



## COURSE DESCRIPTION CARD - SYLLABUS

Course name

Labor law [S2IBiJ1-JiEwBP>PrPr]

### Course

Field of study

Safety and Quality Engineering

Year/Semester

2/3

Area of study (specialization)

Quality and Ergonomics in Work Safety

Profile of study

general academic

Level of study

second-cycle

Course offered in

Polish

Form of study

full-time

Requirements

elective

### Number of hours

Lecture

15

Laboratory classes

0

Other (e.g. online)

0

Tutorials

15

Projects/seminars

0

### Number of credit points

2,00

### Coordinators

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### Lecturers

### Prerequisites

The student has the basic knowledge necessary to understand the social and legal conditions of conducting engineering activities. The student has the ability to use the indicated sources and interpret social phenomena. The student understands the need to expand their competences in the field of social sciences.

### Course objective

Providing students with basic knowledge of the requirements for entrepreneurs and other organizations in the field of labor law, the principle of legal liability and the use of law in solving specific legal problems.

### Course-related learning outcomes

Knowledge:

1. The student knows in-depth development trends and good practices regarding security management, in particular data security in organizations in local and global terms [K2\_W04].
2. The student knows in depth the principles of information flow, communication, legal and regulatory conditions affecting data protection, characteristic of the area of organization security management [K2\_W14].

### Skills:

1. The student is able to use methods and tools for solving complex and unusual problems as well as advanced information and communication techniques characteristic of the professional environment related to data management and protection in organizations [K2\_U02].
2. The student is able to select and apply computer-aided tools for solving problems characteristic of managing the sphere of data protection in organizations [K2\_U08].

### Social competences:

1. The student is critical of his knowledge, is ready to consult experts when solving cognitive and practical problems, continuous training in the IT industry and legal regulations, in particular related to data protection in the area of security management in organizations [K2\_K01].
2. A student correctly identifies and resolves dilemmas related to broadly understood security, especially in the area of data, understands the need to make the public aware of the need to shape security in various areas of the organization's functioning [K2\_K02].

## Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Lecture: assessment forming discussions summarizing individual lectures, legal problems solved during classes, giving the opportunity to assess the student's understanding of the issues.

The knowledge acquired during the lecture is verified by two 15-minute colloquia, each of which consists of 5-10 questions, scored differently, the need to pass both colloquia.

Exercises: the knowledge acquired during the exercises is verified by two 15-minute colloquiums, each of which consists of 5-10 questions, scored differently. Both tests must be passed.

Rating scale:

0 - 50 pkt - 2.0;

51-60 pkt - 3.0;

61-70 pkt - 3.5;

71-80 pkt - 4.0;

81-90 pkt - 4.5;

91-100 pkt- 5.0

## Programme content

Lecture:

Characteristics of the employment relationship and its scope. Principles of labor law. Sources of labor law. Employment relationship and grounds for establishing an employment relationship. The concept of employee and employer. Employment contract and its types. Rights and obligations of the parties to the employment relationship. Employment contract and civil law contracts - similarities and differences.

Termination of the employment contract.

Exercises:

Working time. Remote work. Right to leave. Responsibility in labor relations. Employee's parental rights. Equal treatment and mobbing. Certificate of employment.

## Course topics

Lecture

Characteristics and Scope of Employment Relationship

An employment relationship is a legal relationship between an employee and an employer, regulated by labor law. It involves the employee performing work for the employer under the employer's direction, in exchange for remuneration. The employment relationship covers various aspects of cooperation, including working hours, remuneration, rights and obligations of both parties, and issues related to the termination of the employment relationship.

Principles of Labor Law

Labor law is based on several key principles aimed at protecting workers' rights and ensuring fair working conditions. The most important principles include:

Freedom of Employment: The right to freely choose employment.

Equal Treatment: Prohibition of discrimination in employment.

Respect for the Dignity of the Worker: Ensuring dignified working conditions.

Protection of Remuneration: The right to fair remuneration for work.

Safety and Health at Work: Ensuring safe and hygienic working conditions.

Sources of Labor Law

The sources of labor law include various legal acts that regulate employment relationships. The most important sources are:

The Constitution: The supreme legal act in the country, defining basic rights and obligations of citizens, including workers' rights.

The Labor Code: The main legal act regulating employment relationships in Poland.

Laws and Regulations: Detailed provisions regulating various aspects of employment relationships.

Collective Labor Agreements: Agreements between employers and trade unions regulating working conditions and pay.

Work Regulations and Statutes: Internal rules of the employer regarding the organization of work and remuneration.

Employment Relationship and the Basis for Establishing an Employment Relationship

An employment relationship is established based on an employment contract, appointment, election, or cooperative employment contract. The most commonly used form is the employment contract, which specifies the conditions of employment, such as remuneration, position, place of work, working hours, and other rights and obligations of the parties.

Definition of Employee and Employer

Employee: A natural person employed under an employment contract, performing work for and under the direction of the employer, at a place and time specified by the employer, for remuneration.

Employer: An organizational unit, even if it does not have legal personality, as well as a natural person, if they employ workers.

Employment Contract and Its Types

The employment contract is the basic document regulating the employment relationship. Several types of employment contracts can be distinguished:

Contract for an Indefinite Period: The most stable form of employment, without a specified termination date.

Fixed-term Contract: A contract concluded for a specified period, with a termination date.

Probationary Contract: A contract concluded for a short period (maximum 3 months) to check the employee's qualifications.

Substitute Contract: A contract concluded for the duration of another employee's absence.

Rights and Obligations of the Parties to the Employment Relationship

Employee Rights: The right to remuneration, the right to leave, the right to safe and hygienic working conditions, the right to training and professional development, the right to protection against unjustified dismissal.

Employee Obligations: The obligation to perform work conscientiously and diligently, to comply with work regulations, to take care of the employer's property, to maintain confidentiality.

Employer Rights: The right to direct the work of employees, the right to control the performance of duties by employees, the right to impose disciplinary measures.

Employer Obligations: The obligation to pay remuneration on time, to ensure safe and hygienic working conditions, to comply with labor law regulations, to allow employees to exercise their rights.

Employment Contract vs. Civil Law Contracts - Similarities and Differences

An employment contract differs from civil law contracts (e.g., contract of mandate, contract for specific work) in several key aspects:

Employee Subordination: In an employment contract, the employee is subordinate to the employer's direction, which is not the case in civil law contracts.

Employee Benefits: The employment contract provides the employee with the right to leave, sick pay, protection against dismissal, which are not guaranteed in civil law contracts.

Form of Employment: The employment contract is more formalized and strictly regulated by labor law, while civil law contracts are more flexible and regulated by civil law provisions.

Termination of Employment Contract

The termination of an employment contract can occur in various ways, such as:

Mutual Agreement: Both parties agree to terminate the contract.

Notice of Termination by the Employee or Employer: With the required notice period.

Termination without Notice: Immediate termination for valid reasons.

Expiry of the Contract: As a result of the lapse of time for which it was concluded or due to reasons beyond the parties' control (e.g., death of the employee).

Exercises

Working Hours

Exercises include the analysis of different working time systems and schedules, such as full-time work, part-time work, shift work, overtime work, and timekeeping. Participants learn how to effectively plan and manage working hours in a company.

Remote Work

Exercises focus on the principles of organizing and managing remote work. Participants learn about the regulations governing remote work, the benefits and challenges of this form of work, as well as practical tips for effective communication and management of a remote team.

Right to Leave

Exercises cover the analysis of regulations concerning employee leave, including annual leave, maternity leave, paternity leave, parental leave, and unpaid leave. Participants learn how to correctly calculate and grant leave and what are the employees' rights in this regard.

Responsibility in Employment Relationships

Exercises address various forms of responsibility of employees and employers in employment relationships, such as material responsibility, disciplinary responsibility, and criminal liability. Participants analyze practical cases and learn how to handle situations of breach of employee duties.

Parental Rights of the Employee

Exercises cover the rights of employees related to parenthood, such as maternity leave, paternity leave, parental leave, childcare leave, and the right to reduced working hours. Participants learn about the regulations governing these rights and how to apply them in practice.

Equal Treatment and Mobbing

Exercises focus on the principles of equal treatment in employment and counteracting mobbing. Participants analyze cases of discrimination and mobbing, learn about legal regulations, and methods for preventing and resolving conflicts in the workplace.

Employment Certificate

Exercises involve the preparation and issuance of employment certificates. Participants learn what information should be included in an employment certificate, the employer's obligations related to its issuance, and the employee's rights in case of inaccuracies in the employment certificate.

## Teaching methods

Information presentation, discussion with problem solving, discussion with the use of multimedia presentation, case method, discussion.

The lecture is conducted using distance learning techniques in a synchronous mode.

Acceptable platforms: eMeeting, Zoom, Microsoft Teams.

## Bibliography

Basic:

1. Ludwik Florek, Łukasz Pisarczyk, "Prawo pracy", C. H. Beck 2021.
2. Ustawa Kodeks pracy z dnia 26 czerwca 1974 r. (Dz. U. z 2022 r. poz. 1510 t.j.).
3. Ustawa Kodeks cywilny z dnia 23 kwietnia 1964 r. (Dz. U. 2022 r. poz. 1360 t.j.).

Additional:

1. Eliza Maniewska, Krzysztof Rączka, Michał Raczkowski, "Prawo pracy. Pytania i odpowiedzi", Wolters Kluwer 2020.
2. Majchrzak J., Goliński M., Matura W., The concept of the qualitology and grey system theory application in marketing information quality cognition and assessment, Central European Journal of

### Breakdown of average student's workload

	Hours	ECTS
Total workload	50	2,00
Classes requiring direct contact with the teacher	30	1,50
Student's own work (literature studies, preparation for laboratory classes/ tutorials, preparation for tests/exam, project preparation)	20	0,50