University of Gdańsk

Subject card

Subject name and code	Principles of labor law and social insurance law - lecture, PG_00132094		
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	exam
Conducting unit	Faculty of Law and Administration -> Rector		
Name and surname of lecturer (lecturers)	Subject supervisor	dr Marek Benio	
	Teachers	dr Marek Benio dr Joanna Szachta	

Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	10.0	0.0	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 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_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.	Student identifies and understands, to an advanced degree, facts, phenomena and their interactions related to the functioning of public authorities and administration in the field of labour law and social security, in particular the National Labour Inspectorate, the Social Insurance Institution and labour and social security courts, as well as relations between employees, employers and business entities; knows the terminology, methods and theories of labour law and social security law appropriate for analysing the employment relationship and the social benefits system.	[SW4] test/exam - oral or written [SW1] oral statement/ conversation/discussion
[PAGMU2_WG02] At an advanced level, the student knows and understands key regulatory issues related to the structure of the state, public administration, and the work of civil servants, as well as the legal and organizational conditions of selected areas of economic and social life.	Student knows and understands, to an advanced degree, key legal regulations concerning the structure of the state and public administration in the field of labour law and social security, including sources of labour law, the principles of establishing, content and termination of the employment relationship, the rights and obligations of the employee and employer, the role of supervisory and control bodies, as well as the legal and organisational conditions of the social insurance system and other social security benefits in economic and social life.	[SW4] test/exam - oral or written [SW1] oral statement/ conversation/discussion
[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.	Student is capable and ready to use knowledge and skills in the field of labour law and social security in social activity, in particular through substantive support for employees, employers and social organisations, initiating the pursuit of the public interest, reliable and ethical performance of the profession, as well as entrepreneurial performance of tasks in an organisation.	[SK1] oral statement/conversation/ discussion [SK5] implementation of a problem task
[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.	Student is able, to an advanced degree, to independently and critically acquire knowledge and develop professional skills in the field of labour law and social security by analysing 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 able to pass on the acquired knowledge to others.	[SU1] oral statement/conversation/ discussion [SU6] demonstration of practical skills

Subject contents

1. Types of employment contracts and their comparison with civil law contracts
2. Drafting and analysing an employment contract mandatory elements and common errors
3. Rights and obligations of the parties to the employment relationship case studies
4. Calculating remuneration, overtime pay and compensation for unused leave
5. Termination of employment notice, mutual agreement, disciplinary dismissal
6. Rights of specially protected employees (e.g. pregnant women, trade union representatives)
7. Procedure in the event of a workplace accident employers and employees duties
8. Analysis of court judgments in labour and social security law
9. Registering an employee for social insurance ZUS forms and procedures
10. Social security benefits in practice sickness, maternity, retirement

Prerequisites and co-requisites

Assessment methods and criteria

Subject passing criteria	Passing threshold	Percentage of the final grade
Active class participation	51.0%	60.0%
Exam (written or oral)	51.0%	40.0%

Recommended reading	Basic literature	Krzysztof Baran (red.) Prawo pracy, wyd. 2 Wolters Kluwer, Warszawa 2026 Krzysztof Baran, Monika Tomaszewska (red.) Prawo ubezpieczeń społecznych, wyd. 2 Wolters Kluwer, Warszawa 2026 Jakub Stelina (red.) Prawo pracy wyd. 6. C.H. Beck, Warszawa 2023
	Supplementary literature	Prawo pracy. Przed egzaminem Izabela Florczak, Katarzyna Jaworska, Anna Piszczek, Katarzyna Serafin, Wolters Kluwer, Warszawa 2023
	eResources addresses	
Example issues/ example questions/ tasks being completed	What is an employment relationship? What are the basic elements of an employment contract? What are the employee's rights in terms of working time and holidays? In what situations can an employer terminate an employment contract? What does the term "exceptionally protected vulnerable worker" mean? What are the employer's occupational health and safety (OHS) obligations? What is a social security contribution and who pays it? What are the basic types of social security in Poland? What is the difference between health insurance and sickness insurance? What affects the amount of pension in Poland?	
Work placement	Not applicable	

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