Labour Law I

Assignment Guidelines:

This task evaluates the fundamental principles and legal frameworks of individual and collective labour relations, the rights and obligations of employees and employers, and the application of labour legislation in modern business environments. Students are expected to analyse employment contracts, contractual modifications, termination procedures, and Spanish Social Security regulations to resolve real-world labour disputes and guide compliant human resource management practices.

Submission Format:

- **Type:** Practical Legal Analytical Report (Labour Law Analysis Project)
- **Font/Spacing:** Times New Roman, Size 12, Double Spaced
- **Word Count:** 1500 – 2500 words (excluding legal text excerpts, contract templates, and case appendices)
- **Submission Deadline:** To be announced by the respective professors

Assessment Criteria:

- Understanding and application of labour law concepts, sources, and legal principles – 20%
- Accuracy of legal interpretation, statutory application, and contractual analysis – 25%
- Critical evaluation of workplace scenarios, rights/duties, and legal risks in business contexts – 20%
- Strategic HR insight, dispute mitigation strategies, and quality of recommendations – 25%
- Structure, technical legal writing clarity, presentation, and legal/APA referencing – 10%

Mandatory Sections:

- Title Page
- Table of Contents
- Executive Summary
- Introduction
- Statutory Framework & Legal Sources
- Contractual Analysis & Case Resolution
- Discussion & HR/Managerial Implications
- Conclusion & Compliance Recommendations
- References
- Appendices (Contract Clauses & Statutory Calculations)

Assignment Task – Choose ONE of the following practical projects:

Option 1: Employment Contract Typology and Strategic HR Flexibility

Evaluate the legal implications and strategic application of various employment contract models (indefinite, fixed-term, training/internship, and discontinuous-recurring) within dynamic business operations. Your paper should:

- Study and compare the regulations, probation periods and legal constraints on standard and fixed-term contracts.
- Assess the legal risk and abuse penalties and the operational flexibility of contractual arrangements in seasonal or variable industries.
- Study cases or decisions from real companies, labour courts and/or temporary agency work compliance.
- Design a legally defensible contract recruitment route and a compliance checklist for enterprise human resource directors.

Option 2: Substantial Modification of Working Conditions, Contract Suspension, and Termination.

Investigate the legal procedures, statutory justifications, and employee rights surrounding contractual suspensions, substantial modifications, and employment terminations. Your paper should:

- Explain the statutory grounds and procedure for dismissals for objective reasons, disciplinary dismissals, collective redundancies (ERE/ERTE) and significant changes to working conditions.
- Determine statutory severance pay, notice and timelines for procedures for multiple scenarios involving dismissal and suspension.
- Study actual cases in which erroneous termination procedures were so egregious they led to contracts being deemed improper or null and void.
- Suggest a risk management model for business leaders undergoing organisational changes in the context of labour law.

Option 3: Employer Responsibilities, Social Security Framework, and Workplace Risk Protection.

Analyse employer obligations regarding Social Security registration, contribution bases, occupational hazard protection, and collective labour dynamics in modern organisations. Your paper should:

- Investigate the fundamental structure of the Spanish Social Security system, its employer contribution obligations, registration process and coverage in the event of work-related accidents and illnesses.
- Analyse the legal balance between management prerogative, the right to privacy/dignity of the employee and health and safety requirements in the workplace.
- Analyse corporate liability and penalty structures for non-compliance with Social Security obligations or workplace safety regulations.
- Create a full employer compliance and labour risk management plan to reduce workplace litigation and regulatory penalties.