



Course title: LABOUR LAW

ECTS credit allocation (and other scores): 7

Semester: spring

Level of study: ISCED-7- long-cycle programmes (EQF-7)

Branch of science: Social sciences

Language: English

Number of hours per semester: 30

Course coordinator/ Department and e-mail: Kamila Naumowicz, Department of Labour Law and Social Security
kamila.naumowicz@uwm.edu.pl

Type of classes: classes and lectures

Substantive content

CLASSES:

1. The basic principles of Polish labour law.
2. Breach of principle of equal treatment. Responsibility of the employer in case of discrimination
3. Sexual and mentally harassment in employment. Notion of mobbing
4. Employment contract. Forms and contents of contract.
5. Rights and obligations of the parties of the employment contract
6. Remuneration for work and its protection (minimal wage, decent wage, wage discrimination)
7. Migrant workers (legal procedure and limitations)
8. Employment of temporary agency workers (legal nature of temporary employment, time and personal restrictions on temporary work agencies, protection of temporary agency worker against discrimination)

LECTURES:

1. Introduction to Comparative Labour Law (methodology, legal system, sources)
2. Notion of the worker in EU countries and non-standard forms of work
3. The Polish Labour Code as the main source of Polish Labour Law (introductory provisions, scope)
4. Legal definition of an employment relation. Parts of the employment relationship. Types of contracts
5. Equal treatment in employment. Non- discrimination in employment, forms of discrimination (case study)
6. General provisions on termination of an employment contract
7. Working time and its protection
8. Leaves (annual leaves, leave on demand, unpaid leave, special leaves)
9. Labour inspection and institutional control of labour regulations

Learning purpose: to familiarise students with Polish labour law in the comparative European and international perspective

On completion of the study programme the graduate will gain:

Knowledge: student will gain knowledge about chosen institutions of European and Polish labour law

Skills: student will learn to use comparative methodology and to analyse the current ILO's reports and statistical data from the European labour market

Social Competencies: student will be able to discuss and compare in public different national labour law regulations and identify existing similarities and differences in various European countries



Basic literature:

1. The Polish Labour Code - version in English with amendments, source:
https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=45181
2. Principles of Polish Labour Law, ed. K.W. Baran, Warsaw 2018
3. M. Risak and T. Dullinger, The concept of 'worker' in EU law. Status quo and potential for change, European Trade Union Institute, Brussels 2018

Supplementary literature:

1. Polish Investment and Trade Agency, Investors' Guide- Poland, Warsaw 2017, source:<http://www.paih.gov.pl/>
 2. EUROSTAT, Statistics on Polish Labour Market, source: https://ec.europa.eu/eurostat/statistics-explained/index.php/Labour_market
 3. Ministry of Family, Labour and Social Policy, Department of Labour Market, Living and Working in Poland, Warsaw 2016,
source: https://eures.praca.gov.pl/en/zal/warunki_zycia/polska/Living_and_Working_in_Poland.pdf
 4. J. Unterschütz, Principles Of Polish Labour Law In The Multi-Level Legal Framework, Dereito, vol.23, n. 1/2013, p . 117-138, ISSN 1132-9947
 5. International Labour Organization, Non-Standard Employment Around The World. Understanding challenges, shaping prospects, Geneva 2016
-

The allocated number of ECTS points consists of:

Contact hours with an academic teacher: 30

Student's independent work: 15