

**Subject card**

<b>Subject name and code</b>	Labour Law - workshop classes, PG_00133356						
<b>Field of study</b>							
<b>Date of commencement of studies</b>	October 2024	<b>Academic year of realisation of subject</b>			2024/2025		
<b>Education level</b>	Bachelor's studies	<b>Subject group</b>			Obligatory subject group in the field of study		
<b>Mode of study</b>	full-time studies	<b>Mode of delivery</b>			at the university		
<b>Year of study</b>	1	<b>Language of instruction</b>			Polish no comments		
<b>Semester of study</b>	2	<b>ECTS credits</b>			2.0		
<b>Learning profile</b>	practical	<b>Assessment form</b>					
<b>Conducting unit</b>	Faculty of Law and Administration -> Rektor						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>		dr Marek Benio				
	<b>Teachers</b>		mgr Paulina Górna-Lewińska				
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	0.0	30.0	0.0	0.0	0.0	30
	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>	30		0.0		20.0	50
<b>Subject objectives</b>	Familiarizing students with the fundamental principles, institutions, and legal regulations concerning 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 aims to develop the ability to interpret and apply labor law provisions in practice, with particular emphasis on issues related to the organization and functioning of administration and employer-employee relations. Students learn to solve legal problems in the field of employment relations, preparing them for effective work in public administration structures and the private sector, where employment and labor protection issues are of key importance.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	ADMINL3_UW02	The student is able to formulate written declarations of intent in matters crucial to the employment relationship, such as the conclusion of an employment contract, termination of the contract, drafting a simple procedural document, or issuing a demand for payment of wages.	[SU1] oral statement/conversation/discussion [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 [SK5] implementation of a problem task
	ADMINL3_KR04	The student understands and appreciates the importance of equal treatment of employees. When solving labor law issues, they take into account the legitimate interests of both parties to the employment relationship.	[SK1] oral statement/conversation/discussion [SK8] observation of student's independent or team work
	ADMINL3_UK06	The student is able to draft an employment contract, a termination notice, a procedural letter to the labor court, and a written justification for the proposed solution regarding the organization of working hours or forms of employment.	[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task
	ADMINL3_KO06	The student applies labor law provisions, taking into account the interests of both the employer and the employee, as well as the public interest	[SK5] implementation of a problem task [SK8] observation of student's independent or team work
	ADMINL3_WK06	The student knows and understands the basic principles and provisions of labor law, and understands the social significance of labor law	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report
	ADMINL3_KK01	The student willingly seeks help and advice from colleagues and experts in solving labor law issues. In case of doubts, they do not settle for just one opinion	[SK1] oral statement/conversation/discussion [SK5] implementation of a problem task
	ADMINL3_UU10	The student is able to independently find regulations or court rulings in the field of labor law to enhance their knowledge. They learn by applying labor law and drawing conclusions from the legal problems they solve	[SU1] oral statement/conversation/discussion
	ADMINL3_UO09	The student can plan and organise his/her work and the work of a team. He/she can coordinate the team's work if needed	[SU1] oral statement/conversation/discussion
	ADMINL3_WG02	The student has knowledge of establishing and terminating employment relationships, the rights and obligations of the parties to the employment relationship, the development of collective labor law, and individual employment relationships.	[SW1] oral statement/conversation/discussion [SW5] implementation of a problem task
	ADMINL3_UW03	He/She can find the right sources of law and jurisprudence in the field of labour law	[SU1] oral statement/conversation/discussion [SU8] observation of student's independent or team work
	ADMINL3_KK02	The student diligently prepares for professional work, recognizing the importance of legal knowledge in effectively addressing labor law issues.	[SK1] oral statement/conversation/discussion
	ADMINL3_UW01	The student is able to analyze and interpret labor law regulations in the context of social phenomena and assess their impact on the functioning of public administration and labor market relations.	[SU1] oral statement/conversation/discussion

	Course outcome	Subject outcome	Method of verification
	ADMINL3_WK12	The student knows the importance of labour law, labour relationship for business development	[SW1] oral statement/ conversation/discussion
	ADMINL3_UK04	The student understands and appreciates the importance of equal treatment of employees. When solving labor law issues, they take into account the legitimate interests of both parties to the employment relationship.	[SU1] oral statement/conversation/discussion
	ADMINL3_KO05	Actively tries to innovate his/her work to work smart not hard. He/she does the same for their colleagues	[SK5] implementation of a problem task
	ADMINL3_UO08	Correctly defines the legal problem in the field of labour law and is able to present it in a clear way	[SU5] implementation of a problem task
Subject contents	<ol style="list-style-type: none"> <li>1. The concept and subject matter of labour law</li> <li>2. Principles of labour law</li> <li>3. Legal Sources</li> <li>4. Collective Labour law</li> <li>5. Employment relationship and employment based on civil law contracts</li> <li>6. Establishing the employment relationship, essentialia negoti, informational obligations, employee documentation</li> <li>7. Workig time</li> <li>8. Employee rights related to parenthood</li> <li>9. Material and disciplinary responsibility of employees</li> <li>10. Leave</li> <li>11. Equal treatment, preventing mobbing</li> <li>12. Remuneration</li> <li>13. Termination of contract</li> <li>14. Employee claims and resolving disputes before the labor court (especially differences)</li> </ol>		
Prerequisites and co-requisites	It is advisable to complete the course on the basics of law or the course in Civil law prior to this course		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	written and oral assignment	50.0%	50.0%
	Working in class	30.0%	50.0%
Recommended reading	Basic literature	Stelina, J.(ed.) Labour law. 6th ed., CH Beck, Warsaw 2023  Labour Code  Civil Code	

	Supplementary literature	<ol style="list-style-type: none"> <li>1. Florek L., Prawo pracy, wyd. C.H. Beck podręcznik omawiający kompleksowo zagadnienia prawa pracy.</li> <li>2. Baran K.W. (red.), Kodeks pracy. Komentarz, wyd. Wolters Kluwer komentarz do Kodeksu pracy, wyjaśniający interpretację przepisów.</li> <li>3. Pisarczyk Ł., Prawo pracy, wyd. Wolters Kluwer podręcznik akademicki omawiający kluczowe zagadnienia prawa pracy.</li> <li>4. Cudowski B., Zatrudnienie w administracji publicznej. Wybrane problemy, wyd. Temida 2 publikacja dotycząca specyfiki zatrudnienia w administracji publicznej.</li> <li>5. Rączka K., Umowy o pracę. Konstrukcje prawne i orzecznictwo, wyd. C.H. Beck analiza różnych rodzajów umów o pracę w kontekście orzecznictwa.</li> <li>6. Baran K.W., Mędrala M., Zatrudnianie i zwalnianie pracowników. Orzecznictwo SN z komentarzem, wyd. Wolters Kluwer praktyczny przewodnik oparty na orzecznictwie Sądu Najwyższego.</li> <li>7. Świątkowski A., Kodeks pracy z komentarzem, wyd. Wolters Kluwer komentarz zawierający interpretację przepisów z uwzględnieniem najnowszych zmian.</li> <li>8. Dukowska D., Prawo pracy w praktyce, wyd. Difin praktyczne ujęcie zagadnień związanych z prawem pracy.</li> <li>9. Rozporządzenia i akty wykonawcze do Kodeksu pracy zbiór przepisów szczegółowych dotyczących m.in. czasu pracy, bezpieczeństwa i higieny pracy oraz wynagrodzeń.</li> <li>10. Orzecznictwo Sądu Najwyższego w sprawach z zakresu prawa pracy przegląd najnowszego orzecznictwa w kluczowych kwestiach dotyczących stosunków pracy.</li> </ol>
	eResources addresses	Adresy na platformie eNauczanie:
Example issues/ example questions/ tasks being completed	<ul style="list-style-type: none"> <li>• What are the basic principles of labor law?</li> <li>• What are the sources of labor law in Poland?</li> <li>• What is the difference between an employment contract and a civil law contract?</li> <li>• What information is the employer required to provide to the employee when establishing an employment relationship?</li> <li>• What does the term "essentialia negotii" mean in the context of entering into an employment contract?</li> <li>• What are the employers duties regarding the organization of working hours for employees?</li> <li>• What rights related to parenthood are granted to employees?</li> <li>• In what situations can an employee be held materially and disciplinarily liable?</li> <li>• What are the rules for granting vacation leave and other types of leave?</li> <li>• What are the main differences between terminating an employment relationship with notice and without notice?</li> </ul>	
Work placement	Not applicable	

Document generated electronically. Does not require a seal or signature.