

1. Course information in compliance with the Study Programme of MANAGEMENT									
Course Name: <b>Elements of Labour Law</b>							Course Code: <b>C15</b>		
Type of studies: <b>Bachelor's Full-time / Part-time</b>				Profile of education: <b>PRACTICAL</b>			Specialization scope: <b>all</b>		
Year: <b>II</b> Term: <b>3</b>				Course /module status: <b>obligatory / field course</b>			Course / module language: <b>English</b>		
Type of classes	Lectures	Practical classes			Total	consultation	ECTS Credits		
		tutorials	laboratory classes	seminars			Classes with lecturer	Independent work of student	Total
Teaching Hours Full time studies	15	15	-	-	30	3	1,2	0,8	2
including practical classes	-	15	-	-	15	2	0,6	0,4	1
Teaching Hours Part time studies	10	10	-	-	20	2	0,8	1,2	2
including practical classes	-	10	-	-	10	1	0,4	0,6	1
Form of examination	<b>Graded pass / Exam</b>								
Course / module Coordinator	<b>Dr hab. Joanna Unterschütz</b>								
Lecturers	<b>Dr hab. Joanna Unterschütz, prof. WSAiB; dr Ewa Podgórska- Rakiel</b>								
Priority effects of the item specified in the Senate resolution		<b>Z_W01, Z_W08, Z_U01, Z_U06, Z_K02</b>							
<b>2. Lecturer tasks</b>									
<b>Course learning objectives:</b>									
The aim of the course is to familiarize students with the basic institutions in the field of individual and collective labour law, in particular the features that distinguish the employment relationship from other forms of employment. The course also introduces students to basic institutions of labour law in EU and international context and the notion of due diligence in employment practices.									

Subject code	Expected learning outcomes	Reference to learning outcomes for the field of Management
<b>Knowledge</b>		
<b>W_01</b>	Student knows the basic workers' rights regulated on national EU and international level. The student also distinguishes different types of contrast and knows how to apply them lawfully.	<b>Z_W01</b>
<b>W_02</b>	Student knows and understands the basic issues of legal and ethical conditions of professional activity at an advanced level, including the basic concepts and principles of labour law.	<b>Z_W08</b>
<b>Skills</b>		
<b>U_01</b>	The student is able to correctly interpret the legal regulations related to employment and use the knowledge in this area, as well as use the law in the field of employment of employees.	<b>Z_U01</b>
<b>U_02</b>	The student is able to communicate on professional topics with colleague and employees using specialized terminology	<b>Z_U06</b>
<b>Social competence</b>		
<b>K_01</b>	The student is ready to act as an employer responsibly, including adherence to professional ethics and demanding this from others.	<b>Z_K02</b>
<b>Topics of particular classes with the number of hours</b>		
<p style="text-align: center;"><b>LECTURES</b> <b>(Theoretical classes)</b></p> <ol style="list-style-type: none"> <li>Basic labour law standards and legal sources (ILO Conventions; EU Directives; Council of Europe Treaties 3h</li> <li>The notion of decent work; prohibition of forced labour and human trafficking- 2h/1h</li> <li>The notion of worker, employer and employment contract – new forms of work- 2h/1h</li> <li>The right to rest: working time and leaves -2h/2h</li> <li>Equal treatment at work harassment, bullying and right to equal pay for the work of equal value- 2h/1h</li> <li>The right to fair dismissal- 2h/1h</li> <li>Access to remedies: Trade unions and worker's involvement -2h/1h</li> </ol> <p style="text-align: center;"><b>TUTORIALS</b> <b>(Practical classes)</b></p> <ol style="list-style-type: none"> <li>Guiding principles on Business and Human rights (what is there in good practice codes)2h/1h</li> <li>The practical meaning of decent work- due diligence and subcontracting chain; posting of workers- 3h</li> <li>The concept of employment and its practical implications new forms of work; agency work- 2h/1h</li> <li>Planning working time in the company; health and safety at work- 2h/2h</li> <li>Decent pay; companies' practices; pay regulation- 2h/1h</li> <li>Collective redundancies – a case study- 2h/1h</li> <li>Setting up workers representation in the company – a case study- 2h/1h</li> </ol>		

Methods of teaching	Topics are presented as a series of interactive lectures. Students receive auxiliary materials in the form text of the laws and regulations, etc. During seminars, students work with legal acts, solve case studies, and prepare projects of internal company documents; meetings with expert practitioners				
Literature	1. Eurofound, Overview of new forms of employment – 2018 update, Publications Office of the European Union, Luxembourg, 2018 2. ILO, Decent Working Time, Balancing Workers' Needs with Business Requirements, ILO, Geneva, 2008 3. UN, Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework, UN, Geneva, 2011				
Optional Literature	Human Rights at Sea, An Introduction & Commentary to the 2011 UN Guiding Principles on Business and Human Rights & their Implementation in the Maritime Environment, <a href="https://www.humanrightsatsea.org/wp-content/uploads/2015/05/HRAS-UNGP-Report-2016-low-res-dps.pdf">https://www.humanrightsatsea.org/wp-content/uploads/2015/05/HRAS-UNGP-Report-2016-low-res-dps.pdf</a> Eurofound, New forms of employment, Publications Office of the European Union, Luxembourg 2015 K.W. Baran. (ed.) Principles of Polish Labour Law, Wolters Kluwer, Warsaw 2018				
3. Tasks and time of independent student work					
Tasks descriptions		Number of hours		ECTS Credits	
		Full-time	Part-time	Full-time	Part-time
The tasks of theoretical		10	15	0,4	0,6
Analysis of the literature on the subject documents and legal acts		3	5	0.4	0,6
Preparing for the pass		3	5		
Preparing for the exam		4	5		
The tasks shaping practical skills		10	15	0,4	0,6
Solving case studies		5	10	0,4	0,6
Preparing projects		5	5		
TOTAL student workload in hours		20	30	0,8	1,2
4. Methods of verification and documentation of the learning outcomes assessment					
Symbol of learning outcomes	Methods of verification and documentation				
W_01, W_02	During final exam; written tests during tutorials, activity during tutorials				
U_01, U_02	Solving case studies, preparing documents during tutorials (materials kept for a year by the teacher teaching the exercises)				
K_01	Checking whether in the planned activities presented in the written work students included the basic human rights in employment (based on materials kept for a year by the teacher teaching the exercises)				

**Basic criteria of assessment:**

Final modular grade – it consists of grades: 40% of the grade from the exercises and 60% of the grade from the exam, each of the component grades must be positive.

Tutorial pass: Assessment of mastery of exercise material is a component of assessments for activity (20%), written work (20%), oral or written test (60%). The condition for obtaining a positive grade from the exercises is to have at least 70% attendance at classes, submit the required documentation for evaluation and obtain a positive grade from the tutor for it, and achieve at least 51% of the result during an oral or written test. Exam pass: Passing the exam requires mastering at least 51% of the material in force and giving written (oral) or oral (oral) answers.

Grades from the exercises and from the exam are issued in accordance with the following grading system:

- 95-100% - 5,5
- 81-94% - 5
- 74-80% - 4,5
- 66-73% - 4
- 58-65% - 3,5
- 51-57% - 3
- 0-50% - 2