Course Unit	Business Law I			Field of study	Law		
Bachelor in	Accounting			School	School of Technology and Management		
Academic Year	2021/2022	Year of study	1	Level	1-1	ECTS credits	6.0
Type	Semestral	Semester	2	Code	9056-514-1202-00-21		

Workload (hours)	162	Contact hours	T -	TP 60	PL -	TC -	S -	E -	OT -	O -

T - Lectures; TP - Lectures and problem-solving; PL - Problem-solving, project or laboratory; TC - Fieldwork; S - Seminar; E - Placement; OT - Tutorial; O - Other

Name(s) of lecturer(s)	António Borges Fernandes, Paula Odete Fernandes, Antonio Manuel Teixeira Menezes Barbosa, Berta Isabel Gomes Goncalves, Paula Cristina Anta Fontes Xavier

Learning outcomes and competences

At the end of the course unit the learner is expected to be able to:
1. Acquire knowledge about fundamental notions of law and identify the legal order as an integral and complementary part of the social order;
2. Understand the importance of the sources of law in the Portuguese legal system and to master the techniques of elaboration, interpretation and integration of laws;
3. Identify and understand the elements of the legal relationship;
4. Acquire knowledge about contract law, namely its typology, regulatory principles and formalities and the specificities of the legal regime of the contract-promise;
5. Know and interpret the legislation that regulates the branch of Labor Law, namely the Labor Code and numerous individual diplomas;
6. Acquire knowledge about the employment contract, the subjects of the individual labor relations, the training and the content of the work contract and causes of termination;
7. Apply legal norms from an eminently practical perspective.

Prerequisites

Before the course unit the learner is expected to be able to:
Prerequisites not requested.

Course contents

Basic concepts of law. The sources of law in the portuguese legal system. The legal relationship. Notions of contract law. Notions of labor law.

Course contents (extended version)

1. 1. ELEMENTARY RULES OF LAW
   - Notion of law.
   - Origin, formation and necessity of the law.
   - The legal order and other normative social orders.
   - The legal norm: structure, characteristics and classification.
   - Civil classification of law: International law, domestic law; Private (civil) law, public law.
2. SOURCES OF LAW IN THE PORTUGUESE LEGAL SYSTEM
   - The law: different concepts.
   - The legislative process.
   - Beginning and expiration of the law.
   - Hierarchy of normative acts.
3. THE LEGAL RELATIONSHIP
   - Notion and structure.
   - The subjects of the legal relationship. Legal personality. Legal capacity. Disability regime.
   - The object of the legal relationship. The subjective right. The binding.
   - The legal fact.
   - The guarantee: general guarantee and special guarantee of obligations.
4. NOTIONS OF CONTRACT LAW
   - Concept of contract. Species of contracts.
   - Fundamental principles regulating contracts.
   - Form of contracts.
   - The contract-promise.
5. NOTIONS OF LABOR LAW
   - Concept, object and scope of labor Law.
   - Powers and duties of the employer.
   - Rights, duties and guarantees of the worker.
   - The contract of employment: concept and legal characterization.
   - Experimental period: concept and duration.
   - Workplace: concept and general principles, maxime the guarantee of irremovability.
   - Duration and organization of working time: basic concepts. Supplementary work. Night work.
   - The right to rest: the daily rests and weekly rest. Vacation. Holidays. Faults.
   - Retribution: general concepts, elements and modalities. Form, place, time and proof of compliance.
   - Termination of employment contract: causes of termination; the principle of numerus clausus.

Recommended reading

1. Almeida Costa, M. J. (2018). Direito das Obrigações, (12ª Edição – Reimpressão 2020), Almedina.
2. Amado, J. L. (2019). Contrato de Trabalho, (3ª Edição- Reimpressão 2020), Almedina.
3. Martinez, P. R. (2017). Direito das Obrigações (Parte Especial) – Contratos. (2.ª Edição - 4.ª Reimpressão), Almedina.
4. Menezes Leitão, L. M. T. (2019). Direito do Trabalho, (6.ª Edição), Almedina.
5. Santos Justo, A. (2020). Introdução ao Estudo do Direito, (12.ª Edição), Petrony.

Teaching and learning methods

The methodology adopted is to lead the student to think for "concepts". Each class is structured based on a small number of legal concepts. The objective of the class is considered to be reached if in the end the student has understood these concepts and is able to apply them to situations of daily life, by aplication the sources of law.

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Assessment methods

1. Alternative A: Continuous assessment. - (Regular, Student Worker) (Final, Supplementary)
   - Practical Work - 40% (Presentation in class, with a maximum duration of 10 minutes.)
   - Final Written Exam - 60%
2. Alternative B - (Regular, Student Worker) (Special)
   - Final Written Exam - 100%
3. Alternative C: Students under ERASMUS Programme - (Regular) (Final, Supplementary, Special)
   - Development Topics - 100%

Language of instruction

Portuguese, with additional English support for foreign students.

Electronic validation

António Borges Fernandes, Paula Odete Fernandes	Oliva Maria Dourado Martins	Paulo Alexandre Vara Alves
01-03-2022	02-03-2022	20-03-2022

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