

**COURSE DATA****DATA SUBJECT****Code:** 35861**Name:** Occupational health and safety**Cycle:** Undergraduate Studies**ECTS Credits:** 4.5**Academic year:** 2025-26**STUDY (S)**

Degree	Center	Acad. year	Period
1313 - Degree in Business Management and Administration	Facultat d'Economia	4	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
1313 - Degree in Business Management and Administration	Legal aspects of human resource management	ELECTIVES

COORDINATION

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SUMMARY

The course Occupational health and safety is an elective course of half-yearly character that can be taken in the Bachelor of Business Administration, counting for 4.5 ECTS credits. As stated in the Business Administration and Management degree curriculum on page 170.

Its objective is that of introducing the student to the prevention for occupational risk laws, their role within the productive world and in the determination of the working conditions. The topics covered by the course will provide the students with the sufficient knowledge in order for them to facilitate entrepreneurs and workers the basic information on the legal aspects related to the prevention of occupational risks.

This subject is integrated within a set of subjects which intend to offer the students with the basic regulation concerning individual and collective relations or social protection.

This content facilitates the learning of those aspects related to the prevention of occupational risks, addresses the learning of aspects related to the prevention of occupational risks, paying particular attention at an aspect which, besides its specific features due to its unique content, is of vital importance due to its direct relation with the protection of the right to life and integrity of the person in the workplace.

All this will be of key importance in providing the student with a holistic view of the labour-related legal order. It is, however, not an end in itself as it has to be understood in relation to other legal disciplines and the rest of dimensions present in the business world.

PREVIOUS KNOWLEDGE



RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

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

OTHER REQUIREMENTS

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

COMPETENCES / LEARNING OUTCOMES

1313 - Degree in Business Management and Administration

Acquire interdisciplinary knowledge of the company and its social, economic, institutional and legal environment, and of the basic elements of the management process, such as organisation and administration, accounting, taxation, operations, human resources, marketing, financing and investment.

Be able to adapt to new situations.

Be able to analyse and search for information from different sources.

Be able to apply economic principles for the diagnosis and resolution of social problems such as immigration, discrimination and others that affect society and the market.

Be able to apply labour standards to solve specific problems.

Be able to assess occupational risks and manage prevention plans.

Be able to contribute positively to raising awareness of environmental and social issues and to overcoming all forms of discrimination, as essential factors for economic development and poverty alleviation.

Be able to coordinate activities.

Be able to learn autonomously.

Be able to make decisions.

Be able to negotiate and reconcile interests effectively.

Be able to transmit and communicate complex ideas and approaches to both specialised and lay audiences.

Be able to work in a team.

Demonstrate capacity for analysis and synthesis.

Have critical and self-critical capacity.

Have interpersonal skills.

Know the fundamental elements of labour law.



Manage time effectively.

Show commitment to ethics and social responsibility.

Show creativity.

DESCRIPTION OF CONTENTS

1. 1. NORMATIVE FRAMEWORK OF LABOUR RISK PREVENTION

- I. INTERNATIONAL STANDARDS
- II. RULES OF THE EUROPEAN UNION
- III. INTERNAL NORMATIVE FRAMEWORK

2. SECURITY AND WORK HEALTH BODIES

- I. SPECIALIZED ORGANS OF THE EUROPEAN UNION: THE EUROPEAN AGENCY FOR SAFETY AND HEALTH AT WORK
- II. ADMINISTRATIVE ORGANS SPECIALIZED AT AN INTERNAL LEVEL
 - A) THE NATIONAL INSTITUTE OF SAFETY AND HYGIENE AT WORK
 - B) THE NATIONAL COMMISSION FOR SAFETY AND HEALTH AT WORK
 - C) THE FOUNDATION FOR THE PREVENTION OF LABOUR RISKS
 - D) LABOUR INSPECTION AND SOCIAL SECURITY
 - E) THE AUTONOMOUS ORGANS

3. CORPORATE OBLIGATIONS IN PREVENTIVE MATTERS AND THE OBLIGATIONS OF WORKERS

- I. THE EMPLOYERS DUTY TO PROTECT WORKERS; CONCEPT AND CHARACTERISTICS
- II. THE OBLIGATIONS INCLUDED IN THE EMPLOYERS DUTY TO PROTECT WORKERS
- III. THE OBLIGATIONS OF WORKERS

4.

- I. THE OBLIGATION TO PROTECT WORKERS SPECIALLY SENSITIVE TO CERTAIN RISKS
 - A) THE PROTECTION OF MATERNITY
 - B) THE WORK OF UNDER-18s



5. SPECIAL RISK GROUPS

- I. THE OBLIGATION TO PROTECT WORKERS SPECIALLY SENSITIVE TO CERTAIN RISKS
- A) THE PROTECTION OF MATERNITY
- II. SPECIFIC PROTECTION OF TEMPORARY WORKERS
- III. SPECIFIC PROTECTION IN TEMPORARY EMPLOYMENT COMPANIES: THE "POSTED" WORKER

6. SYSTEMS AND MANAGEMENT OF PREVENTION

- I. POSSIBLE SYSTEMS OF PREVENTION IN COMPANIES:
 - A) THE ENTREPRENEURS' PERSONAL COMMITMENT WITH PREVENTIVE ACTIVITY
 - B) DESIGNATION OF WORKERS FOR PREVENTIVE ACTIVITY
 - C) PREVENTIVE SERVICES
- II. CONTROL OF THE EFFECTIVENESS OF THE PREVENTION SYSTEM. THE AUDITS

7. THE CONSULTATION AND PARTICIPATION OF WORKERS IN THE MATTER OF PREVENTION OF LABOUR RISKS

- I. THE BUSINESS' OBLIGATION OF CONSULTATION AND THE RIGHT OF WORKERS AND THEIR REPRESENTATIVES TO MAKE PROPOSALS
- II. FORMS OF PARTICIPATION OF WORKERS AND EMPLOYEES IN THE MATTER OF PREVENTION OF LABOUR RISKS:
 - A) GENERIC REPRESENTATION: PERSONNEL DELEGATES AND COMMITTEES OF COMPANIES
 - B) SPECIALIZED REPRESENTATION: DELEGATES OF PREVENTION
 - C) THE HEALTH AND SAFETY COMMITTEE

8. RESPONSIBILITIES AND SANCTIONS IN THE MATTER OF PREVENTION OF LABOUR RISKS

- I. CORPORATE RESPONSIBILITIES IN THE MATTER OF PREVENTION OF LABOUR RISKS:
 - A) ADMINISTRATIVE RESPONSIBILITY: INFRACTION AND SANCTION REGIME
 - B) CRIMINAL RESPONSIBILITY
 - C) RESPONSIBILITY IN SOCIAL SECURITY MATTERS
 - D) CIVIL RESPONSIBILITY
- II. RESPONSIBILITIES OF WORKERS

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theory	30,00
Classroom practices	15,00
Total hours	45,00

**NON PRESENCIAL ACTIVITIES**

Activity	Hours
Attendance at other activities	0,00
Individual or group project	0,00
Independent study and work	36,50
Preparation of lessons	20,00
Preparation for assessment activities	5,00
Resolution of case studies	6,00
Total hours	67,50

TEACHING METHODOLOGY

Exhibition of theoretical content: The Professor will expose and explain those fundamental elements that should guide the students in the study and understanding of the matter.

Students, on the other hand, will have to involve actively in the learning process through reading, -prior to the teachers' explanation, or in class, according to the teaching time organization- of those materials, manuals, monographs or texts provided or indicated previously.

-Applied activities: They consist of the analysis of case-law or news, the resolution of cases or carrying out activities or questionnaires, analysis of labour issues, etc., through which the students will have to develop the skills mentioned before.

These activities may either serve as a complement to the exhibition of the theoretical knowledge by the teacher, or will focus on specific points of the courses' programme which will not be explained by the professor.

These activities will be participatory, and each teacher shall indicate what will be subject of evaluation. These will introduce students and get them used to handle materials and techniques of the discipline.

-Directed researches, both for the theoretical presentations and for the realization of applied activities, the professor will indicate the readings, the search for judgments, preparation of cases, etc., that the students should do. Even if these are not analysed within the lessons, the professor has the possibility of establishing, in accordance to the students' workload, other activities that serve to reinforce or review the knowledge gained.

-Unscheduled tutoring assistance. Students can go to unscheduled tutorials that each teacher cover, within the timetable established timetable, for purposes of consultations on any topic or aspect of the subject and its dynamics of work.

EVALUATION

The subjects' evaluation is scheduled as the following rating system:

A) Preparation of written test/s / s and/or oral, consisting of one or more tests, which may take different formulas (tests of short answer, objective or half objective type test, tests involving theoretical-practical issues and/or problems or that they consist of the resolution of case studies, or other similar options).

The following will be the general evaluation criteria for this subject

- Adequacy of the response to the question: specificity, accuracy and legal justification.



- Writing and spelling: the spelling mistakes may involve a mark reduction.
- Terminology and technical precision.
- Coherence and internal logic of the reasoning of the answers.

* The mark obtained in this test constitutes 70% of the final grade for the course. In any case, in order to consider the remaining 30%, students will have to necessarily pass the final exam.

B) Continuous evaluation of the student, through the assessment of the practical and theoretical-practical activities proposed during the course for these purposes, and the active participation and involvement in the process of teaching and learning, skills and attitudes displayed during the development of the activities. The derived mark from the continuous assessment constitutes 30% of the final grade of the course and, as already stated, it will be a necessary condition to pass the final exam in order for the continuous assessment mark to be taken into consideration.

REFERENCES

- -López Gandía, Juan; Blasco Lahoz, José Francisco (2023). Curso de Prevención de Riesgos Laborales (21ª ed). Valencia, Tirant lo Blanch. -Sala Franco, Tomás (2022). Derecho de la Prevención de Riesgos Laborales (11ª ed.), Valencia: Tirant Lo Blanch, Valencia (11a edición, 2022). -Romero Ródenas, María José; TRILLO PÁRRAGA, Francisco José. (coords.) (2020), Manual de Prevención de Riesgos Laborales (4ª ed.), Albacete: Bomarzo. -Mercader Uguina, Jesús. R. (dir.) (2008). Esquemas de Prevención de Riesgos Laborales, Tirant Lo Blanch: Valencia -TEXTOS LEGALS/TEXTOS LEGALES -Tanto para la preparación de la materia por parte del alumnado, como para utilizar como instrumento de trabajo en las sesiones de teoría y práctica resulta imprescindible que el alumnado adquiera y maneje la legislación en materia de prevención de riesgos laborales; especialmente la Ley 31/1995, de 8 de noviembre, de Prevención de Riesgos Laborales. También el RD 39/1997, de 17 de enero, por el que se aprueba el Reglamento de los Servicios de Prevención.
- Entre otras: -<http://www.empleo.gob.es> -<http://www.noticiasjuridicas.es> -<http://www.boe.es> -<http://www.tribunalconstitucional.es>