

**Subject card**

<b>Subject name and code</b>	Principles of labor law and social insurance law - lecture, PG_00132094						
<b>Field of study</b>	Podstawy prawa pracy i zabezpieczenia społecznego - wykład						
<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>			exam		
<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>		dr Marek Benio				
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	10.0	0.0	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_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.	[SK6] demonstracja umiejętności praktycznych
	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
	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.	[SW4] test/egzamin - ustny lub pisemny [SW1] wypowiedź ustna/rozmowa/diskusja [SW5] realizacja zadania problemowego
	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
	PAGMU2_KR05	The student recognises ethical dilemmas in employment relations and can identify ethically sound ways of resolving them.	[SK1] wypowiedź ustna/rozmowa/diskusja [SK4] test/egzamin - ustny lub pisemny
	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
	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 [SU8] obserwacja samodzielnej lub zespołowej pracy studenta
	PAGMU2_UW03	The student is able to independently formulate and test hypotheses concerning basic issues in labour law and social security law, and to apply appropriate procedures for their analysis and resolution.	[SU4] test/egzamin - ustny lub pisemny
	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_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
Subject contents	<ol style="list-style-type: none"> <li>1. Sources and principles of labour law and social security</li> <li>2. Establishment of the employment relationship and employment contracts</li> <li>3. Rights and obligations of the parties to the employment relationship</li> <li>4. Working time and employee leave</li> <li>5. Remuneration for work and other benefits</li> <li>6. Protection of employment stability and termination of employment</li> <li>7. Occupational health and safety (OHS)</li> <li>8. Collective labour law trade unions and collective bargaining</li> <li>9. Fundamentals of the social security system</li> <li>10. Social insurance, risks and benefits</li> </ol>		
Prerequisites and co-requisites			

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Written or oral examination	50.0%	25.0%
	Active class participation	50.0%	75.0%
Recommended reading	Basic literature	Jakub Stelina (red.) Prawo pracy. Wyd. 6. C.H. Beck, Warszawa 2023  Krzysztof W. Baran (red.) Prawo Ubezpieczeń, Wolters Kluwer, Warszawa 2024	
	Supplementary literature	Praca i Zabezpieczenie Społeczne (miesięcznik), Polskie Wydawnictwo Ekonomiczne  Ubezpieczenia społeczne. Teoria i praktyka, Kwartalnik Zakład Ubezpieczeń Społecznych  European Labour Law Journal, Sage	
	eResources addresses	Supplementary <a href="https://ustip-journal.com.pl/">https://ustip-journal.com.pl/</a> - Social Insurance. Theory and Practice (Quarterly), ZUS <a href="https://www.pwe.com.pl/czasopisma/praca-i-zabezpieczenie-spoleczne">https://www.pwe.com.pl/czasopisma/praca-i-zabezpieczenie-spoleczne</a> - Work and social security <a href="https://journals.sagepub.com/home/ell">https://journals.sagepub.com/home/ell</a> - European Labour Law Journal	
Example issues/ example questions/ tasks being completed	<ol style="list-style-type: none"> <li>1. What is an employment relationship?</li> <li>2. What are the basic elements of an employment contract?</li> <li>3. What are an employees rights regarding working time and leave?</li> <li>4. In which situations can an employer terminate an employment contract?</li> <li>5. What does the term specially protected employee mean?</li> <li>6. What are an employers duties regarding occupational health and safety (OHS)?</li> <li>7. What is a social security contribution and who pays it?</li> <li>8. What are the main types of social insurance in Poland?</li> <li>9. What benefits are provided by sickness insurance and what by health insurance?</li> <li>10. What factors affect the amount of a pension in Poland?</li> </ol>		
Work placement	Not applicable		

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