



Information about the subject

Degree: Bachelor of Science Degree in Criminology

Faculty: Faculty of Legal, Economic and Social Sciences

Code: 1300304 **Name:** Labour Law

Credits: 6,00 **ECTS Year:** 3 **Semester:** 1

Module: Law

Subject Matter: Public Law **Type:** Compulsory

Field of knowledge: Social and Legal Sciences

Department: Criminology

Type of learning: Classroom-based learning

Languages in which it is taught: Spanish

Lecturer/-s:

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Module organization

Law

Subject Matter	ECTS	Subject	ECTS	Year/semester
Public Law	42,00	Constitutional Law	6,00	1/1
		Criminal Law I	6,00	2/1
		Criminal Law II	6,00	2/2
		Criminal Proceedings	6,00	3/1
		Labour Law	6,00	3/1
		Legal Sociology	6,00	1/1
		Penology and Prison Law	6,00	3/2
Private law	12,00	Civil Law	6,00	1/2
		Commercial Law	6,00	3/1



Learning outcomes

At the end of the course, the student must be able to prove that he/she has acquired the following learning outcomes:

- R1 Knowledge of the Spanish labour relations system, with regard to individual and collective relations, with special reference to the legal-labour issues that may have a greater impact on the professional field of private investigation.
- R2 Handling the sources and elements of labour law with ease.
- R3 Knowing how to differentiate individual relationships.
- R4 Knowledge of the effects of agreements on such relationships.
- R5 Knowledge and ability to draw up an employment contract.
- R6 Knowing and managing the sources of the individual working relationship.
- R7 Knowing the collective agreements.
- R8 Knowing the issues related to alterations throughout the duration of the employment contract.
- R9 Knowing the problems of the concurrence of the labor norms and their resolution.
- R10 Applying the principles applicable in the labour law system and knowing how to apply them with ease to each case.



Competencies

Depending on the learning outcomes, the competencies to which the subject contributes are (please score from 1 to 4, being 4 the highest score):

BASIC		Weighting			
		1	2	3	4
CB1	Showing a command and understanding of knowledge in an area of study that is based on the general secondary education and that is usually at a level that implies the support on advanced textbooks but also the inclusion of knowledge from the cutting edge of their field of study.	X			
CB2	Being able to apply their knowledge to their jobs or vocational activities professionally and holding the competences that are demonstrated through the elaboration and defence of arguments as well as the solution of problems within their area of study.				X
CB3	The ability to gather and interpret relevant data (normally within their area of study) so as to make judgements that include a reflection on relevant social, scientific or ethical issues.			X	
CB4	Being able to convey information, ideas, problems and solutions to a specialised or non-specialised public.			X	
CB5	Having developed the learning abilities necessary to pursue postgraduate studies with a high degree of autonomy.				X
GENERAL		Weighting			
		1	2	3	4
CG1	Understanding and integrating the different theories and scientific knowledge developed by Social, Legal and Behavioural Sciences through a critical lens in order to understand the sociocultural and personal context of all the elements that integrate the crime sphere.				X
CG2	Being able to assess the complexity and diversity of the criminal phenomenon in a global context.			X	



CG3	The capacity to apply the knowledge, skills and abilities acquired from an ethical and intellectually upright perspective with the aim of achieving a society whose fundamental pillars are Freedom, Justice, Pluralism and Equality.					X
CG4	The capacity for teamwork and efficient collaboration with other professionals from the different areas of criminology through negotiation and consensus.					X
CG5	The capacity to obtain and manage efficiently the information from the scientific literature, specialised journals, databases and other sources.					X
CG6	The capacity to establish explanatory hypotheses, using predictive and operative relationships that offer responses to the criminal phenomenon in a criminological context.	X				
CG8	Being able to convey information, ideas, problems and solutions to a specialised or non-specialised public.	X				
CG14	Knowing and understanding psychological, sociological, legal, and technical language necessary for a good command of criminological concepts.		X			
CG16	Oral and written communication skills in the native language with regards to Criminological Science in order to present, circulate and validate the outcomes of criminological and criminalistic research both through scientific development and through the proposal of specific policies and lines of action.	X				
CG17	Having a critical awareness of social reality and associated problems respecting the principles of equality, human rights, peace and universal access.		X			

SPECIFIC

Weighting

1 2 3 4

CE1	Understanding the importance of the Law as a system that regulates social relationships and adopting Ethics and intellectual integrity as essential values of the professional practice with the acquisition of ethical values and principles.					X
CE2	Knowing the social basis of norms, fundamental values of Law, their origin, organization, functioning, and application in the recognition of fundamental rights, public liberties and others enshrined in our legal system.					X



CE3	Critical knowledge of the Legal System sector in charge of studying the crime, the penalties, and of their prosecution and execution of penalties and measures, and its application to case studies.	X		
CE4	The ability to understand and describe key concepts in the field of Sociology necessary to analyse from a global and specific viewpoint the criminal phenomenon and deviant behaviours.	X		
CE5	Understanding and knowing the functioning of local, regional, national, European and international institutions from their inception and as a whole and identifying the competent institution or administration in each case as well as the sectorial law applicable in each case.			X
CE6	The capacity to understand the scope of both public and private law as an integrating element and guarantor of fundamental rights in its field of action, adopting a critical vision in the analysis of this system.	X		
CE7	Study and elaboration of reports in the field of minors with regards to risk situations, measures applicable to the minor offender and other types of measures applicable to minors at serious risk.	X		
CE8	Design and analysis of measures and programs in the field of criminal policy.	X		
CE9	The capacity to argue and describe different viewpoints, being able to debate about them in a logical and coherent manner, presenting the conclusions in an adequate academic format on the topics of criminal policy, victimisation, criminalisation, and responses to deviation and crime, as well as their perception and interpretation in the media, by the public and in official reports.	X		
CE10	Explanatory management from a socio-anthropological perspective of the concepts of violence, inequality and difference, delinquency, crime, social control, stigmatisation, and social deviation.	X		
CE12	Understanding of the phenomenon of delinquency in the fields of IT, labour, social security, image and honour, patents and trademarks as well as the strategies for investigating these crimes and knowledge of the regulations.		X	
CE14	Understanding the basic principles of the criminal phenomenon, its spatial, cultural, social, economic, legal, political, labour, and anthropological dimensions.	X		
CE17	The capacity to explain diversity and social inequality, victimisation and the responses to crime and social deviation and their interrelationships from an analytic perspective and developing programs and strategies to assess and predict deviant behaviour.	X		



CE21 Legislative, organizational and functional knowledge of the different public and private security bodies.

x



Assessment system for the acquisition of competencies and grading system

Assessed learning outcomes	Granted percentage	Assessment method
R1, R2, R3, R4, R5, R6, R7, R8, R9, R10	30,00%	Analysis and resolution of case studies.
R1, R2, R3, R4, R5, R6, R7, R8, R9, R10	20,00%	Attendance and participation in class.
R1, R2, R3, R4, R5, R6, R7, R8, R9, R10	50,00%	Exam or objective test to measure obtained competences.

Observations

- 1.The calculation of the results obtained in both the Practical Block and the Assistance Block will be conditional on the student passing the final test (minimum grade of 5), and this both in the first and second call. Likewise, the minimum grade to average with the rest of the evaluation instruments will be a 5.
- 2.The format of the final exam (first call) will be oral. However, the format of the final exam (second call) may be oral or written, at the student's choice.
- 3.The teacher, in order to assess and set the percentage indicated in the Attendance Block , will take as a reference both the student's attendance in class (from a quantitative perspective) and the level of student participation during the development of the teaching sessions (from a quantitative perspective). a qualitative prism).
- 4.The student, in order to justify absences from class, will have a period of two business days (starting from the day following the day on which the absence occurs) to notify the teacher and deliver the corresponding documentation. accreditation of the cause of the absence (cases reduced to urgent causes of force majeure, inexcusable duties of a public and personal nature and of a medical-health nature).
- 5.The student, once the grades of the practical case object of study and evaluation by the teacher have been entered in the Virtual Classroom, will have a period of 2 business days to communicate to the teacher their intention when setting up a tutorial and proceed. to the review of the grade obtained in the practical case.

Single Evaluation System.

1. In accordance with the provisions of article 9 of the General Regulations for the Evaluation and Qualification of Official Teachings and Degrees of the UCV , the continuous evaluation system is the preferred evaluation system at the UCV. The art. 10 allows, however, for those students who in a justified and accredited manner express their inability to attend in person (or to synchronous communication activities for virtual and/or hybrid teaching modalities), their evaluation on an



extraordinary basis in the so-called single evaluation. Said single evaluation must be requested within the first month of each semester to the Dean of Faculty through the Vice-Deaneries or Master's Directorates, with the express decision on the admission of said request from the student concerned being the responsibility of the latter.

2. The evidence to be presented and/or the test/s to be carried out in the single evaluation by the student will be carried out through the same theoretical test as for the rest of the students and through a practical test consisting of the completion of both the ordinary practical cases proposed during the school year as well as a practical written test assigned on a special basis, although the percentages awarded to the different evaluation instruments will be the following : 50% practical tests and 50% theoretical tests.

CLASS ATTENDANCE IN FACE-TO-FACE DEGREES

In accordance with the development guidelines of the General Regulations for the Evaluation and Qualification of Official Teachings and Own Degrees of the UCV, in face-to-face degrees, class attendance with a minimum of 80% of the sessions of each subject will be required as a requirement to be evaluated. This means that, if a student does not attend the sessions of each subject, in a percentage greater than 20%, he/she will not be able to be evaluated, neither in the first nor in the second call, unless the person responsible for the subject, with the approval of the person responsible for degree, in view of duly justified exceptional circumstances, exempt from the minimum attendance percentage. The same criterion will be applicable for hybrid or virtual degrees in which teachers must maintain the same percentage in the requirement of "presence" in the different training activities, if any, even if these are carried out in virtual environments.

MENTION OF DISTINCTION:

The mention of "Honors" may be awarded to students who have obtained a grade equal to or greater than 9.0. Their number may not exceed five percent of the students enrolled in a group in the corresponding academic year, unless the number of students enrolled is lower.

Learning activities

The following methodologies will be used so that the students can achieve the learning outcomes of the subject:

- M1 Presentation of contents by the teacher, analysis of competencies, explanation and demonstration of abilities, skills and knowledge in the classroom.
- M2 Specific instructions about group and individual assignments for each topic.



- M3 Group work sessions supervised by the teacher. Study of legal cases, both real and fictitious, analysis, diagnosis, problems, field study, computer room, visits, data search, libraries, network, Internet, etc. Significant construction of knowledge through student interaction and activity. Critical analysis on values and social commitment.
- M4 Application of interdisciplinary knowledge.
- M5 Supervised monographic sessions with shared participation
- M7 Set of oral and/or written tests used in the initial, formative or summative evaluation of the student.
- M8 Group preparation of readings, assumptions and problem -olving to present, discuss or deliver in class or tutorial.
- M12 Personalized attention and in small groups. Guidance by a tutor in order to facilitate the work and follow up on the students' internships.
- M16 Student's study: Individual preparation of the degree's final dissertation to present or deliver in the seminars, tutorials. Work carried out on the platform or other virtual spaces.



IN-CLASS LEARNING

IN-CLASS LEARNING ACTIVITIES

	LEARNING OUTCOMES	HOURS	ECTS
In-person class M1, M2, M3	R1, R2, R3, R4, R5, R6, R7, R8, R9, R10	20,00	0,80
Practical class M1, M2, M3	R1, R2, R3, R4, R5, R6, R7, R8, R9, R10	25,00	1,00
Seminar M1, M2, M3	R1, R2, R3, R4, R5, R6, R7, R8, R9, R10	2,50	0,10
Group work presentation M1, M2, M3	R1, R2, R3, R4, R5, R6, R7, R8, R9, R10	5,00	0,20
Tutorial M1, M2, M3	R1, R2, R3, R4, R5, R6, R7, R8, R9, R10	5,00	0,20
Evaluation M1, M2, M3	R1, R2, R3, R4, R5, R6, R7, R8, R9, R10	2,50	0,10
TOTAL		60,00	2,40

LEARNING ACTIVITIES OF AUTONOMOUS WORK

	LEARNING OUTCOMES	HOURS	ECTS
Group work M1, M2, M3	R1, R2, R3, R4, R5, R6, R7, R8, R9, R10	30,00	1,20
Individual work M1, M2, M3	R1, R2, R3, R4, R5, R6, R7, R8, R9, R10	60,00	2,40
TOTAL		90,00	3,60



Description of the contents

Description of the necessary contents to acquire the learning outcomes.

Theoretical contents:

Content block	Contents
UNIT 1. THE RIGHT OF THE JOB	<ol style="list-style-type: none">1.The historical formation of Labor Law in the labor legal system.2.Birth and development of Labor Law. Concept of worker: inclusions, exclusions and special labor relations.3.The rights and duties of workers.
UNIT 2: THE SOURCES OF LABOR LAW AND COLLECTIVE NEGOTIATION	<ol style="list-style-type: none">1.Introduction to the system of sources of the Spanish labor legal system. Principles of Labor Law.2.A special approach to collective bargaining: historical background, types of collective agreements, scope and negotiating legitimacy, principle of priority application, material structure, procedure for extrajudicial conflict resolution, procedure for non-application of the conditions of a collective agreement, ultraactivity of collective agreements, company agreements, typology of relationships between the legal norm and the conventional norm.3.Legal Representatives of Workers. Personnel delegates, the works council and the inter-centre committee: composition, functions and method of election. Union guarantees.
UNIT 3: THE CONTRACT JOB	<ol style="list-style-type: none">1.Defining notes of the employment contract and elements that compose it.2.The provision of services excluded from the scope of Labor Law.3.Special labor relations.4.The trial period.5.The most beneficial condition.6.Expiration and prescription.7.Temporary hiring and labor contracting modalities.8.The establishment of working conditions and special private agreements in the field of Labor Law



UNIT 4: THE DETERMINATION OF THE PROVISION OF WORK

THE WORK DAY:

Ordinary day and special days. Irregular distribution of the work day.

Overtime.

Control and registration system for the ordinary daily work day.

The work schedule.

Effective work time.

Weekly rest and holidays.

The annual vacation.

Permits and paid licenses.

The reduction of the working day for legal guardianship.

THE SALARY:

Concept. Salary and extra-salary perceptions.

The salary structure.

The principle of compensation and absorption.

UNIT 5: THE MODIFICATION OF THE EMPLOYMENT CONTRACT

1.The unilateral modification of the conditions of the employment contract.

2.Functional mobility.

3.Geographical mobility.

4.Temporary Employment Regulation Procedure (ERTE).

5. Vicissitudes of the labor provision: the suspension of the employment contract and leave of absence from work

UNIDAD 6: EXTINCIÓN DEL CONTRATO DE TRABAJO

1.Disciplinary dismissal.

The activity of private detectives in the workplace.

The formalization of the test.

Basic aspects.

2.Dismissal for objective reasons.

3.Collective dismissal.

4. Termination at the will of the worker due to non-compliance by the employer



Temporary organization of learning:

Block of content	Number of sessions	Hours
UNIT 1. THE RIGHT OF THE JOB	2,00	4,00
UNIT 2: THE SOURCES OF LABOR LAW AND COLLECTIVE NEGOTIATION	6,00	12,00
UNIT 3: THE CONTRACT JOB	5,00	10,00
UNIT 4: THE DETERMINATION OF THE PROVISION OF WORK	2,00	4,00
UNIT 5: THE MODIFICATION OF THE EMPLOYMENT CONTRACT	6,00	12,00
UNIDAD 6: EXTINCIÓN DEL CONTRATO DE TRABAJO	9,00	18,00

References

· Basic Bibliography.

GARCÍA PERROTE ESCARTÍN, I.: Labor Law Manual, Tirant lo Blanch, Valencia, latest edition.

· Complementary Bibliography.

RAMÍREZ MARTÍNEZ, J.M and GARCÍA ORTEGA, J.: Basic Course on Labor Law (for non-legal degrees), Tirant lo Blanch, Valencia, latest edition.