

Information sheet for the course Labour Law

University: <i>Alexander Dubček University of Trenčín</i>	
Faculty: <i>Faculty of Social and Economic Relations</i>	
Course unit code: <i>VSV26</i>	Course unit title: <i>Labour Law</i>
Type of course unit: <i>optional</i>	
Planned types, learning activities and teaching methods: <i>Lecture: 2 hours weekly / 28 hours per semester of study; face to face.</i>	
Number of credits: <i>2</i>	
Recommended semester: <i>6. semester in the 3st year (full-time)</i> <i>8. semester in the 4nd year (part-time)</i>	
Degree of study: <i>I. (bachelor),</i>	
Course prerequisites: <i>none</i>	
Assessment methods: <i>During the semester, students take one written verification on continuously acquired knowledge, as assessed by max. 10 points. Student must obtain a minimum of 6 points. The condition for passing the course is also mandatory attendance in lectures during the semester. 2 absences are allowed from the lectures. At the end of the semester during the examination period: Exam.</i>	
Learning outcomes of the course unit: <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. Then 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 be 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>	
Course contents: <i>1. Introduction to lectures. Concept, object, function and system of labor law. Its source, scope and principles.</i> <i>2. Employment relationships and their subject, subjects and content. Change of employment relations.</i> <i>3. Employment - formation and change. The employment contract.</i> <i>4. Termination of employment - methods and conditions.</i> <i>5. Working discipline. Corporate social policy.</i> <i>6. Working time, rest periods and holidays.</i> <i>7. Obstacles to work.</i> <i>8. The right to remuneration for executed work. Forms and payroll functions.</i> <i>9. Special working conditions for women, men, pregnant women and mothers.</i> <i>10. Liability for damage in labor law. The concept and function. Accountability of employee / employer.</i> <i>11. Agreements performed outside employment.</i> <i>12. Performance of works in public interest. Civil service ratio.</i> <i>13. Collective labor law. Elements of collective labor relations. Collective bargaining. Collective agreements. Collective labor disputes and their resolution. The strike and lockout.</i>	
Recommended of required reading: <i>Pšenková, J.: Pracovné právo pre personálnych manažérov I. TnUAD, FSEV, Trenčín 2013</i>	

Barancová, H. – Schronk R.: Pracovné právo. Sprint, Bratislava 2009
Bělina M. a kol.: Pracovní právo, 5. vydanie. C-H-BECK, Praha 2012
Barancová, H.: Slovenské a európske pracovné právo. PP podnikateľa, Žilina 2004
Barancová, H.: Zákonník práce – komentár, 2. vydanie. 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 third year of full-time and summer semester of the fourth year of external studies. This course is elective.

Evaluation history:

A	B	C	D	E	FX

Lectures: *JUDr. Jana Pšenková, PhD.*

Last modification: *16.05.2014*

Supervisor: *prof. PhDr. Peter Barták, DrSc., doc. Ing. Ján Kútik, CSc.*