SUBJECT TEACHING GUIDE

G1215 - Legal Regime of the Foreign Worker in Spain

Double Degree in Business Administration and Management and Labour Relations
Degree in Labour Relations

Academic year 2025-2026

1. IDENTIFYING DATA					
Degree	Double Degree in Business Administration and Management and Labour Relations Degree in Labour Relations			Type and Year	Optional. Year 5 Optional. Year 4
Faculty	Faculty of Law				
Discipline	Subject Area: Normative Framework of Labour Relations and Social Security Specialisation Module				
Course unit title and code	G1215 - Legal Regime of the Foreign Worker in Spain				
Number of ECTS credits allocated	6	Term		Semester based (2)	
Web					
Language of instruction	Spanish	English Friendly	No	Mode of delivery	Face-to-face

Department	DPTO. DERECHO PRIVADO
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Other lecturers	JOSE MIGUEL ARAUJO SIERRA

3.1 LEARNING OUTCOMES
- Learn the legal regime of foreign workers in Spain.
- Learn the existing regulations to hire foreign workers in Spain and in their country of origin.
- Learn the procedures to follow to hire foreign workers in Spain and in their country of origin.
- Resolve the main problems that arise in international labor contracts.

4. OBJECTIVES
Know the social labor regime of foreign workers in Spain.
Identify the main problems that arise in foreign labor contracts: jurisdiction, conflitcs of laws and recognition and enforcement of judgments.
Solve the main problems that arise in foreign labor contracts.
Apply the Spanish legal system correctly.
Apply the theoretical knowledge acquired to the resolution of practical cases.

6. SUBJECT PROGRAM	
CONTENTS	
1	Labor rights of foreign workers in Spain.
1.1	Introduction
1.2	The freedom of syndication.
1.3	The right to strike.
1.4	The right to work.
1.5	Rights in matters of social assistance
2	Entry and stay of foreign workers in Spanish territory and in the European area.
2.1	Introduction
2.2	Entry of foreigners in Spain
2.3	Exit of foreigners from Spain
2.4	Stay situation
2.5	Residence permit in Spain
2.6	Regime of entry and permanence in Spain of nationals of Member States and of the AAEE
2.7	Regime of entry and permanence in Spain of nationals of Member States and of the AAEE
3	Labor relationship of the foreign worker: the employment contract
3.1	Jurisdiction
3.2	Applicable Law
4	Collective agreements
4.1	Application of the collective agreement to international cases.
4.2	Applicable law to the formation of the collective agreemen
5	Internationally displaced workers

7. ASSESSMENT METHODS AND CRITERIA

Description	Type	Final Eval.	Reassessn	%
It will consist in the resolution of a case study on the date set at the beginning of the course	Laboratory evaluation	No	No	20,00
It will consist in the resolution of a case study on the date set at the beginning of the course	Laboratory evaluation	No	No	20,00
Students will have to prepare an academic work that must be delivered on the scheduled date.	Work	Yes	Yes	60,00
TOTAL				100,00

Observations

Except for the final exam, consisting of the completion of a work that must be delivered by the students on the date scheduled for the examination of the subject according to the Faculty calendar, the rest of the continuous assessment activities are not recoverable because they are not have a minimum qualification subject to pass the subject.

Observations for part-time students

'Part-time students' will have a single evaluation.

8. BIBLIOGRAPHY AND TEACHING MATERIALS

BASIC

Carrascosa González, J., "Derecho laboral internacional", en Calvo Caravaca, A.-L.; Carrascosa González, J., Derecho Internacional Privado, Vol. II, Ed. Comares, Granada (última edición)

García Muet, J.I. (Dir), Régimen jurídico del trabajo de los extranjeros en España, Atelier, Barcelona, 2012

Espiniella Menéndez, A., La relación laboral internacional, Tirant lo Blanch, Valencia, 2022

Sala Franco, T./López Terrada, E., Las relaciones laborales internacionales, Tirant lo Blanch, Valencia 2022

AAVV, Nacionalidad y Extranjería, 3ª ed., Tirant lo Blanch, Valencia, 2021

Fernández Pérez, A., Derecho de extranjería, 2ª ed., Tirant lo Blanch, Valencia, 2021