



COURSE DATA

DATA SUBJECT

Code: 35221

Name: Labour Law I

Cycle: Undergraduate Studies

ECTS Credits: 4.5

Academic year: 2026-27

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 de Dret	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 compulsory semester-long course *Labour Law I* is taught in the semester and academic year specified in the degree programme.

According to the Verification Report (Verifica) and the Degree Curriculum, *Labour Law I* is closely linked to several other subjects.



More specifically, the course forms part of the broader subject area *Labour Law*, which consists of two courses: *Labour Law I* (semester-long) and *Labour Law II* (year-long). The contents are therefore sequentially structured, and most of the subject area is covered in the year-long 9-credit course.

When defining the specific contents of this course, the academic area has considered the logical sequence of knowledge acquisition to include those contents regarded as the most basic, introductory or essential for the initial study of the subject, leaving the remaining contents for the course taught in the following academic year.

The contents of this subject area may also be further developed through the optional courses assigned to the academic area and included in the degree curriculum.

The course specification for the compulsory subject area *Labour Law*, included in the Verification Report for the Degree in Law (page 89), contains a description of the subject contents. In accordance with the distribution of contents between the two courses that make up the subject area, the following topics correspond to *Labour Law I*:

Contents of the course *Labour Law I*:

- Labour and Social Security Law: historical development and sources of law.
- The employment contract: scope, parties, form, types, contractual arrangements and legal framework.

Special employment relationships

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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

Relationship with other courses in the degree programme

No enrolment restrictions have been established in relation to other courses in the curriculum



Other requirements

None

COMPETENCES / LEARNING OUTCOMES

1303 - Degree in Law

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

CONCEPT AND HISTORY OF LABOUR LAW

Identification of the legal relationships governed by labour law, their functions and purposes within society, and their historical development from their origins to the present day.

SOURCES OF LABOUR LAW

Identification of the sources of labour law, with particular attention to its specific sources, especially collective agreements.

Analysis of the constitution, legislation, regulations, collective agreements, pacts and agreements, the employment contract, and custom as possible sources of the employment relationship.

THE APPLICATION OF THE SOURCES OF LABOUR LAW



Analysis of the issues arising from the application and interaction of the various sources governing the employment relationship, taking into account their diversity, complexity and possible coexistence.

THE FUNCTIONS OF THE EMPLOYMENT CONTRACT

Identification of the functions performed by the employment contract: constitutive and regulatory. Study of the principle of the non-waivability of employment rights.

WORKERS

Analysis of the concept of worker and identification of its essential elements: working for another person's benefit (subordination of economic results) and dependence/subordination. Analysis of excluded relationships and general study of special employment relationships.

THE EMPLOYER AS A LEGAL SUBJECT

Identification of the labour-law concept of employer. Problems relating to the identification of the employing entity and new forms of business organisation (subcontracting, temporary work agencies, etc.).

RECRUITMENT AND ENTRY INTO EMPLOYMENT

Analysis of issues relating to access to employment. Workforce planning. Recruitment and selection processes, possible reservations and preferential rights. Recruitment agencies. Probationary period.

EMPLOYMENT CONTRACTS

Analysis of the different types and forms of employment contracts: permanent, fixed-term, part-time, permanent seasonal, training contracts, etc. Measures promoting employment

WORKLOAD

**PRESENCIAL ACTIVITIES**

Activity	Hours
Theoretical and practical classes	45,00
Total hours	45,00

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
Total hours	67,50

TEACHING METHODOLOGY

Lectures and theoretical instruction. The teaching staff will present and explain the fundamental elements that should guide students in the study and understanding of the subject. Students are expected to engage actively in the learning process through the reading of materials, textbooks, monographs and other texts provided or indicated in advance, either before the lectures or during the teaching sessions, depending on the organisation of teaching time.

Applied activities. These activities may include the analysis of court decisions and press reports, case-solving exercises, puzzle-based activities and quizzes, the examination of labour-law issues, and other similar tasks through which students will develop the competencies outlined above.

These activities may complement the theoretical instruction provided by the teaching staff or focus on specific aspects of the syllabus that are not covered in lectures.

The activities will be participatory in nature, and each member of the teaching staff will indicate, where appropriate, which activities will be subject to assessment.

They will also enable students to become familiar with the materials, methods and techniques specific to the discipline.

Out-of-class activities

- Complementary activities.** Seminars, group tutorials, visits to public institutions and other similar activities may be organised within the framework of the course. These activities may be course-specific or interdisciplinary in nature and will be coordinated, where appropriate, with other groups taking the same course or with other courses. The teaching staff will indicate whether such activities form part of the assessment process.
- Directed learning activities.** In order to support both the theoretical and practical components of



the course, the teaching staff will assign readings, case preparation tasks, searches for relevant case law and other learning activities to be completed by students.

Even where such activities are not carried out in the classroom, the teaching staff may schedule additional tasks within the students' overall workload in order to reinforce and consolidate the knowledge acquired.

Office hours and academic support. Students may attend office hours, according to the timetable established by the teaching staff, in order to seek guidance or clarification on any aspect of the course and its learning activities

EVALUATION

FIRST ASSESSMENT PERIOD

- **Written and/or oral examination(s).** Students will complete one or more examinations, which may include objective-test questions, theoretical and practical questions, and/or problem-solving exercises. This component accounts for 70% of the final grade. Passing this examination component is a requirement for passing the course.
- **Classroom-based assessed activities.** These may include practical exercises, participation in workshops, the preparation and/or submission of assignments, reports, reflective papers and/or oral presentations, either individually or in groups. Assessment will consider the degree of commitment and effort demonstrated by students throughout the teaching and learning process, as well as the skills and attitudes displayed during the development of these activities. This component accounts for 30% of the final grade.

SECOND ASSESSMENT PERIOD (RESIT)

The same assessment criteria applied in the first assessment period will apply in the second assessment period.

All continuous assessment activities completed during the academic year will be considered recoverable. For this purpose, students will be offered appropriate resit activities either before or at the time of the final examination in the second assessment period, whether the examination is written or oral.

Where, pursuant to the rules governing examination timetable clashes contained in the University of Valencia Regulations on Assessment and Grading for Bachelor's and Master's Degrees, or for any other duly justified reason established by university regulations (for example, force majeure circumstances), an examination must be taken on a date other than the official examination date, the teaching staff responsible for the course may, with due justification, establish an alternative examination format to that described in the course guide. In such cases, the alternative examination must maintain the same level of difficulty and academic standards as the examination taken by the rest of the class.



Students who have participated in and been assessed through the continuous assessment system, but who do not attend the final examination on the official examination date, whether in the first or second assessment period, will receive the final grade of **ABSENT**

REFERENCES

Basic bibliography

Goerlich Peset, José María (dir.) (2026). Derecho del Trabajo (14ª ed.). Valencia: Tirant lo Blanch.

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

Cruz Villalón, 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; Álvarez 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 2026), 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=130161>

Legislation:

Convenios internacionales: <http://www.ilo.org/global/lang-en/index.htm>



Diario oficial de la Unión Europea: <http://eur-lex.europa.eu/JOIndex.do>

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

Boletines autonómicos: http://www.boe.es/aeboe/consultas/enlaces/boletines_autonomicos.php

Boletines provinciales: http://www.boe.es/aeboe/consultas/enlaces/boletines_provinciales.php

Convenios colectivos: http://www.mtin.es/es/sec_trabajo/ccncc/

Case Law:

Spanish Constitutional Court: <https://hj.tribunalconstitucional.es/en>

Court of Justice of the European Union: <https://infocuria.curia.europa.eu/tabs/affair?lang=EN>

Spanish Supreme Court Cendoj: <http://www.poderjudicial.es/search/index.jsp>

Publications:

Ministerio de Trabajo: http://www.mtin.es/es/publica/pub_electronicas/destacadas/index.htm

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