FACULDADE DE DIREITO DA UNIVERSIDADE DE LISBOA
Academic Year 2026/2027

LABOUR AND EMPLOYMENT LAW
(Collective Labour Law & Individual Labour Law)
First Semester
Professor: Isabel Vieira Borges

PART 1: Individual Labour Law & Collective Labour Law

1. Introduction
   - 1.1. Legal framework and operative concepts
   - 1.2. Privat law, Civil law and labour law
   - 1.3. Historical data: the principle of the worker´s protection
   - 1.4. The basics: employers' powers & employee's duties
   - 1.5. Employment Law & Labour Law
   - 1.6. Dogmatic perspectives: autonomy and principles
2. The object and specific characteristics of Labour Law.
   - 2.1. Work as a human activity
3. Historical development of Employment and Labour Law
   - 3.1. Background
   - 3.2. The Social Question
   - 3.3. The internationalization of labour law
   - 3.4. The modern labour law and the idea of citizenship at work
4. Sources of law
   - 4.1. International sources
     - a) European Union Law
     - b) International Labour Organization
   - 4.2. National sources
     - a) Portuguese Constitution of 1976
     - b) Portuguese Labour Code of 2009
     - c) Instruments of Collective Labour Regulations
     - d) Customs, practices and regulations
   - 4.3. Conflict of sources
     - a) Conflict of sources in space
     - b) Conflict of sources in time
     - c) Hierarchical conflict of sources
     - d) Sources and the Employment contract

PART II – Collective Labour Law

1. General Overview
2. Collective Structures
   - 2.1. Workers 'councils
   - 2.2. Trade unions
   - 2.3. Associations of employers
3. Collective bargaining
   - 3.1. Contractors
   - 3.2. Procedure
   - 3.3. Modalities of collective agreements
   - 3.4. Contents

4. Collective disputes
    4.1. Types of conflicts
    4.2. Means of resolution disputes: arbitration, mediation and conciliation
5. Right to strike
    5.1. Competence
    5.2. Previous notice
    5.3. Effects
    5.4. Limits
5.5. Lock out

ASSESSMENT:

- Students will be assessed based on attendance (15%) and participation in class (25%) and will complete a written test (on 10-12-2026) lasting 100 minutes (50%).
- In the event of failure (a grade of less than 10 in a 0-20 scale), students will take a written exam (lasting 100 minutes) on 17-12-2026.
- Oral exams to improve the final grade may be held at the request of the student, provided the request is submitted within 3 days after the final grade is published, via email to the Professor.
- During classes, students are invited to solve practical exercises.
- Both classes and all assessment components will take place in person.