



## COURSE DATA

### DATA SUBJECT

**Code:** 35221

**Name:** Labour Law I

**Cycle:** Undergraduate Studies

**ECTS Credits:** 4.5

**Academic year:** 2025-26

### STUDY (S)

Degree	Center	Acad. year	Period
1303 - Degree in Law	Facultat de Dret	2	Second quarter
1921 - Double Degree Program BMA and Law	Facultat d'Economia	3	Second quarter
1922 - Double Degree Prog. Law-Political Science	Facultat de Dret	3	Second quarter
1923 - Double Degree Programme Law-Criminology	Facultat de Dret	2	Second quarter
1930 - Double Degree Programme in Law and Political and Public Admin. Sciences	Facultat de Dret	3	Second quarter

### SUBJECT-MATTER

Degree	Subject-matter	Character
1303 - Degree in Law	Labour law	COMPULSORY
1921 - Double Degree Program BMA and Law	Year 3 compulsory subjects	COMPULSORY
1922 - Double Degree Prog. Law-Political Science	Year 3 compulsory subjects	COMPULSORY
1923 - Double Degree Programme Law-Criminology	Year 2 compulsory subjects	COMPULSORY
1930 - Double Degree Programme in Law and Political and Public Admin. Sciences	Asignaturas obligatorias de tercer curso	COMPULSORY

### COORDINATION

ALTES TARREGA JUAN ANTONIO

## SUMMARY

The four-month compulsory subject "Labour Law I" is taught in the semester and indicated course.



According to the Curriculum or Verifica, the mandatory subject "Labour Law I" has a special bond with various subjects.

Specifically, the course is part of a field, called Labour Law, in which there are two subjects, Labour Law I, during a semester, and Labour Law II, throughout the year; the contents are sequenced and most of them are taught in the annual course of 9 credits.

When defining the specific content of this subject the logical sequence of skills and knowledge has been analyzed to incorporate into this course the more basic or introductory content or the one that should be taught early in the development of the subject, leaving the remaining for the other subject taught in the following year.

Otherwise, the contents of the subject may be developed in different optional or elective courses assigned to the area and that appear in the curriculum of the Degree.

The box with the contents of the subject appears in the data sheet of the compulsory subject "Labour Law", included in the Verifica of the Degree in Law (page 89).

Contents of the subject "Labour Law I", regarding the considerations made besides:

- Labour Law and Social Security: Training history. Sources
- Contract of employment: boundaries, subjects, form, classes and modalities, legal regime.
- Special Labour Relations Comments:

## 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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Capacidad de entender el ordenamiento laboral en su dimensión histórica y de las diferentes regulaciones secuenciadas cronológicamente

Capacidad para utilizar los principios y valores constitucionales como herramienta de trabajo en la interpretación del ordenamiento jurídico laboral.

Conocer, comprender y ser capaz de resolver cuestiones relacionadas con la delimitación del contrato de trabajo, de las relaciones laborales especiales y de los supuestos excluidos

Conocer y comprender la singularidad del ordenamiento jurídico laboral, sus fuentes y los criterios de aplicación de las normas

## DESCRIPTION OF CONTENTS

### 1. CONCEPT AND HISTORY OF LABOUR LAW

Identification of relationships submitted to Labour Law, its functions and purposes in society and its historical evolution from its origins to the present

### 2. THE WORKER

Analysis of the concept of worker, identification of characteristic features. Analysis of the excluded activities and comprehensive study of the special labour relationships.

### 3. SOURCES OF LABOUR LAW

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

### 4. APPLICATION OF SOURCES OF LABOUR LAW

Analysis of problems related to the application and concurrence posed by sources of employment relationship on account of their diversity, complexity and possible coexistence.



## 5. FUNCTIONS OF THE CONTRACT OF EMPLOYMENT

Identification of functions performed by the employment contract: constitutive and regulatory. Study of the inalienable labour rights (rights that cannot be waived).

## 6. THE EMPLOYER

Identification of the labour concept of employer. Problems of identification of the employer and new forms of organization (contracts, companies for temporary work, etc.).

## 7. THE ENTRY INTO THE COMPANY

Analysis of the problems of the entry into the company. Determination of the template. Worker selection, possible reserves and preferences. Selection companies. Trial period.

## 8. THE LABOUR HIRING

Analysis of types and forms of contract: non-fixed term contracts, temporary contracts, part-time contracts, contract for an indefinite period of a permanent but discontinuous nature, contract for training, etc. Hiring promotion.

### 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	22,50
Independent study and work	45,00
Preparation of lessons	0,00
Preparation for assessment activities	0,00
Resolution of case studies	0,00
<b>Total hours</b>	<b>67,50</b>

### TEACHING METHODOLOGY



**Theoretical content:** The teacher will present and explain those fundamental elements that should guide students in the study and understanding of the subject. The student, meanwhile, should actively engage in the learning process through reading, before the teacher's explanation, or in class, depending on the organization of teaching time, those materials, textbooks, monographs and texts provided or previously indicated.

**Applied activities:** They consist in the comment of statements or press news, case resolution or activities like puzzle or questionnaires, analysis of labor issues, etc., through which students will develop the skills mentioned above.

These activities may either be complementary to the exposure of theoretical knowledge by the teacher, or focus on specific issues of the subject that will not be subject to exposure by the teacher.

These activities should be participatory and each teacher will indicate, where appropriate, which will be evaluated.

Through them the student will be introduced to and accustomed in the handling of those materials and techniques of the discipline.

**Activities outside the classroom:** Complementary activities such as seminars, collective tutorials, visits to public institutions, etc., will be scheduled in the context of the course and will consist of specific or interdisciplinary or cross activities, always in coordination with the other groups. The teacher must indicate whether they are evaluated or not.

**Directed activities:** For both tracking of the theoretical exposure and realization of the applied activities, the teacher will indicate the readings, search of sentences or case preparation, etc., which will be accomplished by the student.

Although not being object of classroom work, the teacher may also program, within the volume of student work, other activities to reinforce or review the student's acquisition of knowledge.

**Unscheduled tutorials assistance:** For questions on any topic or aspect of the subject and its workflow, students may attend, on the schedule set by each teacher, to unscheduled tutorials fixed by every teacher



## EVALUATION

The assessment will be continuous, following these criteria.

### FIRST EXAMINATION PERIOD

Written and/or oral test(s), consisting of one or multiple exams that may include objective-type questions, theoretical-practical questions, and/or problems. It accounts for 70% of the final grade for the subject. To pass the subject, it will be necessary to pass this test(s).

Continuous assessment of each student, based on regular attendance and active participation in the proposed in-person activities, such as practical exercises or workshops, the preparation and/or submission of assignments, reports, and/or oral presentations related to these activities, individually or collectively, all taking into consideration the student's level of involvement and effort in the teaching-learning process and the skills and attitudes demonstrated during the execution of these activities. It accounts for 30% of the final grade for the subject.

### SECOND EXAMINATION PERIOD

The same evaluation criteria as in the first examination period will be used. The continuous assessment activities carried out during the course will be considered as recoverable in nature. For this purpose, at the time of the final exam of the second examination period - written or oral - or prior to its completion, the corresponding recovery activities will be proposed to the students

In application of the foreseen rules in case of exam coincidence, or for any other foreseen causes (e.g. justified cause of force majeure) the Evaluation and Calculation Regulation for degrees and masters of the University of Valencia establishes that it will be required to take the exam on a date different than the official one, and that the faculty responsible may determine a different examination mode to the one provided in the teaching guide. In these cases, the new exam mode taken should maintain the same level of difficulty than the one taken by the general group.

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



## REFERENCES

### Basic bibliography:

Goerlich Peset, José María (dir.) (2025). Derecho del Trabajo (13ª ed). Valencia: Tirant lo Blanch.

Students may also use any other up-to-date labor law textbook like:

Cruz Villalon, Jesús. Compendio de Derecho del Trabajo. Madrid: Tecnos.

Martín Valverde, Antonio, et al. Derecho del Trabajo . Madrid: Tecnos.

Montoya Melgar, Alfredo. Derecho del Trabajo. Madrid: Tecnos.

Palomeque Lopez, Manuel Carlos; Alvarez de la Rosa, Manuel. Derecho del Trabajo. Madrid: Ceura.

Vida Soria, José, et al. Manual de Derecho del Trabajo. Granada: Comares.

### Complementary bibliography:

Normas laborales básicas (actualizadas a 31 de julio de 2025), a cargo de Goerlich Peset, J. M. y Nores Torres, L. E. Valencia: Tirant lo Blanch

Any other up-to-date Labor Law Compendium may also be used.

Students may use various online sources as supplementary support; an indicative list is provided below:

Database: <https://uv-es.libguides.com/az/databases?s=13016>

Legislation:

International conventions: <http://www.ilo.org/global/lang-en/index.htm>

Official Journal of the European Union: <http://eur-lex.europa.eu/JOIndex.do>

BOE: <http://www.boe.es>

Regional Official Gazettes: [http://www.boe.es/aeboe/consultas/enlaces/boletines\\_autonomicos.php](http://www.boe.es/aeboe/consultas/enlaces/boletines_autonomicos.php)

Provincial Official Gazettes: [http://www.boe.es/aeboe/consultas/enlaces/boletines\\_provinciales.php](http://www.boe.es/aeboe/consultas/enlaces/boletines_provinciales.php)

Collective agreements: [http://www.mtin.es/es/sec\\_trabajo/ccncc/](http://www.mtin.es/es/sec_trabajo/ccncc/)

Case law:

Jurisprudencia del Tribunal Constitucional: <http://www.tribunalconstitucional.es>

Jurisprudencia del Tribunal de Justicia de la Unión Europea: <http://curia.eu>

Jurisprudencia del Tribunal Supremo Cendoj: <http://www.poderjudicial.es/search/index.jsp>

Publications:

Ministerio de Trabajo: Publicaciones electrónicas [http://www.mtin.es/es/publica/pub\\_electronicas/destacadas/index.htm](http://www.mtin.es/es/publica/pub_electronicas/destacadas/index.htm)

Fundación 1º de mayo <http://www.1mayo.ccoo.es/nova/>