal regulations; the General Social Security Law.

### 2. THE FIELD OF APPLICATION OF SOCIAL SECURITY

- I. SUBJECTIVE ENVIRONMENT OF THE SPANISH SOCIAL SECURITY SYSTEM.
- II. PERSONAL AND TERRITORIAL CRITERIA.
- III. PROFESSIONAL CRITERIA. STRUCTURE OF THE PROFESSIONAL LEVEL. General Regime and special regimes. Special systems.
- IV. FIELD OF APPLICATION OF THE GENERAL REGIME. Inclusions. Exclusions.
- V. FIELD OF APPLICATION OF THE SYSTEM AND SPECIAL REGIMES.

### 3. SOCIAL SECURITY MANAGEMENT.

- I. SOCIAL SECURITY MANAGEMENT. Management entities. Common services.
- II. COLLABORATION IN SOCIAL SECURITY MANAGEMENT. Mutual Funds for Labour-Related Accidents and Occupational Diseases of Social Security. Collaborating companies; obligatory collaboration; voluntary collaboration.

### 4. FRAMEWORK POLICIES IN SOCIAL SECURITY

- I. FRAMEWORK POLICIES.
  - II. COMPANY REGISTER.
  - III. AFFILIATION.
  - IV. REGISTER.
  - V. DISCHARGE.
  - VI. SPECIFICITIES IN SPECIAL REGIMES.
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- I. SOCIAL SECURITY FINANCING. Financing systems and financial resources. Reserve fund.
  - II. GENERAL PENSION CONTRIBUTION TO SOCIAL SECURITY. Liable and subject individuals. Object. Development. Special cases.
  - III. COLLECTION OF CONTRIBUTIONS. Collection management. Liable individuals. Prescription. Collection



## 5. SOCIAL SECURITY FINANCING

I. SOCIAL SECURITY FINANCING. Financing systems and financial resources. Reserve fund. periods.

IV. SPECIFICITIES IN SPECIAL REGIMES

## 6. PROTECTIVE ACTIONS OF SOCIAL SECURITY (I): PROTECTED CONTINGENCIES

## 7. PROTECTIVE ACTIONS OF SOCIAL SECURITY (II): LEGAL REGIME OF ALLOWANCES

### WORKLOAD

#### PRESENCIAL ACTIVITIES

Activity	Hours
Theoretical and practical classes	60,00
<b>Total hours</b>	<b>60,00</b>

#### NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	15,00
Independent study and work	40,00
Preparation of lessons	25,00
Preparation for assessment activities	0,00
Resolution of case studies	10,00
<b>Total hours</b>	<b>90,00</b>

### TEACHING METHODOLOGY

The teaching-learning process of the subject Social Security Law I will combine lectures with participation methods in order to engage students and encourage teacher-student and student-student interaction.

For this reason, lessons will be theoretical and practical (although work is distributed into theoretical and practical lessons), with the presentation of contents by the teacher and their practical application to real or fictitious cases.

### EVALUATION



Individual and group work carried out during the course regarding the acquisition of both specific skills and general knowledge will be assessed.

One or more of the following elements will be used in the grading process:

- Written examinations including objective and semi- objective type tests, problem resolution, brief answer questions, essays, case solving or similar.
- Oral examinations including oral tests, interviews, debates, oral presentations in class or similar.
- Observation: application of observation scales and attitude register of students regarding the development of tasks and activities related to the competences.
- Participation tools: those which imply the student assessment of the teaching-learning methodology.

In any case, evaluation processes and criteria will be specified, as well as their results and their relationship with the final grade.

The grading system will be expressed through numerical grading as established in the applicable legal system.

At least 25% of the final grade will be the result of continuous assessment, and up to 75% will be the result of the final examination. In any case, it is mandatory to pass the written examination in order to take into consideration the grade obtained in continuous assessment.

## REFERENCES

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- - Blasco Lahoz, José Francisco. El régimen especial de la seguridad social de los trabajadores por cuenta propia o autónomos (2ª ed). Tirant lo Blanch. - Gómez Salado, Miguel Ángel.(2018). Robótica, empleo y seguridad social: la cotización de los robots para salvar el actual estado del bienestar. Revista Internacional y Comparada de Relaciones Laborales y Derecho del Empleo. [https://ejcls.adapt.it/index.php/rlde\\_adapt/article/view/604](https://ejcls.adapt.it/index.php/rlde_adapt/article/view/604) - Lousada Arochena, José Fernando. (2021). Enfermedades profesionales en perspectiva de género. Bomarzo. - Moreno Mortera, Gregorio José y Sánchez Vera, José Carlos. (2010). La financiación de las prestaciones contributivas de la Seguridad Social y de la gestión y funcionamiento de sus entidades y servicios. Foro de Seguridad Social ( 22), 18-31. - Teruel Fernández, Carlos. (2021). El Régimen Jurídico de las Mutuas Colaboradoras con la Seguridad Social. Aranzadi/Civitas.
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