

**COURSE DATA****DATA SUBJECT****Code:** 36768**Name:** Introduction to Labour Law**Cycle:** Undergraduate Studies**ECTS Credits:** 4.5**Academic year:** 2026-27**STUDY (S)**

| Degree | Center | Acad. year | Period |
|--|---------------------|------------|---------------|
| 1933 - Double Degree in Law and Economics_2022 | Facultat d'Economia | 3 | First quarter |

SUBJECT-MATTER

| Degree | Subject-matter | Character |
|--|-----------------------------|------------|
| 1933 - Double Degree in Law and Economics_2022 | Asignaturas de tercer curso | COMPULSORY |

COORDINATION

YAGUE BLANCO SERGIO

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SUMMARY

This is a compulsory subject taught in the indicated four-month period in which the essential concepts of Labor Law are introduced. After a brief historical approach, a detailed analysis is made of the notion that delimits the outline of the discipline: dependent and subordinate labor. The peculiarities of the sources of law in this sector of the legal system are then studied, as well as the singularities of its application, both as regards the principles and the bodies in charge of carrying them out. Finally, the legal regime of collective labor relations, derived from the constitutional recognition of the rights of freedom of association, strike and collective bargaining, is addressed.

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 enrollment restrictions with other subjects of the curriculum

COMPETENCES / LEARNING OUTCOMES

DESCRIPTION OF CONTENTS

1. 1. CONCEPT AND HISTORY OF LABOR LAW

Identification of the relationships subject to Labor Law, its functions and purposes in society and its historical evolution from its origins to the present.

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2. THE WORKER

Analysis of the concept of the worker; identification of the essential assumptions: the dependence. Analysis of excluded relationships. Self-employment and its legal regime. Public employment. Common labor relationship and special labor relationships.

3. SOURCES OF LABOR LAW AND ITS APPLICATION

Identification of the sources of Labor Law, with special attention to the specific ones: collective bargaining agreements. Analysis of the Constitution, the Law, the regulations, the conventions, pacts and agreements, the individual contract and the custom as possible sources of the labor relationship. Application of labor regulations: specialties. Labor administration and jurisdiction.

4. TRADE UNION FREEDOM AND RIGHT OF ASSOCIATION

Freedom of association and its content: international and constitutional framework; individual and collective powers. Equality and plurality: trade union representativeness. Protection of trade union freedom. Business and self-employed workers' associationism.



5. REPRESENTATION AND PARTICIPATION OF WORKERS IN THE COMPANY

Unitary representation - works councils and personnel delegates - and union representation - sections and union delegates. Organizational rules. Guarantees and facilities for workers' representatives. Specialties in public employment. Other forms of representation

6. COLLECTIVE BARGAINING

Collective bargaining in the Constitution: statutory and non-statutory agreements.

Collective bargaining agreements in the Workers' Statute: typology of agreements and accords; legitimacy to negotiate, the negotiating procedure, conventional content, duration, adhesion and extension. The agreement in the system of sources: concurrence between agreements; administration and interpretation; administrative control and judicial challenge.

7. COLLECTIVE CONFLICTS

Notion and typology of collective conflicts. Means of solution. The right to strike: concept and applicable regulations, ownership, motivations, procedure, essential services and security and maintenance, modes of termination and effects. The lockout.

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 | 0,00 |
| Independent study and work | 0,00 |
| Preparation of lessons | 45,00 |
| Preparation for assessment activities | 22,50 |
| Resolution of case studies | 0,00 |
| Total hours | 67,50 |

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 Calcification 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. Course Guide 35221 Labour Law I 35221 Labour Law I 7 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

- Referència b1: Goerlich Peset, José María (dir.), Derecho del Trabajo, 12ª ed, Tirant lo blanch, València, 2024. Pot substituir-se per les referències que se indiquen baix (només sha d'utilitzar una d'elles): Referència b2: Mercader Uguina, Jesús R. (dir.), Lecciones de Derecho del Trabajo, 17ª ed., València, Tirant, 2024. Referència b3: Martín Valverde, Antonio y García Murcia; Joaquín. Derecho del Trabajo, 33ª edic, Tecnos, Madrid, 2024. Referència b4: Montoya Melgar, Alfredo. Derecho del Trabajo, 44ª ed. Tecnos, Madrid, 2024. Referència b5: García-Perrote Escartín, Ignacio, Manual de Derecho del trabajo, 14ª ed., Tirant lo Blanch. València 2024. Referència b6: Monereo Lopez, José Luis, Molina Navarrete, Cristóbal, Moreno Vida, Nieves, . Manual de Derecho del Trabajo, 22ª ed. Comares. Granada, 2024. Referència b7: Cruz Villalon, Jesús, Compendio de Derecho del Trabajo, 17ª ed. Tecnos. Madrid, 2024.
- Referència c1: Normas laborales básicas, preparades por Goerlich Peset, José María, y Nores Torres, Luis Enrique. 21ª ed. Tirant lo Blanch. Valencia, 2024 -Referència c2: Código Laboral y de seguridad social, a cargo de Garcia-Perrote Escartin, Ignacio y Pérez de los Cobos Orihuel, Francisco, La Ley. Madrid, 2024 -Referència c3: Legislación laboral y de la Seguridad Social, a cargo de Sempere Navarro, Antonio Vicente y Rodríguez Iniesta, Guillermo. 32ª ed. Aranzadi. Cizur Menor, 2024. -Referència c4: Legislación Laboral básica, preparada por Rodríguez Piñero, Miguel, Ojeda Avilés, Antonio y Gorelli Hernández, Juan. 17ª ed. Tecnos, Madrid, 2024. - Referència c5: Código de legislación social, BOE. Actualitzat periòdicament. Gratuït.