University of Gdańsk

Subject card

Subject name and code	Labor law - lecture, PG_00197114		
Field of study	Administration		
Date of commencement of studies	October 2026	Academic year of realisation of subject	2026/2027
Education level	Bachelor's studies	Subject group	Obligatory subject group in the field of study Subject group related to scientific research 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	3.0
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 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	2.0	43.0	75

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_W04] possesses advanced knowledge of, and understands, the legal and administrative determinants of selected areas of social and economic life, including the rights and obligations of individuals vis-à-vis other individuals and public authorities. Furthermore, he/she is familiar with the competences of administrative bodies within these areas.	-	[SW5] implementation of a problem task
	[ADMINL3_U04] is able to plan and organize his/her own work and is prepared to actively participate in teams involved in the performance of administrative activities.	-	[SU3] text preparation/written work
	[ADMINL3_U01] drawing upon his/her own knowledge as well as other sources of information — including the ability to use modern technologies and professional methods of acquiring and analysing information — is capable of identifying, analysing, and resolving problems, as well as interpreting phenomena relating to the organization and functioning of public administration, administrative activity, and selected areas of social and economic life.	-	[SU1] oral statement/conversation/discussion [SU3] text preparation/written work
	[ADMINL3_K03] is prepared to perform duties in public administration in a responsible manner, with due regard for professional ethics, including in positions requiring the professional title of Bachelor's degree holder. Furthermore, he/she is ready to undertake employment in other entities in roles related to administrative activities and the application of law within specified areas of social and economic life.	-	[SK5] implementation of a problem task
	[ADMINL3_W02] possesses advanced knowledge of, and is able to characterise, the system of public authority (including at the national and European Union levels), the structure of public administration, the procedures for the appointment of public bodies, as well as the legal framework governing the organisation and functioning of public administration and the work of civil servants.	-	[SW5] implementation of a problem task

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
Written exam or mid-term tests	51.0%	50.0%
Classwork - assessment of skills in using labor law sources, defining issues, and constructing arguments.	51.0%	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

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