

EMPLOYMENT LAW & LABOUR LAW
(Individual Labour Law & Collective Labour Law)

Second Semester

Employment Law or Individual Labour Law

Professor Isabel Vieira Borges

Classes

Start on next 11th of March

End on 29th of May.

Schedule

Tuesdays and Thursdays.

From 20h30 to 21h20.

Total of 20 students.

Regime

Face-to-face mode.

The faculty do not allow zoom classes or zoom exams.

How classes operate

Theoretical-practical classes

The Professor gives lectures explaining the several subjects and relevant issues considering the Syllabus and mainly based on the analysis of the Portuguese Labor Code, based on written practical cases, and using PowerPoints and examples from court decisions.

The Professor will send the practical cases to the students before the classes, by email.

Students must know the solutions given by the Portuguese Labour Code.

Students are only obliged to read one textbook: DRAY, Guilherme, An Introduction to Portuguese Employment and Labour Law, 3rd ed., Almedina, Coimbra, 2023

Evaluation method

The evaluation method for Erasmus+ mobility students is almost the same as for Portuguese students of regular bachelor's degree.

But it is the Professor who sets the date of the test and of the exam.

1. Durin the classes, from 11-03-2025 to 29-05-2025

Absences

Students are obliged to attend the classes.

Students cannot miss more than 4 classes

This counts about 15% of the grade

Participation

Students are always invited to participate:

General participation - asking pertinent questions or adding interesting aspects,

Special participation - and solving the written practical cases

This counts about 35% of the grade

2. Mandatory written Test - Day 30-05-2025

This test counts at least 50% of the grade (adding to the attendance, 15%, and to the participation, 35%).

Students who obtain, in this written Test, a grade of:

- 12 or higher = are approved in the curricular unit.
- 11 or less = must do the written final Exam

3. Written final Exam - Day 11-06-2025

Students who obtain, in the previous written Test, a grade of:

- Between 10 and 11 = the final grade is the average between the written and the written final Exam
- Students who get an average of 10 or more = are approved in the curricular unit.
- Students who get an average of less than 10 = must do the Oral exam.
- 9 or less = the final grade will be 100% of the grade of the final exam
- Students who get 12 or more = are approved in the curricular unit.
- Students who get 11 or less = must do the Oral exam.

4. Oral exams – from 23-06-2025 to 27-06-2025

Students must obtain 10 or more to be approved in the curricular unit.

Students who get 9 or less, must do the Appeal written Exam.

5. Appeal written Exam

Students must obtain 10 or more to be approved in the curricular unit.

SYLLABUS

This syllabus is very provisional, only highlighting big general trends (each one including several points)

Employment Law or Individual Labour Law

- Formation of the employment contract**
- Rights of personality**
- Equality and non-discrimination**
- Contents of the employment contract**
- Performance and Non-Performance of the employment contract**
- Termination of the Employment Contract**