**SYLLABUS**

**regarding the qualification cycle FROM 2023To 2024**

1. Basic Course/Module Information

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| Course/Module title | Labour Law and Social Security |
| Course/Module code \* | PRP34 |
| Faculty (name of the unit offering the field of study) | Institute of Legal Studies |
| Name of the unit running the course | Department of Labour Law and Social Security |
| Field of study | Law |
| Qualification level  | Master’s degree |
| Profile | General Academic Profile |
| Study mode | Weekly |
| Year and semester of studies | Fourth year, winter semester |
| Course type | Obligatory |
| Language of instruction | English |
| Coordinator | Dr hab. Aneta Kowalczyk, prof. UR |
| Course instructor | Dr Agata Ludera-Ruszel |

\* - as agreed at the faculty

1.1.Learning format – number of hours and ECTS credits

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Semester(n0.) | Lectures | Classes | Colloquia | Lab classes | Seminars | Practical classes | Internships | others | **ECTS credits**  |
| 2. |  | 30 | - | - | - | - | - | - | 5 |

1.2. Course delivery methods

- conducted in a traditional way

- involving distance education methods and techniques

1.3. Course/Module assessment (exam, pass with a grade, pass without a grade)

Pass with a grade.

2. Prerequisites

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| The knowledge of civil law, with the elements of theory of law, shall be acquired. |

3. Objectives, Learning Outcomes, Course Content, and Instructional Methods

3.1. Course/Module objectives

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| O1 | Acquaint the students with issues concerning labour law and social security law in Poland. |

3.2. Course/Module Learning Outcomes (to be completed by the coordinator)

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| Learning Outcome | The description of the learning outcome defined for the course/module | Relation to the degree programme outcomes |
| LO\_01 | Understand the fundamental function and principles which underlying labour law and social security law. | Have detailed knowledge and understanding of a fundamental idea of labour law.  |
| LO\_02 | Identify contractual and non-contractual basis for the employment relationship.  | Have a detailed knowledge and understanding of a contractual and non-contractual basis for the employment relationship. |
| LO\_03 | Know and differentiate between certain types of employment contract and can indicate the differences between employment contract and civil-law contracts. | Have a detailed knowledge and understanding of a difference between employment contract and civil-law contracts. |
| LO\_04 | Recognize the ways of the termination of employment relationship. | Have a detailed knowledge and understanding of a way the employment relationship can be terminated. |
| LO\_05 | Know the fundamental rights and duties of the parties to the employment relationship. | Have a detailed knowledge of a fundamental rights and duties of the parties to the employment relationship. |
| LO\_06 | Know the types of employee’s liability. | Have a detailed knowledge and understanding of a types of employee’s liability.  |
| LO\_07 | Know and characterize the social security benefits. | Have a detailed knowledge and understanding of a social security benefits. |
| LO\_08 | Understand the fundamental collective labour law rights. | Have a detailed knowledge and understanding of a fundamental collective labour rights. |
| LO\_09 | Read and understand texts of normative acts. | Having an ability to read and understand texts of normative acts.  |
| LO\_10 | Use legal collected in the form of codes. | Having an ability to use legal collected in the form of codes. |
| LO\_11 | Interpret and analyze legal provisions. | Having an ability to interpret and analyse legal provisions. |
| LO\_12 | Properly use the legal language. | Having an ability to use legal language in a proper way. |
| LO\_13 | Verify binding force of various provisions. | Having an ability to verify binding force of various provisions. |

**3.3. Course content (to be completed by the coordinator)**

1. Lectures
2. Classes, tutorials/seminars, colloquia, laboratories, practical classes

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| Content outline  |
| The idea of labour law. |
| The fundamental function and principles of labour law. |
| The concept and a specific features of the employment relationship.  |
| The contractual and non-contractual basis for the employment relationship. |
| The changing and the termination of the employment relationship.  |
| Discrimination at work. |
| The protection of employee’s personal rights at work. |
| Remuneration for work and other benefits connected with work. |
| Prohibition of competition. |
| Employee’s liability. |
| Regulations on working time. |
| Employee’s holiday entitlement. |
| The rights related to parenthood. |

3.4. Methods of Instruction

Instructor – led method, practical exercise, case study.

4. Assessment techniques and criteria

4.1 Methods of evaluating learning outcomes

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| Learning outcome | Methods of assessment of learning outcomes (e.g. test, oral exam, written exam, project, report, observation during classes) | Learning format (lectures, classes,…) |
| LO-01 | Test, Observation during classes, written paper. | Classes |
| LO-o2 | Test, Observation during classes, written paper. | Classes |
| LO-03 | Test, Observation during classes, written paper. | Classes |
| LO-04 | Test, Observation during classes, written paper. | Classes |
| LO-05 | Test, Observation during classes, written paper. | Classes |
| LO-06 | Test, Observation during classes, written paper. | Classes |
| LO-07 | Test, Observation during classes, written paper. | Classes |
| LO-08 | Test, Observation during classes, written paper. | Classes |
| LO-09 | Test, Observation during classes, written paper. | Classes |
| LO-10 | Test, Observation during classes, written paper. | Classes |
| LO-11 | Test, Observation during classes, written paper. | Classes |
| LO-12 | Test, Observation during classes, written paper. | Classes |
| LO13 | Test, Observation during classes, written paper. | Classes |

4.2 Course assessment criteria

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| Classes – exam grade is determined by the number of points received by the student; positive assessment requires more than 50% correct answers.  |

5. Total student workload needed to achieve the intended learning outcomes

– number of hours and ECTS credits

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| Activity | Number of hours |
| Scheduled course contact hours | 30 |
| Other contact hours involving the teacher (consultation hours, examinations) | 40 |
| Non-contact hours - student's own work (preparation for classes or examinations, projects, etc.) | 55 |
| Total number of hours | 125 |
| Total number of ECTS credits | 5 |

\* One ECTS point corresponds to 25-30 hours of total student workload

6. Internships related to the course/module

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| Number of hours | Not applicable |
| Internship regulations and procedures | Not applicable |

7. Instructional materials

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| Compulsory literature:1. S. Frankowski (red.), Introduction to Polish law, Warszawa 2005;
2. The Labour Code. Fifth Edition, A. Jamroży (ed.), C.H. Beck, Warsaw 2016.
3. A Collection of Labour Law Acts and Ordinances, N. Faulker, B. Glogier-Osińska, J. Sikora, C.H. Beck, Warsaw 2013.
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| Complementary literature: 1. Outline of Polish Labour Law System, K.W.Baran (ed.), Wolters Kluwer 2016.
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Approved by the Head of the Department or an authorised person