1. SUBJECT DESCRIPTION

This course is aimed at providing law students with the necessary tools, skills and knowledge on the main foundations, institutions, sources and mechanisms of employment law which are necessary to handle most legal issues that arise at today’s global workplace and to tackle common/day-to-day problems related to this area of practice. While the Spanish employment law will provide a representative example of the European model of employment law, most of the topics will be covered from an international and comparative perspective.

2. OBJECTIVES AND SKILLS

The objective of the course is that students become familiar with the principles of employment law. Likewise, the student will:

- Acquire the necessary skills to understand and apply employment law, and to be able to apply it in connection with other relevant the areas of law (such as administrative, company and criminal law).
- Learn that many of our workplace rights have their origins in international laws and EU law.
- Be able to study, analyze and discuss common employment law issues and be given valuable insights into employer strategies and practical options for dealing with such issues.

3. CONTENT

SESSION 1
Maternity and paternity rights.

SESSION 2
Discrimination and related issues. Types of discrimination: Sex, equal pay, handicap, age, national origin, religious, sexual orientation.
SESSION 3

SESSION 4

SESSION 5
Restrictive covenants and post-termination non-competition.

SESSION 6
Whistle-blowing. Grievance procedures.

SESSION 7
Termination of the employment contract (I).

SESSION 8
Termination of the employment contract (II).

SESSION 9
Termination of the employment contract (III).

SESSION 10
Termination of the employment contract (IV).

SESSION 11

SESSION 12
Functional mobility. Substantial amendment of employment terms.

SESSION 13
Contractors and subcontractors. Main issues and concerns. Illegal lease of employees.

SESSION 14

SESSION 15
Transfer of undertakings (II). Shopping-list and case-law tests.
SESSION 16
Student's presentations.

SESSION 17
Exam.

SESSION 18
Litigation (I). Spanish labour courts system.

SESSION 19

SESSION 20
Litigation (III). Overview of the UK and US’ employment tribunals system.

SESSION 21
The Labour and Social Security Inspectorate. Functions and powers. Notices of infringement. Coordination with other areas of law. The OSHA.

SESSION 22

SESSION 23
Health and safety at work. Main obligations for employer and employee. The preventative organization. Coordination of health and safety at shared workplaces.

SESSION 24
Employee collective organization in the workplace.

SESSION 25

SESSION 26

SESSION 27
Coordination of social security. EU Regulations and bilateral conventions on social security.
SESSION 28
Employment standards and international trade.

SESSION 29
Students’ presentations.

SESSION 30
Exam.

4. METHODOLOGY AND ECTS WEIGHTING

4.1. GENERAL METHODOLOGY

Active participation in class, case presentations, group assignments and debates are a precondition for the success of the course. Students are expected to be the leading role in the class and encouraged to demonstrate a deeper knowledge of the course topics through an independent research activity.

4.2. ECTS WEIGHTING

3 ECTS = 75 - 90 hours of dedication for an average student

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<tr>
<th>ACTIVITY</th>
<th>HOURS DEVOTED</th>
<th>ECTS</th>
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<tbody>
<tr>
<td>Lectures (preparation and attendance)</td>
<td>30 sessions of 1.33 hours each x factor 2 (approx.) for preparation = 80-90 hours</td>
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<td>Case studies (preparation)</td>
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<tr>
<td>Exam (preparation)</td>
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<td>Total</td>
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5. EVALUATION SYSTEM

5.1. GENERAL OBSERVATIONS

Each student has four attempts over two consecutive academic years to pass this course. This subject does not require the use of a laptop in class; nevertheless, if you want to bring your laptop, please contact your professor.
5.2. CLASS ATTENDANCE

Class attendance is compulsory. Absence from over 30% of the classes will result in a mark of 0.0 for the subject. Students not fulfilling the attendance requirement will automatically lose two attempts to pass the course and will thus only have two last attempts to do so during the following academic year. Students must do the readings and the assigned tasks for each class. Class attendance and participation weights 30% of the final grade.

5.3. CASE STUDIES

During the second semester, students have to solve four cases. The cases will be provided by the professors. Each case will be discussed in class. Each case weighs 10% of the final grade.

5.4. MID-TERM AND FINAL EXAM

The mid-term and final exams require the student to answer some questions relating to particular aspects of Employment Law. The exams will cover everything that students have learned in class, including lectures, case discussions and group exercises. Each exam weighs 20% of the final grade.

5.5. RETAKE EXAM.

If a student’s course grade is below 5.0, the student is required to take the retake exam to pass the course. The maximum grade that students can obtain in the retake exam period is 8.0. A student who has missed over 30% of the class meetings will not be allowed to take the retake exam, but will only have two attempts left to pass the course during the following academic year.

5.6 GRADE WEIGHTING

Class attendance and participation (30%), 4 Case studies (30%), 2 Exams (40%).