

Level of qualification:

First cycle (EQF level 6) - Bachelor

Study cycle:

Legal Services

Course Unit: 9242527 – Labour Law and Labour Process

Year 3

Semester 6

ISCED Code: 380

ECTS: 6,0

Type of Course Unit: Compulsory Delivery Mode: Face-to-face

Language of Instruction: Portuguese

COURSE COORDINATOR: Francisco Gala

HOURS OF WORK

TOTAL HOURS	Contact Hours								Hours in autonomous work
	Theory	Theory and practice	Practical and laboratory work	Field work	Seminar	Internship	Tutorial guidance	Other	
150		45	30						75

Prerequisites (if applicable): Not applicable.

LEARNING OUTCOMES (knowledge, skills and competence)

Upon successful completion of the course unit, students should be able to:

1. Understand the general principles of labour law and of labour process.
2. Understand and know how to apply the most relevant labour regimes, namely related to specific sources, labour contract and respective contractual modalities, rendering of work, retribution, contractual alterations and termination of the labour contract.
3. Solve practical issues, draft contracts and give legal advice related to labour law issues.
4. Understand and know how to apply dispute resolution procedures.

CONTENTS

1. Concept, object, scope and framework of labour law.
2. Sources of labour law.
3. Labour contract: concept, essential elements and characteristics. Distinction from other contracts.
4. The subjects of the labour relationship.
5. Formation, form, object and invalidity of the labour contract.
6. Modalities of labour contract (modalidades de contrato de trabalho).
7. Rendering of work: place of work and duration and organisation of working time.
8. Salary and other monetary attributions.
9. Contractual alterations.
10. Termination of the labour contract.
11. Labour process.

DEMONSTRATION OF THE CONTENTS COHERENCE WITH THE COURSE UNIT'S LEARNING OUTCOMES

1. Concept, object, scope and framework of labour law - objective 1.
2. Sources of labour law - objectives 1, 2 and 3.
3. Labour contract: concept, essential elements and characteristics. Distinction from other contracts - objectives 1 to 4.

4. The subjects of the labour relationship - objectives 2 and 3.
5. Formation, form, object and invalidity of the labour contract - objectives 2 and 3.
6. Modalities of labour contract (modalidades de contrato de trabalho) - objectives 2 and 3.
7. Rendering of work: place of work and duration and organisation of working time - objectives 2 and 3.
8. Salary and other monetary attributions - objectives 1, 2 and 3.
9. Contractual alterations - objectives 2 and 3.
10. Termination of the labour contract - objectives 1 to 4.
11. Labour process - objectives 1 and 4.

TEACHING METHODOLOGIES

- Expositive lectures (using a range of means: oral, written and with multimedia projection).
- Analysis and resolution of case studies in the classroom with the participation of the students.
- Analysis of contractual clauses, collective labour regulation instruments and judicial decisions, through a guided debate with the students.
- Simulation of activities.

DEMONSTRATION OF THE COHERENCE BETWEEN THE TEACHING METHODOLOGIES AND THE LEARNING OUTCOMES

- Expositive lectures (using a range of means: oral, written and with multimedia projection) - objectives 1 to 4.
- Analysis and resolution of case studies in the classroom with the participation of the students - objectives 1 to 4.
- Analysis of contractual clauses, collective labour regulation instruments and judicial decisions, through a guided debate with the students - objectives 1 to 4.
- Simulation of activities - objectives 3 and 4.

EVALUATION METHODS

There are three different evaluation periods: (i) Continuous Evaluation; (ii) Evaluation by Final Exam; and (iii) Time of Appeal.

- 1) Continuous evaluation: it is comprised by written evaluation, work in the classroom and one oral exam. The sum of these elements of evaluation will result in a score that is susceptible to appeal or improvement during the Time of Appeal. The grade of the oral test is eliminatory.
- 2) Final Exam: it is comprised by a written test (50%) and an oral exam (50%). The written test and the oral exam does not depend on previous performance in any of the elements mentioned above. The grade obtained in this phase is subject to appeal or improvement in the Time of Appeal. The grade of the oral test is final.
- 3) Time of Appeal: it is comprised by one oral exam which represents 100% of the grade. Students are allowed to sit the Time of Appeal exam regardless of being subject to any previous evaluation..

MAIN BIBLIOGRAPHY

1. Martinez, Pedro Romano, Direito do Trabalho. Coimbra: Almedina, 9.^a ed., 2019.
2. Fernandes, António Monteiro, Direito do Trabalho. Coimbra: Almedina, 20.^a ed., 2020.
3. Leitão, Luís Manuel Telles de Menezes, Direito do Trabalho. Coimbra: Almedina, 6.^a ed., 2019.
4. Ramalho, Maria do Rosário Palma, Tratado de Direito do Trabalho, Parte II – Situações laborais individuais. Coimbra: Almedina, 7.^a ed., 2019
5. Martins, Alcides, Direito do Processo Laboral. Coimbra: Almedina, 4.^a ed., 2019.
6. Martinez, Pedro Romano (coord.), Código do Trabalho Anotado. Coimbra: Almedina, 13.^a ed., 2020.

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