

Subject card

Subject name and code	Labour Law - lecture, PG_00133355						
Field of study							
Date of commencement of studies	October 2024	Academic year of realisation of subject			2024/2025		
Education level	undergraduate studies	Subject group			Obligatory subject group in the field of study		
Mode of study	full-time studies	Mode of delivery			at the university		
Year of study	1	Language of instruction			Polish no comments		
Semester of study	2	ECTS credits			2.0		
Learning profile	practical	Assessment form					
Conducting unit	Faculty of Law and Administration -> Rektor						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Marek Benio				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	30.0	0.0	0.0	0.0	0.0	30
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	30		0.0		20.0	50
Subject objectives	The aim of the Labor Law course in the Administration program is to introduce students to the fundamental principles, institutions, and legal regulations governing employment relationships, including the rights and obligations of employers and employees, as well as the role of public administration in overseeing compliance with labor law. The course is designed to develop skills in interpreting and applying labor law in practice, with a particular focus on issues related to the organization and functioning of public administration and the relationships between employers and employees. Students learn to address legal problems in the area of labor relations, preparing them to work effectively in public administration structures and the private sector, where employment and labor protection issues are critical.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	ADMINL3_KR04	The student understands and appreciates the importance of equal treatment of employees. When solving labor law issues, considers the legitimate interests of both parties in the employment relationship.	[SK1] oral statement/conversation/discussion
	ADMINL3_UK04	The student is able to define and express conflicting interests of the parties as well as common interests of employer and employee.	[SU1] oral statement/conversation/discussion
	ADMINL3_KO05	Takes actions that facilitate their own work and the work of their team members.	[SK5] implementation of a problem task
	ADMINL3_UO09	Is able to plan and organize their own work as well as the work of a team of colleagues.	[SU8] observation of student's independent or team work
	ADMINL3_UU10	The student is able to independently locate legal provisions or court rulings in the field of labor law to enhance their knowledge. Learns by applying labor law and continuously drawing conclusions from the legal issues being resolved.	[SU5] implementation of a problem task [SU6] demonstration of practical skills
	ADMINL3_WK12	Understands the importance of labor law and employment relationships for the development of entrepreneurship and the economy.	[SW4] test/exam - oral or written
	ADMINL3_KK01	Willingly seeks assistance and advice from colleagues and experts when solving labor law issues.	[SK8] observation of student's independent or team work
	ADMINL3_KO06	The student applies labor law provisions, taking into account the interests of both the employer and the employee.	[SK5] implementation of a problem task
	ADMINL3_UK06	The student is capable of drafting written declarations of intent in matters crucial to the employment relationship, such as concluding an employment contract, terminating a contract, preparing a simple procedural document, or issuing a demand for payment of wages.	[SU3] text preparation/written work [SU8] observation of student's independent or team work
	ADMINL3_UW01	The student is able to accurately classify an employment contract or a civil law contract and assess the legal and economic consequences of fulfilling the rights and obligations of the parties to the employment relationship.	[SU1] oral statement/conversation/discussion
	ADMINL3_UW02	Student is capable of drafting written declarations of intent in matters crucial to the employment relationship, such as concluding an employment contract, terminating a contract, preparing a simple procedural document, or issuing a demand for payment of wages.	[SU1] oral statement/conversation/discussion [SU3] text preparation/written work
	ADMINL3_KK02	grounds decisions in facts and their knowledge of labour law, is capable of taking decisions in professional capacity related to their own and their subordinates matters.	[SK1] oral statement/conversation/discussion [SK8] observation of student's independent or team work
	ADMINL3_WG02	Knows how to draft, conclude and terminate employment contract, knows rights and obligations of the parties to the employment contract, knows how collective labour law and individual contracts are constructed.	[SW4] test/exam - oral or written [SW1] oral statement/conversation/discussion

	Course outcome	Subject outcome	Method of verification
	ADMINL3_WK06	The student knows basic rules and provisions of labour law	[SW4] test/exam - oral or written
	ADMINL3_UO08	Is able to accurately define a legal issue in the area of labor law and present it in a clear and understandable manner.	[SU1] oral statement/conversation/discussion
	ADMINL3_UW03	The student is able to search and find applicable sources of law	[SU5] implementation of a problem task
	ADMINL3_KK03	The student anticipates the consequences of their actions within the employment relationship and takes responsibility for them.	[SK1] oral statement/conversation/discussion
Subject contents	<ol style="list-style-type: none"> 1. The Concept and Scope of Labor Law 2. Principles of Labor Law 3. Sources of Labor Law 4. Collective Labor Law 5. Employment Relationship and Work Based on Civil Law Contracts 6. Establishment of an Employment Relationship, Essentialia Negotii, Informational Obligations, Employee Documentation 7. Working Time 8. Employee Rights Related to Parenthood 9. Material and Disciplinary Liability of Employees 10. Leave Entitlements 11. Equal Treatment and Prevention of Mobbing 12. Remuneration 13. Termination of the Employment Relationship 14. Employee Claims and Dispute Resolution Before Labor Courts (Particularly Procedural Specificities) 		
Prerequisites and co-requisites	Basic knowledge of the civil law, in particular legal actions and contracts and torts.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Written exam or mid-term tests	50.0%	50.0%
	Classwork - assessment of skills in using labor law sources, defining issues, and constructing arguments.	50.0%	50.0%

Recommended reading	Basic literature	Stelina, J.(ed.) Labour law. 6th ed, CH Beck, Warszawa 2023 Labour Code Civil Code
	Supplementary literature	<ol style="list-style-type: none"> 1. Florek L., Labor Law, C.H. Beck a comprehensive textbook covering labor law issues. 2. Baran K.W. (ed.), Labor Code: Commentary, Wolters Kluwer a commentary on the Labor Code explaining the interpretation of its provisions. 3. Pisarczyk Ł., Labor Law, Wolters Kluwer an academic textbook addressing key labor law topics. 4. Cudowski B., Employment in Public Administration: Selected Issues , Temida 2 a publication focusing on the specifics of employment in public administration. 5. Rączka K., Employment Contracts: Legal Structures and Case Law , C.H. Beck an analysis of various types of employment contracts in the context of case law. 6. Baran K.W., Mędrala M., Hiring and Dismissing Employees: Supreme Court Case Law with Commentary, Wolters Kluwer a practical guide based on Supreme Court rulings. 7. Świątkowski A., Labor Code with Commentary, Wolters Kluwer a commentary providing interpretations of provisions with the latest updates. 8. Dukowska D., Labor Law in Practice, Difin a practical approach to labor law issues. 9. Regulations and Implementing Acts to the Labor Code a collection of detailed regulations concerning working hours, occupational health and safety, and remuneration. 10. Supreme Court Case Law in Labor Law Matters a review of recent case law on key issues related to employment relationships.
	eResources addresses	Adresy na platformie eNauczanie:
Example issues/ example questions/ tasks being completed	<ol style="list-style-type: none"> 1. Legal Classification of a Contract: An employer entered into a service contract with an employee to perform regular duties as a warehouse worker, working full-time under the strict supervision of a manager. Assess whether the contract should be classified as an employment contract or a civil law contract. Justify your answer based on labor law provisions. 2. Analysis of Contract Termination: An employer issued a termination notice to an employee, citing a reduced need for the tasks performed by the employee. The notice did not provide details regarding collective redundancies. Evaluate the correctness of the termination and suggest any actions the employee should take. 3. Working Time Issue: An employee working full-time reports that, over the past month, they worked 10 hours daily without receiving additional compensation. Assess whether this constitutes a violation of working time regulations. What actions can the employee take in this situation? 4. Equal Treatment in Employment: A pregnant employee claims she was not promoted to a managerial position, despite having better qualifications than the selected candidate. The employer justified the decision by citing concerns about her future availability. Assess whether this action complies with labor law provisions regarding equal treatment. 5. Termination of Employment Relationship: An employee was dismissed for disciplinary reasons for allegedly violating work regulations by using a personal phone during work hours. The employee claims they were unaware of such a prohibition. Assess whether the disciplinary termination was justified. What steps can the employee take to challenge the decision? 	
Work placement	Not applicable	

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