University of Gdańsk

Subject card

Subject name and code	Principles of labor law and social insurance law - auditorium classes, PG_00132093		
Field of study	Law in administration and economy		
Date of commencement of studies	October 2026	Academic year of realisation of subject	2027/2028
Education level	Master's studies	Subject group	Obligatory subject group in the field of study Subject group related to scientific research in the field of study
Mode of study	part-time studies	Mode of delivery	at the university
Year of study	2	Language of instruction	Polish
Semester of study	3	ECTS credits	2.0
Learning profile	academic	Assessment form	credit
Conducting unit	Faculty of Law and Administration -> Rector		
Name and surname of lecturer (lecturers)	Subject supervisor	dr Marek Benio	
	Teachers		

Lesson types							
	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	10.0	0.0	0.0	0.0	10
	E-learning hours included: 0.0						

Learning activity and number of study hours					
	Learning activity	Participation in didactic classes included in study plan	Participation in consultation hours	Self-study	SUM
	Number of study hours	10	0.0	40.0	50

Subject objectives	The aim of the course is to introduce students to the fundamental institutions of labour law and social security law, their functions within the legal system, and their importance for the functioning of the economy and society. The course enables students to understand the relationship between employer and employee, the principles of labour protection, and the mechanisms of social security. Students acquire knowledge and skills that allow them to identify and analyse legal and ethical issues related to employment and social policy, as well as to apply appropriate solutions in professional practice.

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[PAGMU2_KO02] The student is capable and willing to use the knowledge and skills acquired in social activities; he is also ready to initiate the pursuit of the public interest, particularly through substantive support for a specific organization, performing his profession diligently and ethically; he is prepared to carry out tasks in the organization in an entrepreneurial manner.	The student is ready to apply knowledge of labour law and social security law in socially oriented activities, in particular by proposing solutions to simple legal problems with due regard to the public interest; acts in a reliable and ethical manner, demonstrating initiative and an entrepreneurial approach in both individual and team tasks.	[SK1] oral statement/conversation/ discussion [SK8] observation of student's independent or team work
	[PAGMU2_UU05] At an advanced level, the student is able to independently and critically acquire knowledge and develop his professional skills. Additionally, he is aware of the level of his knowledge and skills and understands the need for lifelong learning and sharing the knowledge he acquires with others.	The student is able to independently search for, analyse and critically assess basic sources of labour law and social security law, applying them to solve simple practical problems; develops learning skills through case analysis, is aware of their level of knowledge and understands the need for continuous learning and sharing knowledge with others.	[SU1] oral statement/conversation/ discussion [SU6] demonstration of practical skills
	[PAGMU2_WG01] At an advanced level, the student identifies and understands the facts, phenomena, and their interactions related to the functioning of public authorities, administration, civil servants, the economy, and economic entities. He also knows the terminology, methods, and theories derived from legal sciences and related disciplines, relevant to issues concerning administration and the economy.	The student knows and understands the legal and ethical aspects of employment, including the responsibilities of employers and employees and the social implications of labour law violations.	[SW4] test/exam - oral or written [SW1] oral statement/ conversation/discussion
	[PAGMU2_UK02] The student is able to communicate professionally on issues related to administration and the economy, including formulating clear messages for both specialists and non-specialists in administration. He can also prepare an independent, in-depth written report and an oral presentation on topics related to administration and the economy.	The student is able to engage in substantive discussion on current issues of labour and social security law, while respecting differing viewpoints of other participants.	[SU1] oral statement/conversation/ discussion [SU8] observation of student's independent or team work

Subject contents

1. Types of employment contracts and their comparison with civil law contracts
2. Drafting and analysing an employment contract mandatory elements and common errors
3. Rights and obligations of the parties to the employment relationship case studies
4. Calculating remuneration, overtime pay and compensation for unused leave
5. Termination of employment notice, mutual agreement, disciplinary dismissal
6. Rights of specially protected employees (e.g. pregnant women, trade union representatives)
7. Procedure in the event of a workplace accident employers and employees duties
8. Analysis of court judgments in labour and social security law
9. Registering an employee for social insurance ZUS forms and procedures
10. Social security benefits in practice sickness, maternity, retirement

Prerequisites and co-requisites

Assessment methods and criteria

Subject passing criteria	Passing threshold	Percentage of the final grade
Colloquium (written or oral)	50.0%	30.0%
Active class participation	50.0%	70.0%

Recommended reading

Basic literature	Jakub Stelina (red.) Prawo pracy wyd. 6. C.H. Beck, Warszawa 2023
Supplementary literature	Prawo pracy. Przed egzaminem Izabela Florczak, Katarzyna Jaworska, Anna Piszczek, Katarzyna Serafin, Wolters Kluwer, Warszawa 2023
eResources addresses	

Example issues/ example questions/ tasks being completed	What is an employment relationship? What are the basic elements of an employment contract? What are the employee's rights in terms of working time and holidays? In what situations can an employer terminate an employment contract? What does the term "exceptionally protected vulnerable worker" mean? What are the employer's occupational health and safety (OHS) obligations? What is a social security contribution and who pays it? What are the basic types of social security in Poland? What is the difference between health insurance and sickness insurance? What affects the amount of pension in Poland?
Work placement	Not applicable

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