University of Gdańsk

Subject card

Subject name and code	Principles of labor law and social insurance law - auditorium classes, PG_00132093		
Field of study	Law in administration and economy		
Date of commencement of studies	October 2025	Academic year of realisation of subject	2026/2027
Education level	Master's studies	Subject group	Obligatory subject group in the field of study
Mode of study	part-time studies	Mode of delivery	at the university
Year of study	2	Language of instruction	Polish
Semester of study	3	ECTS credits	2.0
Learning profile	academic	Assessment form	credit
Conducting unit	Faculty of Law and Administration -> Rector		
Name and surname of lecturer (lecturers)	Subject supervisor	dr Marek Benio	
	Teachers	dr Joanna Szachta	

Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	10.0	0.0	0.0	0.0	10
	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	10	0.0	40.0	50

Subject objectives	The objective of this course is to familiarize students with the fundamental institutions of labor law and social security, their function within the legal system, and their significance for the functioning of the economy and society. The course aims to provide an understanding of the relationship between employer and employee, labor protection principles, and social security mechanisms. Students will acquire the knowledge and skills necessary to identify and analyze legal and ethical issues related to employment and social policy, as well as to apply appropriate solutions in professional practice. Practical classes (tutorials) allow students to apply the knowledge gained during lectures in practice.

Learning outcomes

Course outcome	Subject outcome	Method of verification
[PAGMU2_KO02] The student is capable and willing to use the knowledge and skills acquired in social activities; he is also ready to initiate the pursuit of the public interest, particularly through substantive support for a specific organization, performing his profession diligently and ethically; he is prepared to carry out tasks in the organization in an entrepreneurial manner.	The student is ready and able to use knowledge and skills in labor law and social security in social activities, particularly by providing substantive support to employees, employers, and social organizations, initiating the pursuit of public interest, acting reliably and ethically in professional practice, and taking an entrepreneurial approach to tasks within an organization.	[SK1] oral statement/conversation/ discussion
[PAGMU2_UU05] At an advanced level, the student is able to independently and critically acquire knowledge and develop his professional skills. Additionally, he is aware of the level of his knowledge and skills and understands the need for lifelong learning and sharing the knowledge he acquires with others.	The student is able to independently and critically acquire knowledge and develop professional skills in the area of labor law and social security at an advanced level, by analyzing legal provisions, case law, and literature on the subject; is aware of the level of their knowledge and skills, understands the need for lifelong learning, and is capable of sharing the acquired knowledge with others.	[SU1] oral statement/conversation/ discussion
[PAGMU2_UK02] The student is able to communicate professionally on issues related to administration and the economy, including formulating clear messages for both specialists and non-specialists in administration. He can also prepare an independent, in-depth written report and an oral presentation on topics related to administration and the economy.	The student is able to maintain written and verbal communication in the field of labor law and social security, clearly explain the rights and obligations of the parties, and draft messages tailored to the audience's level of understanding.	[SU1] oral statement/conversation/ discussion
[PAGMU2_WG01] At an advanced level, the student identifies and understands the facts, phenomena, and their interactions related to the functioning of public authorities, administration, civil servants, the economy, and economic entities. He also knows the terminology, methods, and theories derived from legal sciences and related disciplines, relevant to issues concerning administration and the economy.	The student demonstrates an in-depth knowledge and understanding of facts, phenomena, and their interactions related to the functioning of public authorities and administration in the area of labor law and social security—in particular, the National Labor Inspectorate, the Social Insurance Institution, and labor and social security courts—as well as the relations between employees, employers, and business entities; the student is familiar with the terminology, methods, and theories in labor law and social security law applicable to the analysis of employment relationships and the social benefit system.	[SW1] oral statement/ conversation/discussion

Subject contents

1. **Characteristics of the employment relationship**
2. **Legal classification of contracts – employment relationship vs. civil law contracts**
3. **Content and conclusion of an employment contract – errors and their consequences**
4. **Working time standards, volume, schedules, and systems** *(lub: Working hours, schedules, and systems)*
5. **Remuneration for work and its protection, garnishment of wages, and employer duties**
6. **Parental rights and protection of employees against dismissal**
7. **Termination of the employment contract**
8. **Injunction relief for reinstatement of protected employees** *(lub: Interim security for claims for reinstatement of specially protected employees)*
9. **Accidents at work and post-accident procedures**

Prerequisites and co-requisites

Assessment methods and criteria

Subject passing criteria	Passing threshold	Percentage of the final grade
Active class participation	60.0%	50.0%
Oral or written quiz	50.0%	50.0%

Recommended reading

Basic literature	J. Stelina (red.) Prawo pracy. Wyd. 6 C.H.Beck, Warszawa 2023

	Supplementary literature	M. Tomaszewska, Tymczasowe zatrudnienie pracownika na podstawie art. 755(5) k.p.c. – geneza, funkcja i granice stosowania, Praca i Zabezpieczenie Społeczne, t. LXVII, nr 4/2026. K. W. Baran (red.), Procesowe prawo pracy. Wzory pism, Warszawa 2013. A. Marciniak, Sądowe postępowanie egzekucyjne w sprawach cywilnych, Warszawa 2026.
	eResources addresses	
Example issues/ example questions/ tasks being completed	1. **What are the grounds for and consequences of terminating an employment relationship with notice?** 2. **What are the grounds for and consequences of terminating an employment relationship without notice?** 3. **What are the principles and grounds for conducting group lay-offs (collective redundancies)?** 4. **What claims does an employee have in the event of unlawful (wrongful) termination of an employment relationship?** 5. **What are the fundamental rights and duties of the employee and the employer?** 6. **What are the principles for determining and protecting remuneration for work?** 7. **What are the basic rules regarding working hours, including overtime work?** 8. **What entitlements does an employee have regarding employee leaves?** 9. **On what principles does an employee acquire and exercise the right to annual leave, unpaid leave, and cash allowance in lieu of unused leave?** 10. **What rights are employees entitled to in connection with parenthood?** 11. **What are the rules governing the employment and labor protection of juveniles (minors)?** 12. **How do interim relief proceedings (security proceedings) work in employment cases (e.g., an order to continue employing a worker until a final court judgment)?**	
Work placement	Not applicable	

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