

**Subject card**

<b>Subject name and code</b>	Employment and social security law in sports - lecture, PG_00189544						
<b>Field of study</b>	Law in Sport						
<b>Date of commencement of studies</b>	October 2026	<b>Academic year of realisation of subject</b>			2027/2028		
<b>Education level</b>	Bachelor's studies	<b>Subject group</b>			Obligatory subject group 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>	2	<b>Language of instruction</b>			Polish		
<b>Semester of study</b>	3	<b>ECTS credits</b>			3.0		
<b>Learning profile</b>	academic	<b>Assessment form</b>			credit		
<b>Conducting unit</b>	Department of Labour Law -> Faculty of Law and Administration -> Rector						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>		dr Marek Benio				
	<b>Teachers</b>						
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	30.0	0.0	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		45.0	77
<b>Subject objectives</b>	The aim of the course Employment Law and Social Security in Sport is to introduce the legal framework governing the status of athletes, coaches, and other individuals working in the sports sector, with particular emphasis on forms of employment, obligations of employers and sports clubs, the specifics of sports contracts, and social security coverage. The course is designed to equip students with the skills needed to identify and solve practical legal issues arising in both professional and amateur sport.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[PSPORTL3_U02] Is able to prepare documents related to sports activities, in particular simple and moderately complex contracts, regulations, applications and letters addressed to public authorities or disciplinary bodies in sport	Is able to draft basic documents related to employment in sport, including athlete contracts, coaching agreements, or civil law contracts for sports-related services.  Can prepare simple letters and applications concerning social security matters in the sports sector, such as social security registrations, declarations, or appeals against administrative decisions.	[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task
	[PSPORTL3_W05] Possesses structured knowledge of the economic, financial and organisational conditions of activity in sport, including in particular the main mechanisms of sports financing, forms of economic activity in sport, employment in sport, and the protection of intellectual property and image rights of participants in sport.	Knows and understands the key legal regulations governing the employment of athletes, coaches, and other workers in the sports sector, including differences between employment contracts, civil law contracts, and self-employment.  Has knowledge of the rules of social security coverage in sport, particularly the contribution rules applicable to different types of sporting activity and the obligations of clubs and athletes towards the social security system.	[SW1] oral statement/conversation/discussion [SW3] text preparation/written work
Subject contents	<ol style="list-style-type: none"> <li>1. Sources of employment and social security law in sport national law, EU law, and regulations of sports associations and federations.</li> <li>2. Legal status of athletes and coaches possibilities and limitations regarding the choice of the form of engagement.</li> <li>3. Employment contracts in sport characteristics, benefits, and obligations of clubs and employees.</li> <li>4. Civil law contracts and self-employment of athletes practice and legal risks.</li> <li>5. Specific features of athlete contracts working time, non-compete clauses, additional duties, special provisions.</li> <li>6. Protection of contract continuity in cases of pregnancy and parenthood. Employment of underage athletes legal requirements and restrictions.</li> <li>7. Social security in sport rules of coverage, registration, contributions, exemptions, and special regimes.</li> <li>8. Accident and sickness protection for athletes benefits and practical challenges.</li> <li>9. Employment and disciplinary disputes in sport competent bodies, procedures, and available remedies.</li> </ol>		
Prerequisites and co-requisites	Knowledge of basic legal terms, such as: obligation, contract, legal subject, legal action.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Work in class	51.0%	60.0%
	Exam - oral or written	51.0%	40.0%
Recommended reading	Basic literature	<ol style="list-style-type: none"> <li>1. Eligiusz Krześniak, Law on Sports. Commentary. Wolters Kluwer, Warsaw 2020</li> <li>2. Jakub Stelina (ed.), Labour Law, wyd. 6, C.H.Beck, Warsaw 2023</li> </ol>	
	Supplementary literature	<ol style="list-style-type: none"> <li>1. Act on Sport</li> <li>2. Labour Code</li> <li>3. Act on the Social Security System</li> <li>4. Act on Cash Benefits from Sickness and Maternity Insurance</li> <li>5. Act on Benefits from Work Accidents and Occupational Diseases</li> </ol>	
	eResources addresses		
Example issues/ example questions/ tasks being completed	<ol style="list-style-type: none"> <li>1. What are the main forms of employment for athletes and coaches in sport, and how do they differ legally and in terms of social security?</li> <li>2. What are the obligations of sports clubs towards the Social Security Institution (ZUS) regarding the social security of athletes and coaches?</li> <li>3. In which situations does the protection of contract continuity in sport apply in cases of pregnancy or parenthood?</li> <li>4. What elements should athlete contracts include to comply with labor law and sports regulations?</li> <li>5. Which authorities are competent to resolve employment and disciplinary disputes in sport, and what procedures should be applied?</li> </ol>		
Work placement	Not applicable		

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