

**COURSE DATA****DATA SUBJECT**

**Code:** 36775  
**Name:** Labour relations and social protection  
**Cycle:** Undergraduate Studies  
**ECTS Credits:** 7.5  
**Academic year:** 2025-26

**STUDY (S)**

Degree	Center	Acad. year	Period
1933 - Double Degree in Law and Economics_2022	Facultat d'Economia	4	Second quarter

**SUBJECT-MATTER**

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

**COORDINATION**

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**SUMMARY**

The compulsory subject "Labor Relations and Social Protection" is taught in the fourth year of the double degree program. It has a special connection with the previous year's subject "Introduction to Labor Law." In the latter, the historical origins of labour law, its sources, the institutions responsible for its application, its scope, and collective labour law (organizations, negotiation, and conflicts) were studied. In turn, "Labor Relations and Social Protection" deals in detail with labour relations within the company.

- The distinct aspects of the employment contract are specifically studied:
- Employment hiring: personnel selection and types of contracts.
- Working conditions: salary, working hours, fundamental rights, risk prevention
- Managerial and modification powers of the employer



- Suspension and termination of the employment contract
- The impact of inter-company relationships about workers

Additionally, the basic concepts of social protection law are addressed (notion and scope of social security, employer obligations, general aspects of protective action).

## PREVIOUS KNOWLEDGE

### RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

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

### OTHER REQUIREMENTS

It is recommended to have passed the subject "Introduction to Labor Law."

## COMPETENCES / LEARNING OUTCOMES

## DESCRIPTION OF CONTENTS

### 1. LABOR CONTRACTING

Freedom of the company in determining the workforce and selecting personnel. Direct and indirect limits. Capacity to contract; limits. Trial period. Types of labour contracts: permanent and fixed-term. Discontinuous and part-time permanent contracts. Other modalities.

### 2. DETERMINATION OF LABOR PERFORMANCE

Analysis of the mechanism for determining work performance and the legal limits that must necessarily be observed: professional classification, required performance; circumstances of place and time. Contractual good faith: implications. Additional legal and contractual obligations.

### 3. WORKING TIME AND REST PERIODS

Study of the regulations governing the various aspects of working time: ordinary working hours, overtime and recoverable hours, work schedule, work calendar, public holidays, and annual vacations.



## 4. WAGE PERFORMANCE

Analysis of wages as the object of the employer's obligation to pay, delving into the study of its concept, wage systems, as well as its structure and determination. Examination of the institution of wage absorption and compensation, rules on wage payment, various guarantees to protect wages, and the Wage Guarantee Fund and its functions.

## 5. WORKER RIGHTS AND EMPLOYER POWERS

Study of the validity and scope of fundamental rights within the employment relationship, especially the right to equality and non-discrimination. Analysis of the right to employment and professional training, as well as the worker's right to occupational risk prevention. Examination of the employer's management powers: the power of direction -and the corresponding duty of obedience-, the power of control, and the disciplinary power.

## 6. SPECIFICATION AND MODIFICATION OF PERFORMANCE

Analysis of functional and geographical mobility. Substantial modification of working conditions.

## 7. VICISSITUDES OF THE LABOR CONTRACT

Analysis of the interruption of labour performance, both by the worker's will and due to causes attributable to the employer and force majeure. Study of the different causes of suspension of the labour contract and the several types of labour leaves, identifying the main problems that each of them poses.

## 8. TERMINATION OF THE LABOR CONTRACT

Analysis of the different procedures for terminating the labour contract and its effects. This is concretized, first, in the study of the assumptions that integrate the termination of the contract by the employer's will: disciplinary dismissal, collective dismissal, dismissal due to force majeure, and dismissal for objective reasons. Secondly, it requires knowing the ways in which the termination of the contract can take place by the worker's will: the worker's voluntary resignation, termination with justified cause, and the resignation of the female worker victim of gender violence.

## 9. LABOR EMPLOYER

Study of the notion of a labour employer and its impact on the application of labour regulations. Detailed analysis of inter-company relationships: corporate groups, subcontracting and illegal transfer, business transfer.



## 10. BASIC CONCEPTS OF SOCIAL SECURITY LAW

Introduction to social security law focusing on the analysis of the Spanish social security system, both in terms of its organization -scope of application and structure, management, financing, contribution, collection- and its protective action -protected contingencies and legal regime of benefits.

### WORKLOAD

#### PRESENCIAL ACTIVITIES

Activity	Hours
Theoretical and practical classes	75,00
<b>Total hours</b>	<b>75,00</b>

#### NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	5,00
Individual or group project	0,00
Independent study and work	77,50
Preparation of lessons	10,00
Preparation for assessment activities	10,00
Resolution of case studies	10,00
<b>Total hours</b>	<b>112,50</b>

### TEACHING METHODOLOGY

**Theoretical Content Presentation:** The professor will present and explain the fundamental elements that should guide students in studying and understanding the subject matter. Students, on their part, must actively engage in the learning process by reading the materials, manuals, monographs, or texts provided or indicated beforehand, either prior to the professor's explanation or in class, depending on the organization of the teaching time.

**Applied Activities:** These will include commentary on court rulings or news articles, case resolutions, puzzle activities or quizzes, and analysis of labour issues, through which students will need to develop the previously mentioned competencies. These activities may either complement the theoretical knowledge presented by the professor or focus on specific points of the course program that will not be covered by the professor. These activities will be participatory, and each professor will indicate, if applicable, which will be evaluated. These activities will familiarize students with the materials and techniques specific to the discipline.

**Complementary Activities Outside the Classroom:** For example, seminars, attendance at trials, or viewing of trials, will be scheduled within the context of the course and will consist of activities specific to the course or of an interdisciplinary or cross-disciplinary nature, always coordinated with groups of the same course or other courses. The professor will indicate if these activities are subject to evaluation.



**Directed Activities:** For both following the theoretical presentations and completing the applied activities, the professor will indicate which readings, court ruling searches, or case preparations the student should undertake. Even if they are not worked on in class, the professor may also assign other activities within the student's workload that serve to reinforce or review the knowledge acquired by the student.

**Attendance in Unscheduled Tutoring Sessions:** For consultations on any topic or aspect related to the course and its work dynamics, students may attend unscheduled tutoring sessions set by each professor, during the hours specified by the professor.

## EVALUATION

### FIRST EXAM SESSION

Written and/or oral exams, consisting of one or more tests that may be objective, including theoretical-practical questions and/or problems. This constitutes 70% of the final grade for the course. To pass the course, it is necessary to pass this exam.

Continuous assessment of each student, based on regular attendance and active participation in the proposed face-to-face activities, such as completing practical exercises or participating in workshops, preparing, and/or submitting assignments, reports, and/or oral presentations on these activities, individually or in groups. This considers the student's level of involvement and effort in the teaching-learning process and the skills and attitudes demonstrated during the activities. This constitutes 30% of the final grade for the course.

### SECOND EXAM SESSION

The continuous assessment activities conducted during the course are considered recoverable. For this purpose, at the time of the final exam of the second session—written or oral—or before its completion, students will be offered the corresponding recovery activities.

When, according to the rules provided for cases of exam schedule conflicts in the Evaluation and Grading Regulations for Bachelor's and Master's Degrees of the University of Valencia, or any other legally established cause (e.g., justified cases of force majeure), it is necessary to conduct the exam on a different date than the official one, the responsible faculty member may reasonably determine a different exam format than the one specified in the course guide. In such cases, the new exam format must maintain the same level of requirement and difficulty as the one conducted for the rest of the group.

Students who have followed the continuous assessment and have been evaluated as such, if they do not attend the final exam on the official exam date (both in the first and second session), will receive the grade of NOT ATTENDED.

## REFERENCES



- -Referencia b1: Goerlich Peset, José María (dir.) (2024), Derecho del Trabajo (12ª ed.), Valencia: Tirant lo Blanch. Puede sustituirse por las referencias que se indican bajo (solo se tiene que utilizar una de ellas): -Referencia b2: Mercader Uguina, Jesús R. (dir.) (2024), Lecciones de Derecho del Trabajo (17ª ed). València: Tirant lo Blanch. -Referencia b3: Martín Valverde, Antonio; García Murcia; Joaquín (2024). Derecho del Trabajo (33ª ed.). Madrid: Tecnos. -Referencia b4: Montoya Melgar, Alfredo (2024). Derecho del Trabajo (44ª ed.), Madrid: Tecnos. -Referencia b5: García-Perrote Escartín, Ignacio (2024), Manual de Derecho del trabajo (14ª ed.), Valencia: Tirant lo Blanch. -Referencia b6: Monereo Lopez, José Luis, Molina Navarrete, Cristóbal; Moreno Vida, Nieves (2024). Manual de Derecho del Trabajo (22ª ed.). Granada: Comares. -Referencia b7: Cruz Villalón, Jesús (2024). Compendio de Derecho del Trabajo (17ª ed.). Madrid: Tecnos.
- -Referencia c1: Goerlich Peset, José María, y Nores Torres, Luis Enrique (2024). Normas laborales básicas (21ª ed). Valencia: Tirant lo Blanch, 2024 -Referencia c2: Garcia-Perrote Escartin, Ignacio; Pérez de los Cobos Orihuel, Francisco (2024). Código Laboral y de Seguridad Social, Madrid: La Ley. -Referencia c3: Sempere Navarro Antonio Vicente; Rodríguez Iniesta, Guillermo (2024), Legislación laboral y de la Seguridad Social, (32ª ed). Cizur Menor (Pamplona): Aranzadi. -Referencia c4: Rodríguez Piñero, Miguel; Ojeda Avilés, Antonio; Gorelli Hernández, Juan (2024). Legislación Laboral básica (17ª ed). Madrid: Tecnos. -Referencia c5: Código de legislación social, BOE. Actualizado periódicamente. Gratuito.