



Universidad  
de Alcalá

# COURSE DESCRIPTION

## EUROPEAN SOCIAL LAW

**Degree in Law**

***Optional and Cross-cutting***  
**(Degrees in Social Sciences)**

**University of Alcalá**

**Academic Year 2021/2022**

**Second Semester**

## COURSE DESCRIPTION

Name:	European Social Law
Code:	100153
Degree:	Degree in Law
Department and Academic Discipline:	Department of Law Science Labour Law and Social Security
Type:	Optional and cross-cutting
ECTS (European Credit Transfer System) Credits:	6
Year and Semester:	Second semester
Instructors:	Ph. D. Prof. Tatsiana Ushakova
Tutorial Schedule:	Individual: at the teacher's discretion Groups: To be scheduled in class
Language of Instruction:	English

### 1. INTRODUCTION

*European Social Law*, worth six credits, is especially recommended for students of Law, Business Administration, Tourism and other degrees in Social Sciences. Prior knowledge of the basic concepts of European Union Law and Labour Law and English language skills are advisable in order to facilitate a thorough understanding of the subject.

The course is designed to offer a general overview of Social Policy and Labour Law of the European Union. It is divided into three parts: General Framework of the Social Policy of the European Union, Labour Law of the European Union and Cross-cutting matters, such as EU labour market and employment, social dialogue and non-discrimination and equality at work. In each of these parts, the main topics of European Social Law in a globalized world are analysed. These include a general outlook of the European Social Policy, its agents, fundamental principles and rights at work, EU instruments on working and employment conditions, social protection and labour migration.

In short, the purpose of this module is to provide students with a conceptual foundation so that they can develop professionally, equipped with an adequate understanding of labour relations and social security in the European Union sphere. This module is therefore extremely useful for students, drawing the current picture of Labour Law of the European Union, and taking into consideration globalization, economic interdependence, integration process and labour migration. The fact that the course is taught in English makes it particularly valuable, since English is used in cross-border legal relations and economic exchanges. It aims to insure that students know how European Law influences national Labour Law and Social Policy.

While the course is taught from a theoretical perspective there is a constant focus on the practical application of knowledge. This is undoubtedly an advantage as students achieve a high level of expertise. They are expected to use EU case-law to develop hypotheses and solutions. Where possible, the teacher will also organize seminars in which students' participation and discussion are encouraged. The aim of these activities is to build up the ability to summarise information, develop critical analysis and work as a team.

In addition, it is intended to provide a first contact with internship or job opportunities in the European Union. The EU offers a wealth of career opportunities in Brussels, Luxembourg and other EU cities. It also offers numerous posts in agencies based all over Europe and in EU delegations worldwide. Among the specialised agencies, the following are particularly relevant for labour law: European Labour Authority; European Agency for Safety and Health at Work (EU-OSHA); European Centre for the Development of Vocational Training (Cedefop); European Foundation for the Improvement of Living and Working Conditions (Eurofound); European Insurance and Occupational Pensions Authority (EIOPA) and European Training Foundation (ETF).

### Summary:

European Social Law, worth six credits, is an optional and cross-cutting course which includes a general outlook of the EU Social Policy, its agents, fundamental principles and rights at work, EU instruments on working and employment conditions, social protection and labour migration, taking into consideration the continuous processes of globalization and harmonization of national legal systems due to the EU Policy and Law development. The course consists of the three following parts: general framework of the Social Policy of the European Union, Labour Law of the European Union and cross-cutting aspects of the Social Policy. For a better performance, it is convenient that students have a previous knowledge of the basic concepts and sources of Law.

## 2. SKILLS

### General skills:

1. Analysing, understanding and summarising theoretical information.
2. Engaging in reflective, critical and autonomous learning.

3. Solving legal problems and applying theoretical knowledge to practical cases by identifying conflicts.
4. Developing and defending positions through arguments and legal reasoning.
5. Developing the social skills needed for teamwork, cooperation and collaboration and understanding the difficulties and benefits inherent in collaborative work.
6. Applying the skills needed to search for legal information.
7. Acquiring the ability to engage in self-criticism.
8. Developing skills related to written and oral communication.
9. Developing the ability to integrate and summarise knowledge.

#### Specific skills:

1. Acquiring basic knowledge in the field of Social Policy and Labour Law regulation of the European Union by referring to appropriate reading materials. Keeping abreast of the latest developments in technology and the legal and scientific fields.
2. Analysing and summarising information and studying the theoretical content of the discipline using reading materials published in English.
3. Problem-solving and the practical application of knowledge by interpreting rules and legal arguments in written and oral exercises. These activities may be done individually or in groups.
4. Being able to make critical judgements about current controversial and conflictive issues of the EU's Social Policy.
5. Acquiring the autonomous learning skills needed for further study. The knowledge that students acquire on this module will allow them to work in research, in the professional field (legal advice, legal representation of parties involved in labour relations, etc.), in the civil service (e.g. the Labour and Social Security Inspectorate, the technical section of the Social Security Department, etc.) or as officials in various international organisations, in particular, the European Union.

### 3. SYLLABUS

**Module Contents** (The individual units may be further clarified if necessary)

Total  
credits

<b>Part I. Social Policy of the European Union:</b> Unit 1. History and main features. Unit 2. Legal framework. Unit 3. Institutions, bodies and actors.	1,5 cr.
<b>Part II. Labour Law of the European Union:</b> Unit 1. Freedom of movement of workers and migrant workers. Unit 2. Rights at work and working conditions. Unit 3. Protection against unlawful dismissal. Unit 4. Social Security.	2,5 cr.
<b>Part III. Cross-cutting issues:</b> Unit 1. Employment and labour market. Unit 2. Social dialogue. Unit 3. EU labour rights in a global context. Unit 4. Equality and protection against discrimination and social exclusion at work.	2 cr.

### Teaching Schedule (Optional)

Week / Session	Syllabus
1 <sup>st</sup>	• <b>Part I. Social Policy of the European Union</b>
2 <sup>nd</sup>	• Continued
3 <sup>rd</sup>	• Continued
4 <sup>th</sup>	• <b>Part II. Labour Law of the European Union</b>
5 <sup>th</sup>	• Continued
6 <sup>th</sup>	• Continued
7 <sup>th</sup>	• Continued
8 <sup>th</sup>	• Continued
9 <sup>th</sup>	• Continued
10 <sup>th</sup>	• Continued
11 <sup>th</sup>	• <b>Part III. Cross-cutting issues</b>
12 <sup>th</sup>	• Continued
13 <sup>th</sup>	• Continued
14 <sup>th</sup>	• Continued
15 <sup>th</sup>	• Continued

## 4. TEACHING- LEARNING METHODOLOGY. PRACTICAL WORK.

### 4.1. Distribution of Credits (In hours)

Number of Classroom Hours:	45 (Classes in large and small groups)
Number of Hours of Independent Work:	105 (Independent study, preparation for activities, exams and on-line activities).
Total Number of Hours	150

#### 4.2. Methodological strategies, materials and didactic resources

Individual work	<ul style="list-style-type: none"> <li>- Reading of recommended material</li> <li>- Finding appropriate sources of information</li> <li>- Case study and theoretical exercises</li> <li>- Group and individual tasks</li> </ul>
In-class work	<ul style="list-style-type: none"> <li>- Introductory classes explaining core concepts and the conceptual framework of units</li> <li>- Group sessions focused on discussion of conceptual definitions and debate</li> <li>- Seminars for conceptual analysis and problem solving.</li> <li>- Case-law study</li> </ul>
Tutorials	Group tutorials and individual meetings

### 5. ASSESSMENT: Procedures, assessment criteria and grading system

#### Assessment criteria

**A) Continuous assessment system:** This is the preferred method of assessment in the standard examination session (i.e. when students are being assessed for the first time). Therefore, it is the method that is normally used, except in the case of students who are recognized as being eligible for the final exam.

In order to be eligible for continuous assessment students must attend at least 80% of classes.

Students who do not inform the Faculty of Law that they wish to opt out of the continuous assessment option will be considered as having failed to participate in the assessment process for the module and will not be allowed to attend the final exam.

Students who choose the continuous assessment option and don't comply with the basic requirements of attendance and participation or who make a unilateral decision to opt out of the continuous assessment system will be given a 'fail' result.

**B) Final assessment system:** In the standard examination session this method of assessment is only available to students who have been recognized as eligible for the final exam in accordance with the assumptions and conditions that are expressly stipulated in the regulations governing learning assessment procedures, adopted by the Governing Council of the University of Alcalá. Therefore, students must apply in writing to the Dean in the first two weeks of

teaching, explaining why they cannot participate in the continuous assessment process.

In the repeat examination session all students are assessed by means of the final assessment system.

The final assessment is a written exam with theoretical and practical components.

### Assessment Criteria

- Knowledge of the core concepts within each section of the syllabus.
- Ability to apply theoretical knowledge in practice.
- Originality, accuracy and clarity of expression in the exam, practical sessions, presentations and debates.
- Use of recommended reading materials.
- Participation in theory and practical sessions, seminars and trials.

### Grading System

According to the Royal Decree 1125/2003, which entered into force on 5 September and which regulates the Diploma Supplement, the grading system should use the following scale, which applies both numerical (with one decimal) and qualitative marks:

- 0.0 – 4.9 FAIL
- 5.0 – 6.9 PASS
- 7.0 – 8.9 MERIT
- 9.0 – 10 DISTINCTION
- 9.0 – 10 STARREDDISTINCTION (limited to 5% of students)

**A) The continuous assessment method** is based on the following criteria:

- a) The final mark is the average of the marks obtained in individual course units, which are assessed by means of quizzes, exercises, assignments and presentations.
- b) Attendance and high-quality participation in sessions where students give presentations, engage in debate and defend work produced can add up to 1 points to the final grade.
- c) Personal interviews will be held at the end of each course unit when it is considered appropriate for determining the final mark.

**B) The final exam** takes into account the following criteria:

- a) Theoretical component: 40% of the mark.
- b) Practical component: 60% of the mark.

## 6. RECOMMENDED READING

ANDERSON, KAREN M., *Social Policy in the European Union*, The European Union Series, Palgrave and Macmillan, London, New York 2015, 252 pp.

THÜSING, GREGOR, *European Labour Law*, C.H. Beck, Hart, Nomos, Oxford 2013, 216 pp.

Additional reading materials will be provided during the course.

ADVERTENCIA: La Universidad de Alcalá garantiza a sus estudiantes que, si por exigencias sanitarias las autoridades competentes impidieran la presencialidad total o parcial de la actividad docente, los planes docentes alcanzarían sus objetivos a través de una metodología de enseñanza-aprendizaje y evaluación en formato online, que retornaría a la modalidad presencial en cuanto cesaran dichos impedimentos