

**Subject card**

|  |  |  |                        |                                     |  |            |     |
|--|--|--|------------------------|-------------------------------------|--|------------|-----|
| <b>Subject name and code</b>                       | Labour Law in Practice, PG_00199075  |  |                        |                                     |  |            |     |
| <b>Field of study</b>                              | Economics  |  |                        |                                     |  |            |     |
| <b>Date of commencement of studies</b>             | October 2026   | <b>Academic year of realisation of subject</b>           |                        |                                     | 2028/2029  |            |     |
| <b>Education level</b>                             | Bachelor's studies   | <b>Subject group</b>                                     |                        |                                     | Obligatory subject group in the field of study<br>Optional subject group<br>Subject group related to scientific research 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>                               | 3  | <b>Language of instruction</b>                           |                        |                                     | Polish   |            |     |
| <b>Semester of study</b>                           | 5  | <b>ECTS credits</b>                                      |                        |                                     | 3.0  |            |     |
| <b>Learning profile</b>                            | academic   | <b>Assessment form</b>                                   |                        |                                     | credit   |            |     |
| <b>Conducting unit</b>                             |  |  |                        |                                     |  |            |     |
| <b>Name and surname of lecturer (lecturers)</b>    | <b>Subject supervisor</b>  |  | dr Marta Zbucka-Gargas |                                     |  |            |     |
|  | <b>Teachers</b>  |  |                        |                                     |  |            |     |
| <b>Lesson types</b>                                | <b>Lesson type</b>   | Lecture  | Tutorial               | Laboratory                          | Project  | Seminar    | SUM |
|  | <b>Number of study hours</b>   | 15.0   | 15.0                   | 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   |                        | 4.0                                 |  | 41.0       | 75  |
| <b>Subject objectives</b>                          | To teach the ability to apply labour law in practice. To present the key legal institutions operating in labour law. To make the student aware of the problems of employers, employees, other employees and subjects of collective labour law.<br>To familiarise the student with the content of regulations, case law and basic literature in the field of the subject. |  |                        |                                     |  |            |     |

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| Learning outcomes   | Course outcome  | Subject outcome   | Method of verification  |
|   | [EKONL3_W05] has a knowledge of man as a subject who creates social structures and the principles of their functioning and of his action in these structures, knows well the motives of human economic decision-making  | The student has advanced knowledge of man as an entity creating social structures and the principles of their functioning as well as his/her actions in these structures, he/she knows well the motives of making economic decisions by man | [SW4] test/exam - oral or written   |
|   | [EKONL3_K05] correctly identifies, diagnoses and resolves professional dilemmas and different options for solutions   | The student correctly identifies, diagnoses and resolves dilemmas and different options for solutions, related to the performance of the profession   | [SK4] test/exam - oral or written   |
|   | [EKONL3_U05] uses normative systems (legal, professional, ethical) to solve a specific economic or social task  | The student uses normative systems (legal, professional, ethical) to solve a specific economic or social task   | [SU1] oral statement/conversation/discussion<br>[SU8] observation of student's independent or team work |
|   | [EKONL3_W07] has an advanced knowledge of the economic and financial principles of the functioning and management of economic entities and organisations as well as the legal, organisational, moral and ethical norms and rules governing the functioning of public institutions   |   |   |
| [EKONL3_U04] can predict and forecast the course of economic and social processes and phenomena |   |   |   |
| Subject contents  | <p>1. Employment, employment contracts, civil law contracts.<br/> 2. subject of labour law, basic principles of labour law.<br/> 3. sources of labour law universal and autonomous.<br/> 4. characteristics of the employment relationship, parties to the employment relationship - employee capacity.<br/> 5. Establishment of an employment contract. Termination of the employment contract. Termination of the employment contract without notice. Modification of the content of the contractual employment relationship. Claims of the employee and the employer in connection with the termination of the employment relationship.<br/> 6. Employee remuneration - concept and structure. Rights and obligations of the employee and the employer.<br/> 7. Key working time regulations. Holidays. Parental protection. Settlement of individual disputes.<br/> 8. Occupational health and safety, accident at work and occupational disease.</p> <p>Any doubts and dilemmas, as well as discussion issues related to the issues raised during the classes, will be resolved during the consultation.</p> |   |   |
| Prerequisites and co-requisites   |   |   |   |
| Assessment methods and criteria   | Subject passing criteria  | Passing threshold   | Percentage of the final grade   |
|   | Assessment test   | 51.0%   | 100.0%  |
| Recommended reading   | Basic literature  | J. Stelina (red.), Prawo pracy, CH Beck Warszawa 2018M. Gersdorf, K. Rączka, Prawo pracy. Podręcznik w pytaniach i odpowiedziach, LexisNexis, Warszawa 2020   |   |
|   | Supplementary literature  | 1. Sobczyk (red.) Kodeks pracy. Komentarz, Warszawa 2024  |   |
|   | eResources addresses  |   |   |
| Example issues/<br>example questions/<br>tasks being completed                                  | characteristics of the employment contract<br>Parental leave - types, duration, eligible entities,  |   |   |
| Work placement  | Not applicable  |   |   |

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