

Subject card

Subject name and code	Labour Law - lecture, PG_00133355						
Field of study							
Date of commencement of studies	October 2025		Academic year of realisation of subject		2025/2026		
Education level	Bachelor's 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		
Semester of study	2		ECTS credits		2.0		
Learning profile	practical		Assessment form		exam		
Conducting unit	Faculty of Law and Administration -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Marek Benio				
	Teachers		dr Michał Szypniewski				
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_WG01] At an advanced level, the student is able to define the sciences of administration and politics, as well as law, and knows the concepts and terminology appropriate to them.	The student is able to proficiently use the concepts and terminology of labour law, including employment relationship, sources of labour law, and principles of labour law.	[SW4] test/exam - oral or written [SW1] oral statement/conversation/discussion
	[ADMINL3_WG03] At an advanced level, the student identifies and understands the legal and administrative conditions of various forms of social and economic life, including the rights and obligations of individuals towards other individuals and state authorities.	The student understands and can explain the legal and administrative conditions of employment, including the rights and obligations of the parties to an employment relationship and the role of public authorities in supervising compliance with labour law.	[SW1] oral statement/conversation/discussion [SW5] implementation of a problem task
	[ADMINL3_UW01] Using his own knowledge and sources of information, including the ability to use modern digital techniques and professional methods of acquiring information, the student is able to analyze and resolve problems, as well as interpret legal, social, and political phenomena within the scope of administration and selected areas of social and economic life.	The student is able to independently analyse and resolve legal problems in the field of labour law, using case law, academic literature, and modern legal information sources.	[SU1] oral statement/conversation/discussion
Subject contents	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 Negoti, 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
	Classwork - assessment of skills in using labor law sources, defining issues, and constructing arguments.	50.0%	50.0%
	Written exam or mid-term tests	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	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	
Example issues/ example questions/ tasks being completed	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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