

Subject card

Subject name and code	Labour and Social Security Law I - auditorium classes, PG_00137813						
Field of study	Law						
Date of commencement of studies	October 2024	Academic year of realisation of subject			2027/2028		
Education level		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	4	Language of instruction			Polish		
Semester of study	7	ECTS credits			3.0		
Learning profile	academic	Assessment form					
Conducting unit	Faculty of Law and Administration						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Michał Szypniewski				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	30.0	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		45.0	75
Subject objectives	Gaining and expanding knowledge of the rights and obligations of the parties to an employment relationship, in theory and practice, by familiarizing yourself with regulations, case law and using knowledge on practical examples. To introduce the legal nature of labor law and its place in the legal system.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[PRAWOJ5_UW05] He/she can observe and analyze moral, ethical and legal dilemmas in professional work	Recognizes the importance of knowledge in solving theoretical and practical problems and in effectively justifying assessments and opinions as well as proposed solutions.	[SU4] test/exam - oral or written
	[PRAWOJ5_WG06] He/she has systematic knowledge about the man as the subject establishing social structures and principles of their operation and about the man as the individual operating in these structures	Possesses structured and theoretically based knowledge of key issues of labor law in the light of the current legal status.	[SW4] test/exam - oral or written
	[PRAWOJ5_UW04] He/she efficiently observes and analyzes moral, ethical and legal dilemmas in professional work	Is ready to critically evaluate the usefulness of learned procedures and good practices related to labor law.	[SU4] test/exam - oral or written
	[PRAWOJ5_WG05] The graduate demonstrates systematic knowledge about the types of legal relations and the governing regularities	Possesses structured and theoretically based knowledge of key issues of labor law in the light of the current legal status.	[SW4] test/exam - oral or written
	[PRAWOJ5_UK09] He/she demonstrates wide skills in preparing speeches in the field of law in Polish and foreign language	Is able to conduct a debate on general and specialist topics related to civil service employment, while respecting the diversity of views of the participants in the discourse.	[SU4] test/exam - oral or written
	[PRAWOJ5_UK08] The graduate has wide skills to prepare written works connected with the work of a lawyer in Polish and foreign language	Is willing to act and think creatively when solving employment-related problems, including written work.	[SU4] test/exam - oral or written
	[PRAWOJ5_KO04] The graduate is ready to prepare own projects connected with the creation, application and interpretation of legal regulations, including projects co-financed by the European Union's funds	is able to take into account aspects of employment conditions in social projects	[SK4] test/exam - oral or written
	[PRAWOJ5_UO11] He/she can work well in a team and can coordinate the team's work when solving legal problems, interpreting legal acts, and preparing written or oral opinions on a matter.	is able to take into account aspects of employment conditions when solving legal problems, interpreting legal acts, preparing a written or oral position on the matter	[SU4] test/exam - oral or written
	[PRAWOJ5_UU12] He/she acquires knowledge efficiently and develops his/her professional skills using various sources (in native and foreign language) and modern technologies	is able to efficiently acquire and develop knowledge of labor law and social security	[SU4] test/exam - oral or written
	[PRAWOJ5_KK01] The graduate is deeply aware of the level of his/her knowledge and skills, and also understands the need of lifelong learning	has a deeper awareness of the level of his/her knowledge and skills in the field of labor law and social security, and also understands the need for lifelong learning	[SK4] test/exam - oral or written
	[PRAWOJ5_KK02] He/she is aware of the necessity to widen professional competences and qualifications, to improve skills, is able to indicate the direction of own development and education independently in widened and deepened way	undertakes activities against the background of social exclusion and the fight against unemployment	[SK4] test/exam - oral or written
	[PRAWOJ5_WK12] He/she has knowledge of occupational health and safety in public administration institutions	has knowledge of regulations regarding safe and hygienic working conditions	[SW4] test/exam - oral or written
	[PRAWOJ5_WG02] He/she knows wide terminology and concepts in the scope of law and connected disciplines	knows the terminology and concepts of labor law and related areas at an advanced level	[SW4] test/exam - oral or written

	Course outcome	Subject outcome	Method of verification
	[PRAWOJ5_UW01] He/she has advanced skills in observation and interpretation of social phenomena, analyzes their connections with various areas, activity of legal science and the related disciplines	has in-depth skills in observing and interpreting social phenomena, and analyzes their connections with various areas of labor law and social insurance	[SU4] test/exam - oral or written
	[PRAWOJ5_UW02] The graduate utilizes theoretical knowledge in legal science and the connected academic disciplines to analyze and interpret complex legal issues	is able to use and integrate theoretical knowledge of labor law and related scientific disciplines in order to analyze and interpret complex legal problems	[SU4] test/exam - oral or written
	[PRAWOJ5_WK10] He/she understands and knows the basic concepts and principles of industrial property protection and copyright law, as well as understands the need for proper protection of intellectual property and managing its resources	knows the relationship between copyright and labor law	[SW3] text preparation/written work
	[PRAWOJ5_KR07] The graduate is ready to take up professional challenges, takes up efforts and is persistent in the implementation of individual and group activities in the creation, application or interpretation of legal regulations and related sciences	is ready to take on professional challenges, makes an effort and is persistent in implementing individual and team activities in the field of labor law and social insurance	[SK4] test/exam - oral or written
	[PRAWOJ5_KR05] He/she prepares responsibly to his/her work; can determine priorities in work and plan work appropriately	Knows the rules of working time and safe and hygienic working conditions	[SK4] test/exam - oral or written
	[PRAWOJ5_UW07] He/she has the skills in understanding and analyzing social phenomena and utilizing this analysis in his/her professional work.	knows the recruitment rules	[SU4] test/exam - oral or written
	[PRAWOJ5_KO03] He/she is prepared for active participation in groups, organizations and institutions connected with law, is also able to communicate with specialists and non-specialists in the field of law	Is able to explain the intricacies of Polish labor law	[SK4] test/exam - oral or written
Subject contents	<p>Origin of labor law The concept of labor law Subject of labor law Systematics of labor law Functions of labor law Properties of labor law The concept of an employee, the concept of an employer Principles of employment of minors Conclusion of an employment contract Principles of employee recruitment Employer's obligations in the scope of employee documentation Employment certificate Mobbing and sexual harassment in the workplace Prohibition of competition and other autonomous clauses of labor law Atypical employment relationships (remote work, temporary work) Civil law employment contracts Expiration of employment relationship Succession management - Termination of an employment contract by mutual consent Termination of an employment contract Group layoffs Termination of an employment contract without notice Claims for defective termination of an employment contract Transformation of the employment relationship Coalition law - full and limited Creation and functioning of trade unions Rights and obligations of trade unions and union activists Non-union employee representations Solving collective labor disputes</p>		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	kolokwium	51.0%	100.0%

Recommended reading	Basic literature	1. J. Stelina (red.) Prawo pracy, CH Beck, 2023.2. System prawa pracy, t. I, Część ogólna, pod red. K. W. Barana, Warszawa 2017;3. L. Florek, Ł. Pisarczyk, Prawo pracy, Warszawa 2023;4. M. Gersdorf, K. Rączka, M. Rączkowski, Kodeks pracy. Komentarz, Warszawa 2023;5. T. Liszcz, Prawo pracy, Warszawa 2020;6. Kodeks pracy. Komentarz, pod red. A. Sobczyk, Warszawa 2024.
	Supplementary literature	1. J. Stelina (red.) Prawo pracy, CH Beck, 2023.2. System prawa pracy, t. I, Część ogólna, pod red. K. W. Barana, Warszawa 2017;3. L. Florek, Ł. Pisarczyk, Prawo pracy, Warszawa 2023;4. M. Gersdorf, K. Rączka, M. Rączkowski, Kodeks pracy. Komentarz, Warszawa 2023;5. T. Liszcz, Prawo pracy, Warszawa 2020;6. Kodeks pracy. Komentarz, pod red. A. Sobczyk, Warszawa 2024.
	eResources addresses	Adresy na platformie eNauczanie:
Example issues/ example questions/ tasks being completed	Concluding an employment contract for appearances.Protection against dismissal.Work-life balance.	
Work placement	Not applicable	

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