

## Information sheet for the course Labour Law

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| <b>University:</b> <i>Alexander Dubček University of Trenčín</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                             |
| <b>Faculty:</b> <i>Fakulta sociálno-ekonomických vzťahov</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                             |
| <b>Course unit code:</b> <i>KVSaRR/lz23Pd/14</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>Course unit title:</b> <i>Labour Law</i> |
| <b>Type of course unit:</b> <i>compulsory</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                             |
| <b>Planned types, learning activities and teaching methods:</b><br><i>Lecture /seminar, 2/2 hours per week, 28/28 hours per semester. In class form</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                             |
| <b>Number of credits:</b> <i>4</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                             |
| <b>Recommended semester:</b> <i>1. semester in the 1<sup>st</sup> year full-time<br/>3. semester in the 2<sup>nd</sup> year part-time</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                             |
| <b>Degree of study:</b> <i>I. (bachelor)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                             |
| <b>Course prerequisites:</b> <i>none</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                             |
| <b>Assesment methods:</b><br><i>During the semester, students take two written verifications continuously acquired knowledge, as each being assessed by max. 10 points. Student must obtain a minimum of 12 points. The condition for passing the course is also mandatory attendance in lectures during the semester. 2 absences are allowed from the lectures. Assessment A: 90 – 100 points, assessment B: 80 – 89 points, assessment C: 70 – 79 points, assessment D: 60 – 69 points, assessment E: 50 – 59 points. At the end of the semester during the examination period: Exam.</i>                                                                                                                                                                                                                                                                                                                                                    |                                             |
| <b>Learning outcomes of the course unit:</b><br><i>Student by completing the course will obtain an overview of labor law as a separate legal sector, its structure, system, material and formal sources, from which normative acts are the most important. Student will be able to define basic concepts - employee, employer, work capacity, employment. Than student will know the characteristics of labor relations, the conditions of formation, establishment and termination of employment. Student will understand the issue of individual as well as collective labor relations. After the successful completion of a learning process within this course student will be able to do the analysis of labor relations and will able to work out a written copy of legal acts under employment - particularly employment contract, agreement on termination of employment, termination of employment, agreement on indemnification.</i> |                                             |
| <b>Course contents:</b><br><i>1. Introduction to lectures. Concept, object, function and system of labor law. Its source, scope and principles.<br/>2. Employment relationships and their subject, subjects and content. Change of employment relations.<br/>3. Employment - formation and change. The employment contract.<br/>4. Termination of employment - methods and conditions.<br/>5. Working discipline. Corporate social policy.<br/>6. Working time, rest periods and holidays.<br/>7. Obstacles to work.<br/>8. The right to remuneration for executed work. Forms and payroll functions.<br/>9. Special working conditions for women, men, pregnant women and mothers.<br/>10. Liability for damage in labor law. The concept and function. Accountability of employee / employer.<br/>11. Agreements performed outside employment.</i>                                                                                           |                                             |

12. *Performance of works in public interest. Civil service ratio.*  
13. *Collective labor law. Elements of collective labor relations. Collective bargaining. Collective agreements. Collective labor disputes and their resolution. The strike and lockout.*

**Recommended of required reading:**

*Pšenková, J.: Pracovné právo pre personálnych manažérov I. TnUAD, Trenčín 2013*

*Barancová, H. – Schronk R.: Pracovné právo. Sprint, Bratislava 2009*

*Bělina M. a kol.: Pracovní právo. C-H-BECK, Praha 2012*

*Barancová, H.: Slovenské a európske pracovné právo. PP podnikateľa, Žilina 2004*

*Barancová, H.: Zákonník práce – komentár. C-H-BECK, Praha 2012*

*Zákon č. 311/2001 Z. z. Zákonník práce v znení neskorších predpisov*

*Zákon č. 2/1991 Zb. o kolektívnom vyjednávaní v znení neskorších predpisov*

*Zákon č. 312/2001 Z. z. o štátnej službe v znení neskorších predpisov*

*Zákon č. 552/2003 Z. z. o výkone práce vo verejnom záujme v znení neskorších predpisov*

*Odborná časopisecká literatúra.*

**Language:** *Slovak*

**Remarks:**

*Course is offered in the summer semester of the second year of full-time studies and in the winter semester of the third year of external bachelor studies. This course is mandatory. The number of students in a seminar group ranges from 20 to 25 students.*

**Evaluation history:** 0

| A   | B   | C   | D   | E   | FX  |
|-----|-----|-----|-----|-----|-----|
| 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**Lectures:**

*JUDr. Jana Pšenková, PhD., doc. JUDr. Antonín Nesvadba, PhD.*

**Last modification:** 22.04.2014

**Supervisor:** *doc. Mgr. Sergej Vojtovič, DrSc.*