

<b>POLI</b> ESCOLA SUPERIOR TECNOLOGIA GESTÃO <b>TÉCNICO</b> <b>GUARDA</b>	<b>SUBJECT DESCRIPTION</b>	<b>MODELO</b> PED.013.03
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<i>Course</i>	<b>Accounting</b>					
<i>Subject</i>	<b>Business and Labour Law</b>					
<i>Academic year</i>	2023/2024	<i>Curricular year</i>	2nd	<i>Study period</i>	1st semester	
<i>Type of subject</i>	Compulsory	<i>Student workload (80H)</i>	Total: 140	Contact: 60	<i>ECTS</i>	5
<i>Professor(s)</i>	PhD Sérgio Miguel Tenreiro Tomás					
<input checked="" type="checkbox"/> <i>Area/Group Coordinator</i> <input type="checkbox"/> <i>Head of Department</i>	<i>(select)</i> Phd Maria Manuela Santos Natário					

## PLANNED SUBJECT DESCRIPTION

### 1. LEARNING OBJECTIVES

The student must acquire knowledge and skills in the main aspects related to Business Law and Labor Law, through an approach focused on the most relevant and essential issues of the legal structure and organization of companies. Thus, how to provide a theoretical and practical basis that develop skills in order to apply the concepts learned to practical situations as well as understand the importance of Commercial Law and Labor Law in business and institutional life.

### 2. PROGRAMME

#### 1. Business Law:

a. Commercial Law: Concept, characterization and sources; trade acts; Merchant; store; society and company – classifications; types of companies; types of partners; formation of society; rights and duties of partners; liability of partners; general notions of mergers and divisions of companies.

b. Industrial Property: General notions and protection of industrial property; general notions of brands, logos and patents.

2. Labor Law - Labor Law: Notions of the sources of Labor Law; notion of employment contract and presumption of employment contract; formation of the employment contract; form of the employment contract; types of employment contract (promise; experience; resolutive term; part-time; intermittent work; telework; temporary work; for an indefinite period); personality rights; equality and non-discrimination; parenting; work of minors and worker with reduced capacity; rights and duties of employees and employers.

### 3. COHERENCE BETWEEN PROGRAMME AND OBJECTIVES

*Through the syllabus, we aim at the comprehensive training of the future professional in the area of Accounting, providing them with knowledge so that they can interpret all the legislation object of study,*

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*not each legislation as unique, but each legislation as part of a whole. and in this sense, the contents presented aim at training students, sensitizing them to the application of each of the branches of Law, objects of study, in their professional activity in order to be able to use this knowledge as any good accountant should use. .*

**4. MAIN BIBLIOGRAPHY**

Mandatory:

- Abreu, Jorge M. Coutinho (2022) – Curso de Direito Comercial, Vol. I, 13.ª Edição, Coimbra, Almedina, ISBN 9789894007029;
- Cordeiro, António Menezes, (2022) – Direito Comercial, 5ª Edição, Coimbra, Almedina; ISBN: 9789894001843;
- Falcão, David; Tomás, Sérgio (2023) – Lições de Direito do Trabalho, 12.ª Edição, Coimbra, Almedina, ISBN 9789894000365;
- Legislação: Código Comercial; Código das Sociedades Comerciais; Código da Propriedade Industrial; Código do Trabalho.

Recommended:

- Fernandes, António Monteiro (2023) – Direito do Trabalho, 22.ª Edição, Coimbra, Almedina, ISBN 9789894003793;
- Vasconcelos, Pedro Pais de; Vasconcelos, Pedro Leitão Pais de (2020) – Direito Comercial, 2.ª Edição, Coimbra, Almedina, ISBN 9789724086224.

**5. TEACHING METHODOLOGIES (INCLUDING EVALUATION)**

**TEACHING METHODOLOGIES:**

Theoretical-practical expository method using audiovisual media; Case Study; Problem solving; Provision of e-learning content; Collaborative work tools; Periodic collaboration sessions. Teaching will be carried out through expository lessons, debates, problem solving, individual research (works), studies and case solving through extensive discussion in classes about the subject taught and its applicability to the concrete case and always with an appeal to students for the resolution of questions of a practical nature that will constantly be proposed.

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### EVALUATION RULES:

**Continuous assessment:** the student obtains approval when the weighted average of three factors is equal to or greater than ten values, being exempt from the exam.

First factor: mandatory attendance, weighted with 50% of the final grade, on a date to be set by the ESTG Board.

Second factor: mandatory completion of an individual work, with presentation and discussion, being delivered in paper format and digital support, weighted with 50% of the final grade.

Erasmus students: mandatory completion of an individual work, with presentation and discussion, delivered in paper format and digital format, weighted with 100% of the final grade.

**Assessment by exam in the normal period:** the student obtains approval when the weighted average of three factors is equal to or greater than ten values, being exempt from the exam.

First factor: mandatory attendance, weighted with 50% of the final grade, on a date to be set by the ESTG Board.

Second factor: mandatory completion of an individual work, with presentation and discussion, being delivered in paper format and digital support, weighted with 50% of the final grade.

Erasmus students: mandatory completion of an individual work, with presentation and discussion, delivered in paper format and digital format, weighted with 100% of the final grade.

**Assessment by exam at the time of appeal:** the student who has not passed the continuous assessment or by exam in the normal season, or has not taken it, obtains approval when taking the exam at the time of appeal with a classification equal to or greater than ten values , on an entire scale between zero and twenty, on a date set by the Board.

## 6. COHERENCE BETWEEN TEACHING METHODOLOGIES AND OBJECTIVES

Theoretical-practical expository method with the use of audiovisual means - gain knowledge in the area of Company and Labor Law through the dynamics of the learning process that is driven by the use of audiovisual means and distance learning platforms (moodle and colibri/zoom platforms );

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Case Studies and Problem Solving – gain knowledge and skills in order to understand the importance of Company and Labor Law, implying a practical approach through case studies and problem solving;

Provision of multimedia content in e-learning;

Collaborative work tools - participate in an interventional and proactive way in the elaboration and discussion of new strategies and practices that allow you to develop a critical capacity for action in terms of analyzing the main concepts of Company and Labor Law and their interrelation, as well as at the level of macroeconomic objectives.

Periodic collaboration sessions - reinforce your ability to act critically and consolidate knowledge in order to gain skills that guarantee you a global vision to optimize your performance in the area of Company and Labor Law.

## 7. ATTENDANCE

*Not applicable.*

## 8. CONTACTS AND OFFICE HOURS

Professor: Sérgio Tenreiro Tomas ([smt@estg.ipp.pt](mailto:smt@estg.ipp.pt))

ESTG Office, Phone: + 351 271 220 120

Scientific Area Coordinator: Manuela Natário

ESTG Office, Phone: + 351 271 220 120

Opening hours: Monday from 4 pm to 6 pm (but beforehand, an email must be sent to [smt@estg.ipp.pt](mailto:smt@estg.ipp.pt) to schedule the day and time of the service to be agreed).

## 9. OTHERS

*Not applicable.*

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**DATE**

**20 de setembro de 2023**

**SIGNATURES**

Professor

(signature)

Area/Group Coordinator