

Labour Law Seminar HRCM17-120

Purpose of course

Goals of the subject:

The objective of the Labor Laws Skills course is to enable students – not as lawyers – to apply labor law rules effectively, fairly and lawfully in their work. The special professional knowledge acquired during the training ensures that the students will have the ability to view the operating processes of the field, to handle the arising problems and to choose the most appropriate legal solution. As a result, professionals will have the opportunity to make contacts and collaborate with other professionals in the field, in dealing with legal issues.

Learning outcomes and competences

Knowledge:

- Students are familiar with the rules of the Labor Code in force and can use it confidently.
- Students can also present the case-law for each legal institution.

Attitude:

- Attempting to identify and determine the legally relevant facts when solving a legal problem.
- In law, the legal background and the practice should be examined as accurately as possible.

Skills:

- In their decisions, students are capable of self-reflection and self-correction.
- They are able to apply a law based on thoughtful legal and jurisprudence.

Content of the subject

Main content and thematic units

Topics to be elaborated in the subject:

The institutions of individual and collective labor law, with particular emphasis on

- the general rules governing the practice of rights and the fulfilment of obligations,
- work contract conclusion and modification,
- ways of termination of employment,
- working time and rest time, rules for remuneration,
- characteristics of typical and atypical employment,
- labor union and works council rights,
- rules applying to strike rights and collective bargaining.

In this context, students will learn about the most important rules of other laws related to the Labor Code (eg. labor safety, equal treatment and promotion of equal opportunities and labor inspection).

Planned learning activities and teaching methods

In the lecture, the legal background is presented primarily, followed by the description of the practice of application of law. Given that training takes place in the form of a lecture, seminar-related tasks are not given.

Exam and evaluation system

Requirements, methods and aspects of assessment:

Requirements

- completion of a colloquium

Method of evaluation: five grade.

Aspects of evaluation:

- how accurate the candidate will reflect the current regulations and the practice of application of law.

Literature

Compulsory literature:

- Gyulavári Tamás (szerk.) (2014): Munkajog. ELTE Jogi Kari Tankönyvek. Budapest, ELTE Eötvös Kiadó. ISBN: 9789633122075
- Szladovnyik Krisztina – Horváth István (2014): Munka Törvénykönyve. Budapest, Vezinfó Kiadó. ISBN: 9786155085109

Recommended literature:

- Kiss György (szerk.) (2001): Az Európai Unió munkajoga. Budapest, Osiris Kiadó. ISBN: 9789633895405
- Kiss György – Berke Gyula – Bankó Zoltán (2006): Bevezetés a munkajogba. PTE ÁJK. Pécs, Justis Bt. ISBN: 9632144740