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
Concept and goals (I). Introduction to the subject. Methodology.
SESSION 2
Concept and goals (II). What is employment law? What are its main contents? Why does it exist? What problems does it tackle? What are its main goals? Employment Law vs. Civil Law. Major debates in this field.

SESSION 3
Sources of employment law (I). Main sources of employment law and public institutions. International legislation. The ILO. The EU. Internal legislation and hierarchy (Constitution, Law, Regulations, CBA's and employment contract).

SESSION 4

SESSION 5
Sources of employment law (III). Collective bargaining. CBA's and workplace agreements. Parties, scope of application and content.

SESSION 6

SESSION 7

SESSION 8
Concept of employer. Different types of employers. MNEs / SMEs / Outsourcing.

SESSION 9
Protection of employers’ interests. Duty to obey. Discipline.

SESSION 10

SESSION 11
The employment contract (II). Types of employment contract.
SESSION 12
The employment contract (III). Working conditions. Salary, working time, etc.

SESSION 13
The employment contract (IV). Prohibitions and restrictions (Minors, Aliens, etc.).

SESSION 14
Students’ presentations.

SESSION 15
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

<table>
<thead>
<tr>
<th>Activity</th>
<th>Hours devoted</th>
<th>ECTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lectures (preparation and attendance)</td>
<td>15 sessions of 1.33 hours each x factor 2 (approx.) for preparation = 40-45 hours</td>
<td>1.5</td>
</tr>
<tr>
<td>Case studies (preparation)</td>
<td>12-15 hours</td>
<td>0.5</td>
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<tr>
<td>Exam (preparation)</td>
<td>25-30 hours</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75-90 hours</strong></td>
<td><strong>3</strong></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.

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 first semester, students have to solve two cases. The cases will be provided by the professors.

Each case will be discussed in class. Each case weighs 15% of the final grade.

5.4. FINAL EXAM

The final exam requires the student to answer some questions relating to particular aspects of Employment Law. The exam will cover everything that students have learned in class, including lectures, case discussions and group exercises. The final exam weighs 40% 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.