

**Subject card**

<b>Subject name and code</b>	Principles of labor law and social insurance law - auditorium classes, PG_00132093						
<b>Field of study</b>	Podstawy prawa pracy i zabezpieczenia społecznego - ćwiczenia						
<b>Date of commencement of studies</b>	October 2024	<b>Academic year of realisation of subject</b>			2025/2026		
<b>Education level</b>	Master's studies	<b>Subject group</b>			Obligatory subject group in the field of study		
<b>Mode of study</b>	part-time studies	<b>Mode of delivery</b>			at the university		
<b>Year of study</b>	2	<b>Language of instruction</b>			Polish		
<b>Semester of study</b>	3	<b>ECTS credits</b>			2.0		
<b>Learning profile</b>	academic	<b>Assessment form</b>			credit		
<b>Conducting unit</b>	Faculty of Law and Administration -> Rector						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>		dr Marek Benio				
	<b>Teachers</b>		mgr Krzysztof Jokiel				
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	0.0	10.0	0.0	0.0	0.0	10
	E-learning hours included: 0.0						
<b>Learning activity and number of study hours</b>	<b>Learning activity</b>	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	<b>Number of study hours</b>	10		0.0		40.0	50
<b>Subject objectives</b>	The aim of the course is to introduce students to the fundamental institutions of labour law and social security law, their functions within the legal system, and their importance for the functioning of the economy and society. The course enables students to understand the relationship between employer and employee, the principles of labour protection, and the mechanisms of social security. Students acquire knowledge and skills that allow them to identify and analyse legal and ethical issues related to employment and social policy, as well as to apply appropriate solutions in professional practice.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	PAGMU2_WK06	The student knows and understands the legal and ethical aspects of employment, including the responsibilities of employers and employees and the social implications of labour law violations.	[SW1] wypowiedź ustna/rozmowa/diskusja [SW5] realizacja zadania problemowego
	PAGMU2_WG01	The student knows and understands the fundamental institutions of labour law and social security law and their place within the system of legal and economic sciences.	[SW4] test/egzamin - ustny lub pisemny [SW1] wypowiedź ustna/rozmowa/diskusja
	PAGMU2_KR04	The student understands the importance of knowledge of labour and social security law for responsible professional conduct and career development.	[SK1] wypowiedź ustna/rozmowa/diskusja [SK8] obserwacja samodzielnej lub zespołowej pracy studenta
	PAGMU2_KO03	The student can identify and use labour law instruments that foster entrepreneurship and flexible forms of employment while respecting workers' rights.	[SK1] wypowiedź ustna/rozmowa/diskusja [SK5] realizacja zadania problemowego
	PAGMU2_KR05	The student recognises ethical dilemmas in employment relations and can identify ethically sound ways of resolving them.	[SK1] wypowiedź ustna/rozmowa/diskusja
	PAGMU2_WG03	The student has structured and theoretically grounded knowledge of the sources and structure of labour and social security law, as well as the fundamental rights and duties of the parties to the employment relationship	[SW4] test/egzamin - ustny lub pisemny [SW1] wypowiedź ustna/rozmowa/diskusja
	PAGMU2_UK05	The student is able to engage in substantive discussion on current issues of labour and social security law, while respecting differing viewpoints of other participants.	[SU1] wypowiedź ustna/rozmowa/diskusja
	PAGMU2_WG02	The student knows the terminology, principles and analytical methods used to study employment relations and social security within the context of public administration and the economy.	[SW4] test/egzamin - ustny lub pisemny [SW1] wypowiedź ustna/rozmowa/diskusja
	PAGMU2_KO02	The student is able to apply knowledge of labour and social security law to support the activities of social organisations and public institutions aimed at protecting workers' rights.	[SK1] wypowiedź ustna/rozmowa/diskusja [SK4] test/egzamin - ustny lub pisemny
PAGMU2_KK01	The student is able to critically assess the effectiveness and relevance of labour and social security law institutions in addressing contemporary labour market challenges.	[SK1] wypowiedź ustna/rozmowa/diskusja	
Subject contents	<ol style="list-style-type: none"> <li>Types of employment contracts and their comparison with civil law contracts</li> <li>Drafting and analysing an employment contract mandatory elements and common errors</li> <li>Rights and obligations of the parties to the employment relationship case studies</li> <li>Calculating remuneration, overtime pay and compensation for unused leave</li> <li>Termination of employment notice, mutual agreement, disciplinary dismissal</li> <li>Rights of specially protected employees (e.g. pregnant women, trade union representatives)</li> <li>Procedure in the event of a workplace accident employers and employees duties</li> <li>Analysis of court judgments in labour and social security law</li> <li>Registering an employee for social insurance ZUS forms and procedures</li> <li>Social security benefits in practice sickness, maternity, retirement</li> </ol>		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	in-class discussions	30.0%	70.0%
	written test(s)	30.0%	30.0%

Recommended reading	Basic literature	<ol style="list-style-type: none"> <li>1. Stelina, Jakub (red.) Prawo pracy, wyd. 6 C.H. Beck, Warszawa 2023</li> <li>2. Baran, Krzysztof W. (red) Prawo ubezpieczeń społecznych, Wolters Kluwer, Warszawa 2024</li> </ol>
	Supplementary literature	<ol style="list-style-type: none"> <li>1. Izabela Florczak, Katarzyna Jaworska, Anna Piszczyk, Katarzyna Serafin, Prawo pracy. Przed egzaminem, Wolters Kluwer, Warszawa 2023,</li> <li>2. European Labour Law Journal, Sage Publications (selected articles)</li> <li>3. Ubezpieczenia społeczne. Teoria i Praktyka, kwartalnik, ZUS.</li> </ol>
	eResources addresses	<p>Supplementary  <a href="https://ustip-journal.com.pl/">https://ustip-journal.com.pl/</a> - Quarterly Ubezpieczenia społeczne, Teoria i praktyka. ZUS</p>
Example issues/ example questions/ tasks being completed	<ol style="list-style-type: none"> <li>1. Features of the employment relationship</li> <li>2. Differences between platform work and remote work</li> <li>3. Standards, duration, organization, and systems of working time</li> <li>4. Combining parental leave with professional work</li> <li>5. Contribution obligations and insurance categories</li> <li>6. Determinants of pension amounts in Poland</li> </ol>	
Work placement	Not applicable	

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