

**Subject card**

|  |   |  |                       |                                     |  |            |     |
|--|---|--|-----------------------|-------------------------------------|--|------------|-----|
| <b>Subject name and code</b>                       | Labour and Social Security Law I - auditorium classes, PG_00201810  |  |                       |                                     |  |            |     |
| <b>Field of study</b>                              | Law   |  |                       |                                     |  |            |     |
| <b>Date of commencement of studies</b>             | October 2026  | <b>Academic year of realisation of subject</b>           |                       |                                     | 2029/2030  |            |     |
| <b>Education level</b>                             | uniform Master's studies  | <b>Subject group</b>                                     |                       |                                     | Obligatory subject group in the field of study<br>Subject group related to scientific research in the field of study |            |     |
| <b>Mode of study</b>                               | full-time studies   | <b>Mode of delivery</b>                                  |                       |                                     | at the university  |            |     |
| <b>Year of study</b>                               | 4   | <b>Language of instruction</b>                           |                       |                                     | Polish   |            |     |
| <b>Semester of study</b>                           | 7   | <b>ECTS credits</b>                                      |                       |                                     | 3.0  |            |     |
| <b>Learning profile</b>                            | academic  | <b>Assessment form</b>                                   |                       |                                     | credit   |            |     |
| <b>Conducting unit</b>                             | Faculty of Law and Administration -> Rector   |  |                       |                                     |  |            |     |
| <b>Name and surname of lecturer (lecturers)</b>    | <b>Subject supervisor</b>   |  | dr Michał Szypniewski |                                     |  |            |     |
|  | <b>Teachers</b>   |  |                       |                                     |  |            |     |
| <b>Lesson types</b>                                | <b>Lesson type</b>  | Lecture  | Tutorial              | Laboratory                          | Project  | Seminar    | SUM |
|  | <b>Number of study hours</b>  | 0.0  | 30.0                  | 0.0                                 | 0.0  | 0.0        | 30  |
|  | E-learning hours included: 0.0  |  |                       |                                     |  |            |     |
| <b>Learning activity and number of study hours</b> | <b>Learning activity</b>  | Participation in didactic classes included in study plan |                       | Participation in consultation hours |  | Self-study | SUM |
|  | <b>Number of study hours</b>  | 30   |                       | 2.0                                 |  | 43.0       | 75  |
| <b>Subject objectives</b>                          | 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. |  |                       |                                     |  |            |     |

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| Learning outcomes   | Course outcome   | Subject outcome  | Method of verification            |
|   | [PRAWOJ5_KO04] is ready to prepare his/her own social projects, including the preparation and implementation of projects co-financed by the European Union   | Is ready to prepare own social projects in the field of labour law and social security law, including the preparation and implementation of projects co-financed from European Union funds.  | [SK4] test/exam - oral or written |
|   | [PRAWOJ5_UU10] is able to acquire knowledge efficiently and to develop professional skills using a variety of sources (native and foreign languages) and advanced information and communication techniques   | Is able to efficiently acquire knowledge in the field of labour law and social security law and develop professional skills using various sources (in both Polish and foreign languages) and advanced information and communication technologies.  | [SU4] test/exam - oral or written |
|   | [PRAWOJ5_UW03] is able to use complex theoretical approaches and apply them appropriately to the legal problem being solved  | Is able to use complex theoretical approaches in the field of labour law and social security law and apply them appropriately to the legal problem being solved.   | [SU4] test/exam - oral or written |
|   | [PRAWOJ5_UW06] is able to formulate and present research problems and to develop them in accordance with accepted methodology  | Is able to formulate and present research problems in the field of labour law and social security law and develop them in accordance with accepted methodology.  | [SU4] test/exam - oral or written |
|   | [PRAWOJ5_WG03] has an in-depth knowledge of the legal system, its evolution and the interrelationship between Polish law, European Union law and international law   | Possesses in-depth knowledge of the system of labour law and social security law, its evolution, and the interrelations with Polish law, European Union law, and international law.  | [SW4] test/exam - oral or written |
| [PRAWOJ5_WG01] has an in-depth and structured knowledge of the legal sciences and is familiar with the terminology and concepts of law and related fields | Has in-depth and structured knowledge of legal sciences, in particular labour law and social security law, and knows the terminology and concepts specific to these fields and related areas.  | [SW4] test/exam - oral or written  |                                   |
| Subject contents  | <p>Origin of labor law<br/>The concept of labor law<br/>Subject of labor law<br/>Systematics of labor law<br/>Functions of labor law<br/>Properties of labor law<br/>The concept of an employee, the concept of an employer<br/>Principles of employment of minors<br/>Conclusion of an employment contract<br/>Principles of employee recruitment<br/>Employer's obligations in the scope of employee documentation<br/>Employment certificate<br/>Mobbing and sexual harassment in the workplace<br/>Prohibition of competition and other autonomous clauses of labor law<br/>Atypical employment relationships (remote work, temporary work)<br/>Civil law employment contracts<br/>Expiration of employment relationship<br/>Succession management - Termination of an employment contract by mutual consent<br/>Termination of an employment contract<br/>Group layoffs<br/>Termination of an employment contract without notice<br/>Claims for defective termination of an employment contract<br/>Transformation of the employment relationship<br/>Coalition law - full and limited<br/>Creation and functioning of trade unions<br/>Rights and obligations of trade unions and union activists<br/>Non-union employee representations<br/>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   | <p>1. J. Stelina (red.) Prawo pracy, CH Beck, 2023.<br/>2. System prawa pracy, t. I, Część ogólna, pod red. K. W. Barana, Warszawa 2017;<br/>3. L. Florek, Ł. Pisarczyk, Prawo pracy, Warszawa 2023;<br/>4. M. Gersdorf, K. Rączka, M. Rączkowski, Kodeks pracy. Komentarz, Warszawa 2023;<br/>5. T. Liszcz, Prawo pracy, Warszawa 2020;<br/>6. Kodeks pracy. Komentarz, pod red. A. Sobczyk, Warszawa 2024.</p> |                                   |

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|  | 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. Raczkowski, Kodeks pracy. Komentarz, Warszawa 2023;5. T. Liszcz, Prawo pracy, Warszawa 2020;6. Kodeks pracy. Komentarz, pod red. A. Sobczyk, Warszawa 2024. |
| Example issues/<br>example questions/<br>tasks being completed | eResources addresses     | Concluding an employment contract for appearances.Protection against dismissal.Work-life balance.  |
| Work placement   | Not applicable           |  |

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