



## COURSE DATA

### DATA SUBJECT

**Code:** 34965  
**Name:** Introduction to labour relations and social security  
**Cycle:** Undergraduate Studies  
**ECTS Credits:** 4.5  
**Academic year:** 2025-26

### STUDY (S)

Degree	Center	Acad. year	Period
1300 - Degree in Political and Public Administration Sciences	Facultat de Dret	4	First quarter

### SUBJECT-MATTER

Degree	Subject-matter	Character
1300 - Degree in Political and Public Administration Sciences	Introduction to Labour relations and social security	ELECTIVES

### COORDINATION

GARCIA TESTAL ELENA

## SUMMARY

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## PREVIOUS KNOWLEDGE

### RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

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

### OTHER REQUIREMENTS

Not required

## COMPETENCES / LEARNING OUTCOMES

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Be able to effectively communicate, both in writing and orally, knowledge, procedures, results and ideas to both specialised and non-specialised audiences.



Be able to relate and structure information from diverse sources and to integrate relevant ideas and knowledge in the field of political science and public administration.

Be able to use the theories, procedures and tools of political science and public administration in real-life professional practice (specification, design, implementation, deployment and evaluation of solutions).

Develop the learning skills needed to complete further studies or training with some degree of autonomy.

Have knowledge and ability to understand essential facts, concepts, principles and theories relating to political science and public administration, and to the spectrum of other reference disciplines.

Know and be able to analyse administrative and financial planning, management and assessment in public services, and be able to design strategies for organisational improvement and quality assurance.

Know and be able to analyse the structure and functioning of public administrations.

Know and be able to interpret historical political and social frameworks so as to have a better understanding of current reality and future prospects; be able to manage historical documentary sources and to conduct comparative analyses of continuity and discontinuity in situations of change.

Know the main theories and approaches of political science and public administration, as well as ideas and forms of political organisation.

## DESCRIPTION OF CONTENTS

### 1. LABOUR LAW CONCEPT AND HISTORY

Identification of the relations subject to Labour Law, its functions and purposes in society and its historical evolution from its origins to the present time

### 2. SOURCES OF LABOUR LAW

Identification of the sources of Labour Law, with special attention to the specific ones: collective agreements. Analysis of the Constitution, the Law, the regulations, the agreements, the individual contract and custom as possible sources of the employment relationship

### 3. Subjects of labour relations

Analysis of the concept of labour worker, identification of essential budgets: subordination and dependence. Analysis of excluded relationships and general study of special labour relations.

Identification of the labour concept of employer. Problems when identifying the employer and new forms of business organization (contracts, temporary employment agencies, etc.)

Trade unions, associations of entrepreneurs and other subjects.



#### 4. Collective labour relations

Analysis of collective labour relations. Freedom of association. The trade union. Types of unions. Collective bargaining. The strike and other labour conflict measures. The representatives of workers in the company

#### 5. Admission to the company and hiring

Analysis of problems when joining a company. Determination of the workforce. Workers' selection, possible reservations and preferences. Selection companies. Trial period. Analysis of types and modalities of contract: fixed, temporary, part-time, discontinuous, formative, etc. Promotion of contracting

#### 6. Working conditions

Analysis of the rights and obligations of the worker and employer: remuneration, working time, occupational health, modification of conditions, suspension and termination of the contract, other rights and obligations

#### 7. Social protection and Social Security

The social protection of workers and citizens. Analysis of the Social Security system: origin and evolution, constitutional basis, management and financing, benefits (unemployment, retirement, disability, etc.). The complementary insurance systems

### WORKLOAD

#### PRESENCIAL ACTIVITIES

Activity	Hours
Theoretical and practical classes	45,00
<b>Total hours</b>	<b>45,00</b>

#### NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	0,00
Independent study and work	0,00
Preparation of lessons	32,00
Preparation for assessment activities	30,50
Resolution of case studies	0,00
<b>Total hours</b>	<b>62,50</b>

### TEACHING METHODOLOGY



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## EVALUATION

La información está en un formato que no se puede convertir

## REFERENCES

- -Ramírez Martínez, Juan Manuel; García Ortega, Jesús; Pérez de los Cobos Orihuel, Francisco (2023) Curso básico de Derecho del Trabajo y de la Seguridad Social (19ª ed.). Valencia: Tirant Lo Blanch. -Goerlich Peset, José María (dir.) (2024). Derecho del Trabajo (11ª ed.). Valencia: Tirant Lo Blanch.
- -Existe mucha información complementaria en páginas web de libre acceso como las del Ministerio de Trabajo, Fundación 1º de mayo, organizaciones sindicales y empresariales, Seguridad Social, Consejo Económico y Social, etc. -Existeix molta informació complementària en pàgines web de lliure accés com les del Ministeri de Treball, Fundació 1r de maig, organitzacions sindicals i empresarials, Seguretat Social, Consell Econòmic i Social, etc. -There is a lot of complementary information on freely accessible websites such as: Ministerio Empleo, Fundación 1º de mayo, organizaciones sindicales y empresariales, Seguridad Social, Consejo Económico y Social, etc. Bases de datos obrantes en Biblioteca especialmente Aranzadi Westlaw y Tirant On Line (consultas de legislación, jurisprudencia y convenios). -Legal databases such as Aranzadi Westlaw y Tirant On Line (check out for legislation, jurisprudence and agreements).