UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Labour Law

Academic Year 2025/2026

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

Human Resource Management

3. Cycle

1st

4. Course Unit

Labour Law (11312)

5. Scientific Area

6. Curricular Year

2nd

7. Type of Curricular Unit / Semester

1st Semester

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8. Class type and workload (work time)

Theoretical classes:	
Practical classes:	
Theoretical-Practical Classes	30,00
Tutorial Guidance:	20,00

9. ECTS Credits

6,00

10. Scientific Area Coordinator

11. Regent

Prof. Doutor LÚCIO MIGUEL TEIXEIRA CORREIA

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

It is intended that students understand and frame Labor Law as an integral part of Law, its regulating role in labor relations and its social consequences, without losing sight of the need to oppose and consider the divergent interests between the parties.

15. Specific Objectives

- know the individual employment contract and distinguish it from other types of work;
- know the instruments of collective regulation, their role and the relationship they establish not only with each other but also with the Law and the individual employment contract;
- understand the rights, duties and guarantees of the worker;
- understand activity, mobility and remuneration;
- know the fixed-term employment contract and its main rules.

16. Skills to be acquired

The aim is for students to:
- Recognize the importance of Labor Law in society;
- Identify the legal frameworks and mechanisms governing labor relations in Portugal;
- Interpret and apply legislation regarding individual labor relations;
- Understand the different grounds for termination, their legal framework, and the conditions and consequences of dismissal.
- Understand and understand the fundamental rights of workers.

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17. Teaching Methodology

Study and discussion of labor law issues, analysis of doctrinal and legal texts, resolution of practical hypotheses.

18. Course Unit Program

A- The introduction
B- The different types of work provision
C- Work and legal subordination
D- Sources of Labor Law
The. collective regulation instruments
B. Relationship between different types of sources
E- Employment contract
The. Training
B. Service content
b.1 Rights and duties of subjects in the employment relationship
b.2 Functional content of the employment relationship
b.3 Functional mobility
w. Types of employment contract
c.1 Term work
d. trial period
It is. Time and work performance
e.1 Normal working hours
e.2 Working hours
e.3 Adaptability of working times
e.4 Change in working hours
e.5 Exemption from HT
e.6 Night work
e.7 Overtime work
f. Retribution
g. Vacations, Rest and Absences
H. Termination of employment contract

19. Assessment Methods

Assessment will be carried out in accordance with the regime in force at the University, including intermediate tests, exams and frequency, active participation in classes, interest in the subject.

20. Didactic Resources

Power point
Frame
Labor Code
civil Code
Constitution of the Portuguese Republic

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21. Sustainability Objectives

Sustainable Development Goals (SDGs - UN)
SDG 4: Ensure inclusive and quality education for all. Promote lifelong learning. Eliminate gender disparities in education and employment.
SDG 8: Promote inclusive and sustainable economic growth, full and productive employment, and decent work for all.
SDG 10: Reduce inequalities at work

22. Keywords

Labor Law
Legal Subordination
Collective Regulation
Employment Contract

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23. Main Bibliography

Author(s):	Pedro Romano Martinez		
Title:	Direito do trabalho		
Edition:	11ª	Year:	2023
Local:	Coimbra		
Publisher:	Almedina		

Author(s):	António Monteiro Fernandes		
Title:	Direito do trabalho		
Edition:	18ª	Year:	2017
Local:	Coimbra		
Publisher:	Almedina		

Author(s):	Manual de Direito do Trabalho		
Title:	Bernardo da Gama Lobo Xavier		
Edition:	4ª	Year:	2020
Local:	Lisboa		
Publisher:	Rei dos Livros		

24. Complementary Bibliography

Author(s):	João Leal Amado		
Title:	Direito do Trabalho - Relação Individual		
Edition:	2ª	Year:	2023
Local:	Coimbra		
Publisher:	Almedina		

Author(s):	David Falcão, Sérgio Tenreiro Tomás		
Title:	Lições de Direito do Trabalho		
Edition:	1º	Year:	2025
Local:	lisboa		
Publisher:	Almedina		

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Autor / Author	Prof. Doutor LÚCIO MIGUEL TEIXEIRA CORREIA
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