

Subject card

Subject name and code	Principles of labor law and social insurance law - lecture, PG_00132094						
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			exam		
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	10.0	0.0	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 understands how knowledge of labour law and social security law can be applied in social and public activities; recognizes the importance of performing professional duties reliably and ethically, and demonstrates readiness to initiate actions in the public interest.	[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 demonstrates an advanced ability to independently and critically acquire knowledge in labour law and social security law and to develop professional competencies; is aware of their level of knowledge and skills and understands the need for lifelong learning and sharing acquired knowledge with others.	[SU1] oral statement/conversation/discussion [SU8] observation of student's independent or team work
	[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 demonstrates an advanced understanding of the fundamental institutions and mechanisms of labour law and social security law, including the relationships between employees, employers, and public authorities; is familiar with legal terminology and basic methods and theories enabling the analysis of the functioning of the labour market and the social security system.	[SW4] test/exam - oral or written [SW1] oral statement/conversation/discussion
[PAGMU2_WG02] At an advanced level, the student knows and understands key regulatory issues related to the structure of the state, public administration, and the work of civil servants, as well as the legal and organizational conditions of selected areas of economic and social life.	The student demonstrates an advanced knowledge and understanding of regulations concerning the structure of the state and public administration, as well as the principles of civil service; also understands the legal and organizational conditions of selected aspects of economic and social life related to labour law and the social security system.	[SW4] test/exam - oral or written [SW1] oral statement/conversation/discussion	
Subject contents	<ol style="list-style-type: none"> 1. Sources and principles of labour law and social security 2. Establishment of the employment relationship and employment contracts 3. Rights and obligations of the parties to the employment relationship 4. Working time and employee leave 5. Remuneration for work and other benefits 6. Protection of employment stability and termination of employment 7. Occupational health and safety (OHS) 8. Collective labour law trade unions and collective bargaining 9. Fundamentals of the social security system 10. Social insurance, risks and benefits 		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Written or oral examination	50.0%	25.0%
	Active class participation	50.0%	75.0%
Recommended reading	Basic literature	<p>Jakub Stelina (red.) Prawo pracy. Wyd. 6. C.H. Beck, Warszawa 2023</p> <p>Krzysztof W. Baran (red.) Prawo Ubezpieczeń, Wolters Kluwer, Warszawa 2024</p>	

	Supplementary literature	Praca i Zabezpieczenie Społeczne (miesięcznik), Polskie Wydawnictwo Ekonomiczne Ubezpieczenia społeczne. Teoria i praktyka, Kwartalnik Zakład Ubezpieczeń Społecznych European Labour Law Journal, Sage
	eResources addresses	
Example issues/ example questions/ tasks being completed	<ol style="list-style-type: none"> 1. What is an employment relationship? 2. What are the basic elements of an employment contract? 3. What are an employees rights regarding working time and leave? 4. In which situations can an employer terminate an employment contract? 5. What does the term specially protected employee mean? 6. What are an employers duties regarding occupational health and safety (OHS)? 7. What is a social security contribution and who pays it? 8. What are the main types of social insurance in Poland? 9. What benefits are provided by sickness insurance and what by health insurance? 10. What factors affect the amount of a pension in Poland? 	
Work placement	Not applicable	

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