



A) COURSE

Course Id:	Course
5904	LABOR LAW

Class Hours per Week	Lab hours per week	Complementary practices	Credits	Total hour course
3	0	3	6	48

B) GENERAL COURSE INFORMATION:

	EE (IEA)	ME (IM)	MME (IMA)	EME (IME)	MTE (IMT)
Level:	NA	IX	VIII	NA	NA
Course Type (Required/Elective)	NA	Elective	Elective	NA	NA
Prerequisite Course:	NA			NA	NA
CACEI Classification:	NA	OC	OC	NA	NA

C) COURSE OBJECTIVE

At the end of the course, the student will be capable of:

The purpose of the course is to involve students in the legal framework governing labor relations in Mexico, providing information, doctrine, jurisprudence, comments and guidance on working relationships, both individual and collective. It will address the knowledge and study of the fundamental institutions of Labour Law and Social Security. It will analyze the legislation applicable to workers of private companies and the law governing the relations of workers in the State Service.

D) TOPICS (CONTENTS AND METHODOLOGY)

1.-INTRODUCTION.		3 Hours
Specific Objective:	Historical development of labor law and analytical issues related to Article 123 of the Constitution, legal framework of labor discipline and its relations with other branches of law.	
	1.1 Introduction to the study of law. 1.2 Introduction to the study of labor law. 1.3 Article 123 of the Constitution. 1.4 Individual guarantees	
Readings and other resources	Books, Articles, Further literature, Internet Links.	
Teaching Methodologies	Exhibition themes, concept analysis, problem resolution and discussion, group work and individual.	
Learning Activities		

2.-FEDERAL LABOR LAW.	4 Hours
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Specific Objective:	The student will know the job code in force in the Republic, beginning his study with the general principles originally, philosophical principles and scope.
	2.1 Laws governing the work. 2.2 Division of labor law methodology. 2.3 General principles. 2.4 Company.
Readings and other resources	Books, Articles, Further literature, Internet Links.
Teaching Methodologies	Exhibition themes, concept analysis, problem resolution and discussion, group work and individual.
Learning Activities	

3. – INDIVIDUAL LABOR RELATIONS		8 Hours
Specific Objective:	To know the aspects of the employment relationship, introduction to contracts in general and study the labor agreement in particular. Subjects: Employer and hardworking. Characteristics.	
	3.1 The Company. 3.2 Individual labor relations. 3.3 Duration of labor relations. 3.4 Suspension of the effects of labor relations. 3.4 Termination of labor relations. 3.5 Exercise. Formulation of an individual contract of employment. 3.6 Indemnifications.	
Readings and other resources	Books, Articles, Further literature, Internet Links.	
Teaching Methodologies	Exhibition themes, concept analysis, problem resolution and discussion, group work and individual.	
Learning Activities		

4. - WORKING CONDITIONS.		4 Hours
Specific Objective:	To inform the student, pointing provisions Federal Labor Law, to establish precisely the conditions under which the worker must serve on the company or establishment, so that in practical terms not contrary to law contracts job	
	4.1 General provisions. 4.2 Working day. 4.3 Days of rest. 4.4 Holidays. 4.5 Salary. 4.6 Minimum wage. 4.7 Standards and Privileges protective salary. 4.8 Profit sharing.	
Readings and other resources	Books, Articles, Further literature, Internet Links.	
Teaching Methodologies	Exhibition themes, concept analysis, problem resolution and discussion, group work and individual.	
Learning Activities		

5. - RIGHTS AND DUTIES OF WORKERS AND EMPLOYERS.		6 Hours
Specific Objective:	The law sets a minimum of rights and obligations that contracting parties shall adhere to conclude a contract job. This of course is not limiting, but it is important that students are aware of the limits of compliance, that Federal Labor Law imposes.	
	5.1 Duties of employers. 5.2 Duties of workers. 5.3 Rooms of workers. 5.4 Training of workers. 5.5 Productivity and Total Quality. 5.6 Rights of preference, seniority and promotion.	
Readings and other resources	Books, Articles, Further literature, Internet Links.	
Teaching Methodologies	Exhibition themes, concept analysis, problem resolution and discussion, group work and individual.	
Learning Activities		



6. – EMPLOYMENT OF WOMEN AND MINORS.		3 Hours
Specific Objective:	The Mexican legislation on labor, has had a special concern for protecting these people, so it will be explained in detail to the student, the scope of this legal protection, so that job performance unreservedly respect these principles.	
6.1 Work of women. 6.2 Work of minors.		
Readings and other resources	Books, Articles, Further literature, Internet Links.	
Teaching Methodologies	Exhibition themes, concept analysis, problem resolution and discussion, group work and individual.	
Learning Activities		

7. - BUREAUCRATIC MEXICAN LAW.		7 Hours
Specific Objective:	To know the origin of the separation of Article 123 of the Constitution in sections A and B. An analysis of the main aspects of the Federal Act on State Employees. The Law of the Professional Civil Service of the Federal Public Administration and the ISSSTE Law as the legal framework applicable to the paperwork.	
7.1 The relationship paperwork. Subjects of bureaucratic relationship. The state as employer. 7.2 The ladder. 7.3 Working conditions.		
Readings and other resources	Books, Articles, Further literature, Internet Links.	
Teaching Methodologies	Exhibition themes, concept analysis, problem resolution and discussion, group work and individual.	
Learning Activities		

8. - COLLECTIVE LABOR RELATIONS.		8 Hours
Specific Objective:	Currently the production of goods and services involves the participation of large company's organized social people, displacing the small businessman. Such companies face different situations, different to the pattern that holds an individual contract of employment, so we study the legal consequences that occur when one or more firms hire many groups of workers represented by one or more labor unions or union confederations.	
8.1 Business corporations. 8.2 Coalitions. 8.3 Labor Unions, federations and confederations. 8.4 Representations of employers. 8.5 Labor union bylaws, capacity, representation, rights and duties.		
Readings and other resources	Books, Articles, Further literature, Internet Links.	
Teaching Methodologies	Exhibition themes, concept analysis, problem resolution and discussion, group work and individual.	
Learning Activities		

9. – COLLECTIVE BARGAINING AGREEMENT		6 Hours
Specific Objective:	Closely related to the above topics is discussed in detail this important legal instrument and how to achieve the basic objectives of labor law, relating to capital reinvestment, fair profit for the employer, fair wages, benefits and participation workers in corporate profits.	
9.1 Collective Bargaining Agreement. 9.2 Group exercise. Negotiation and preparation of a collective bargaining agreement. 9.3 Internal Working Regulations. 9.4 Collective modification of the conditions of work. 9.5 Collective Suspension of the relations of work. 9.6 Collective Completion of the relations of work.		
Readings and other resources	Books, Articles, Further literature, Internet Links.	
Teaching Methodologies	Exhibition themes, concept analysis, problem resolution and discussion, group work and individual.	
Learning Activities		

10. - STRIKES		4 Hours
Specific Objective:	. The country can only join the international markets, where its legislation conforms to the economic reality of the country and the countries with which it does business; institutions like the strike to be updated, so as not to constitute a drag on productivity but only by the knowledge of this topic may propose appropriate amendments.	



10.1 General provisions. 10.2 Objectives. 10.3 Procedures strike.	
4.10. Group exercise. Preparation of a statement of a strike.	
Readings and other resources	Books, Articles, Further literature, Internet Links.
Teaching Methodologies	Exhibition themes, concept analysis, problem resolution and discussion, group work and individual.
Learning Activities	

11. – OCCUPATIONAL HAZARDS		3 Hours
Specific Objective:	Chapter one whose importance is studied taking into account legal and medical consequences	
1.11 Occupational hazards.		
Readings and other resources	Books, Articles, Further literature, Internet Links.	
Teaching Methodologies	Exhibition themes, concept analysis, problem resolution and discussion, group work and individual.	
Learning Activities		

12. - MEXICAN WORKING PROCEDURE.		6 Hours
Specific Objective:	We will have a panoramic view, but clearly the Mexican Labor Procedure. An analysis of the problems of proof and its evaluation are presented. Also you will have idea of the problems that arise in the field of procedural law Mexican labor.	
12.1 fundamental ideas about Mexican labor process. 12.2 The labor administrative and judicial authorities. 12.3 The award. 12.4 The conflicts of economic nature. 12.5 The procedural problems strike. 12.6 The Employment Protection. special		
Readings and other resources	Books, Articles, Further literature, Internet Links.	
Teaching Methodologies	Exhibition themes, concept analysis, problem resolution and discussion, group work and individual.	
Learning Activities		

E) TEACHING AND LEARNING METHODOLOGIES

The student will investigate and expose issues with this agenda. They consult the website of the Ministry of Labour, the compilation of labor jurisprudence IUS contained in the 2006 Federal Labor Law Annotated, published in albums by the Supreme Court. It will implement the tasks the teacher sending your email. Each student will develop basic notebook and promote discussion of topics related.

F) Evaluation Criteria:

Evaluation:	Schedule	Suggested Form of Evaluation and weighing	Topics
1er. Evaluation Partial	Session 16	Exam 85% , Homework 10%, Assistance 5%	Unity 1,2,3 y 4
2º Evaluation Partial	Session 32	Exam 85% , Homework 10%, Assistance 5%	Unity 5,6,7,y 8
3er. Evaluation Partial	Session 48	Exam 85% , Homework 10%, Assistance 5%	Unity 9,10,11 y 12
Evaluation Final Ordinary		100% Average partial evaluations	



Other Activity:			
Exam Extraordinary	Week 17 of the semester in progress	100% Exam	100% Program
Exam of title	According to schedule school secretary	100% Exam	100% Program
Exam regularization	According to schedule school secretary	100% Exam	100% Program

G) BIBLIOGRAPHY AND ELECTRONIC RESOURCES

BAILON VALDOVINOS ROSALIO , Derecho laboral. Mundo Jurídico.

CAVAZOS FLORES BALTAZAR, Lecciones de Derecho Laboral . Trillas.

MATERIAL MULTIMEDIA TO USING:

Compilation of Jurisprudence in labor matter contained in IUS 2006.
Federal law of the Work Commented, edited in discs for the SCJN.

LABORAL. PRACTICA JURÍDICO ADMINISTRATIVA.
Ediciones Contables y Administrativas, S.A. DE C.V.

CONSTITUCIÓN POLÍTICA DE LOS ESTADOS UNIDOS MEXICANOS.

LEY FEDERAL DEL TRABAJO.

LEY FEDERAL DE LOS TRABAJADORES AL SERVICIO DEL ESTADO.

DIRECCIONES ELECTRÓNICAS:

LABORAL. PRACTICA JURÍDICO ADMINISTRATIVA.
Ediciones Contables y Administrativas, S.A. DE C.V.

POLITICAL CONSTITUTION OF THE MEXICAN UNITED STATES.
FEDERAL LAW OF THE WORK.
FEDERAL LAW OF THE WORKERS TO THE SERVICE OF THE CONDITION.

ELECTRONIC DIRECTIONS:

www.stps.gob.mx
(Portal of the Secretaria of the Work and Social Forecast).