



COURSE DATA

DATA SUBJECT

Code: 36726
Name: Employment Structure and Social Protection
Cycle: Undergraduate Studies
ECTS Credits: 6
Academic year: 2025-26

STUDY (S)

Degree	Center	Acad. year	Period
1335 - Degree in Political and Public Administration Sciences	Facultat de Dret	3	Second quarter
1931 - Double Degree Program in Sociology-Political Sciences and Public Administr.	Facultat de Dret	4	Second quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
1335 - Degree in Political and Public Administration Sciences	Estructura del empleo y protección social	COMPULSORY
1931 - Double Degree Program in Sociology-Political Sciences and Public Administr.	Asignaturas obligatorias de cuarto curso	COMPULSORY

COORDINATION

LENZI OLGA

SUMMARY

This is a compulsory subject that is taught in the indicated four-month period. When defining the specific contents, the area has analyzed the training needs that every political scientist and political scientist requires to know the structure and functioning of the Spanish labor market, both in the private and in the public sector. As a result, the subject "Employment Structure and Social Protection" is divided into three main thematic blocks, which together offer a global overview of the Spanish labor relations system: subordinate or salaried work; self-employment; and, finally, work for the Public Administration. In a transversal way to these three blocks, an attempt is made to deepen in social protection, with special attention to unemployment protection and the pension system.

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 program

No enrollment restrictions have been specified with other subjects in the curriculum

Other types of requirements

Not required.

COMPETENCES / LEARNING OUTCOMES

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Analizar el diseño, la planificación, la gestión y la evaluación de las políticas públicas y hacer recomendaciones de mejora, especialmente en las políticas de género, medio ambiente y desarrollo sostenible.

Aplicar críticamente las principales teorías y enfoques de género a las instituciones, actores y políticas públicas.

Conocer y saber analizar el entorno económico, la dimensión económica del sector público y las técnicas de gestión económica de proyectos.

Conocer y saber analizar la estructura y funcionamiento de las Administraciones públicas.

Conocer y saber analizar las características y pautas de actuación de los principales actores políticos (partidos, sindicatos, grupos de interés y nuevos movimientos sociales).

Pensamiento crítico.

Saber analizar la estructura y funcionamiento de los sistemas y procesos políticos, sus elementos, así como su dimensión histórica, con especial atención al sistema político español y al de la Unión Europea.

Saber analizar las principales técnicas de gestión en la Administración Pública y diseñar estrategias de mejora organizativa y aseguramiento de la calidad de los servicios públicos ante los retos del nuevo entorno digital.

Students must be able to apply their knowledge to their work or vocation in a professional manner and have acquired the competences required for the preparation and defence of arguments and for problem solving in their field of study.

Students must be able to communicate information, ideas, problems and solutions to both expert and lay audiences.

Students must have acquired knowledge and understanding in a specific field of study, on the basis of general secondary education and at a level that includes mainly knowledge drawn from advanced textbooks, but also some cutting-edge knowledge in their field of study.

Students must have developed the learning skills needed to undertake further study with a high degree of autonomy.



Students must have the ability to gather and interpret relevant data (usually in their field of study) to make judgements that take relevant social, scientific or ethical issues into consideration.

Trabajo en equipo.

DESCRIPTION OF CONTENTS

1. Labour law. Origin, concept, historical evolution and present challenges

2. Sources of Labour law

- Identification of the sources of Labour law, with special attention to specific sources: collective bargaining agreements.
- Analysis of international regulations (ILO and EU), Constitution, Laws, Regulations, collective bargaining agreements, individual contracts, customs and general principles.

3. Subordinate workers

- Concept of labor worker: Identification of the essential assumptions: dependency and dependence. Analysis of excluded relationships and special relationships.
- Problems of identification of the employer and new forms of business organization: contracts, temporary employment agencies, groups of companies, illegal assignment.
- Collective labor relations: The representation of workers in the workplace. Union representation and the union. Statutory collective bargaining. The strike.
- The entrance in the company and the labor hiring: Discrimination in the access to the employment. Probationary period. Types and contractual modalities.
- Extinction of the labor relation. Qualification of the dismissal and compensation regime.
- Social protection: Structure of the social protection system. Special reference to unemployment benefits and subsidies. Retirement benefits.

4. Work provided for the Public Administration

- Types of personnel in the service of the Public Administration: career civil servants, interim civil servants, labor personnel (permanent, indefinite, temporary, in the service of companies and other public entities), trust personnel, professional management personnel.
- Constitutional principles as an institutional guarantee: the jurisprudence of the Constitutional Court and the stabilization process.
- Regulatory framework: EBEP and statutory personnel.
- Collective rights in public employment: freedom of association, unitary and union representation, collective bargaining, strike.



5. Self-employment

- Entrepreneurship and self-employment.
- The professional regime of self-employment and economically dependent work.
- Collective rights of self-employed workers: freedom of association, collective bargaining.
- New manifestations of associated cooperativism and professional activities through computer platforms.
- Contribution system and social protection.

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theoretical and practical classes	60,00
Total hours	60,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	0,00
Independent study and work	48,00
Preparation of lessons	0,00
Preparation for assessment activities	42,00
Resolution of case studies	0,00
Total hours	90,00

TEACHING METHODOLOGY

Exposition of theoretical contents. The professor will expose and explain those fundamental elements that should guide students in the study and understanding of the subject. The student, on the other hand, must be actively engaged in the learning process by reading, prior to the professor's explanation, or in class, depending on the organization of the teaching time, those materials, manuals, monographs or texts provided or previously indicated.

Applied activities: They will consist of the commentary of sentences or news from press, the resolution of cases or the accomplishment of puzzle activities or questionnaires, the analysis of labor questions, preparation of works and exposition of these. Through these activities the student



must develop the competences mentioned above. These activities may either complement the presentation of theoretical knowledge by the professor, or focus on specific points of the course syllabus that will not be the object of the professor's presentation. Likewise, the possibility of reading a specialized monograph proposed by the professor is also contemplated.

These activities will be participative and each professor will indicate, if necessary, which ones will be evaluated. Through these activities the student will be introduced and accustomed to the handling of those materials and techniques of the discipline.

EVALUATION

FIRST CALL

Written and/or oral test/s, consisting of an exam that may be of objective type, include theoretical-practical questions and/or problems. It constitutes 70% of the final grade of the course. In order to pass the course, it will be necessary to pass this/these test(s).

Continuous evaluation of each student, based on regular attendance and active participation in the proposed face-to-face activities, such as the realization of practices or participation in workshops, the development and / or delivery of work, reports and / or oral presentations on such activities, individually or collectively, all taking into consideration the degree of involvement and effort of the student in the teaching-learning process and the skills and attitudes shown during the development of such activities. It constitutes 30% of the final grade of the course.

SECOND CALL

The same evaluation criteria will be used as in the first call. It will be considered that the activities of the continuous evaluation developed during the course have a recoverable nature. For this purpose, at the time of the final exam of the second call - written or oral - or prior to its realization, the corresponding recovery activities will be proposed to the students.

When, in application of the rules provided for the case of coincidence of exams in the Regulation of Evaluation and Grading of the Degrees and Masters of the University of Valencia, or any other cause established by regulation (e.g., justified cases of force majeure), it is necessary to perform the test on a date other than the official date, the faculty responsible may determine a different mode of examination to that provided for in the teaching guide. In these cases, the new type of exam to be taken must maintain the same level of demand and difficulty as the one generally



given to the rest of the group.

Students who have followed the continuous evaluation and have been evaluated of the same, in the case of not taking the final test on the official date of examination (both in 1st and 2nd call), will obtain the grade of NOT PRESENTED.

REFERENCES

Basic references:

- GOERLICH PESET, José María (Dir.). Derecho del Trabajo. Valencia: Tirant lo Blanch.
- RAMÍREZ MARTÍNEZ, Juan Manuel; GARCÍA ORTEGA, Jesús; PÉREZ DE LOS COBOS ORIHUEL, Francisco. Curso Básico de Derecho del Trabajo y de la Seguridad Social, Valencia: Tirant lo Blanch.
- ROQUETA BUJ, Remedios. Derecho del empleo público, Valencia: Tirant lo Blanch.
- ROQUETA BUJ, Remedios i GARCÍA ORTEGA, Jesús (Dirs.). Derecho de la Seguridad Social, Valencia: Tirant lo Blanch.
- BLASCO PELLICER, Ángel i LÓPEZ BALAGUER, Mercedes (Dirs.) (2019). Las relaciones laborales en el sector público, Valencia: Tirant lo Blanch.
- MONEREO PÉREZ, José Luis; LÓPEZ INSUA, Belén del Mar; i GUINDO MORALES, Sara (2021). La protección socio-laboral de los trabajadores autónomos: entre derecho normal y derecho de la emergencia. Laborum.

Complementary references:

- PAZOS PÉREZ, Alexandre (2021). Los derechos fundamentales ante el cambio del Trabajo Autónomo en la era digital, Pamplona: Thomson Reuters Aranzadi.
- PÉREZ CAPITÁN, Luis (2019). La controvertida delimitación del trabajo autónomo y asalariado. El TRADE y el trabajo en las plataformas digitales, España: Thomson Reuters Aranzadi.
- ALAMEDA CASTELL, M.^a Teresa (2016). Emprendimiento y trabajo autónomo. Su realidad como mecanismo de incorporación y de permanencia en el mercado de trabajo, Madrid: Cinca.
- BLASCO LAHOZ, José Francisco (2024). El régimen especial de la seguridad social de los trabajadores por cuenta propia o autónomos, Valencia: Tirant lo Blanch, 2.^a edición.
- UREÑA SALCEDO, Juan Antonio (2017). La función pública en España. Aproximación jurídica, Valencia: Tirant lo Blanch.