

General Information			
Course name	Labour Law	ECTS Credits	5
		Semester	summer
Aims			
<p>Labour law regulates the legal relationships arising from the performance of dependent work. The aim of the subject is to provide students with the basic knowledge of the labour law in the Slovak Republic, in particular with the individual labour law as it is: individual employment contract, working time, the employees' legal duties or specific working conditions for the mothers and young people etc.</p>			
Content			
<p>Syllabus</p> <ol style="list-style-type: none"> 1. Definition of employment. Variation of the contract of employment. Terms of the contract of employment, with particular reference to the effect of collective agreements. 2. Dismissal with particular reference to wrongful dismissal, unfair dismissal and redundancy. 3. Equality in labour law and social security law. Equal pay and sex discrimination. Race discrimination. Disability discrimination. Sexual orientation and religion or belief discrimination. Impact of EU law with particular reference to discrimination. 4. The nature and legal effect of collective agreements. Legal support for the practice of collective bargaining. Trade union rights: field, content and representatively. Collective agreements: types, subjects and procedure. Collective conflicts: strike and lockout. 5. Labour sanctions law. Principles of the authority to impose sanctions. Infractions and sanctions concerning labour relations, social security, employment and migrations. 			
Assessment Methods and Criteria			
<p>The final grade is based on written two evaluation essays on an agreed topic discussed during the course. The length of the essay shall be minimum 10 pages (the reference list not included). Each one will be marked with a maximum of 20 points. During the course student shall present his/her essay and discuss it.</p>			
<p>Grading Scale (in %):</p> <p>The total points determine your grade: Pass requires 21 points (51%) and the passing mark for subject is E. If you don't reach 21 points you will need to rewrite your essay and resubmit at a later date.</p>			

Grading System:

- a) 40 – 37 points = A - excellent (excellent results) (numerical value 1)
- b) 36 – 33 points = B – very good (above average results) (1.5)
- c) 32 – 29 points = C – good (average results) (2)
- d) 28 – 25 points = D – satisfactory (acceptable results) (2.5)
- e) 24– 21 points = E – sufficient (results meet the minimum criteria) (3)
- f) less than 20 points = FX –failed (requires further work) (4)

Bibliography

1. Barancová, Helena, Olšovská, Andrea: Slovak Labour Law. Plzeň: Aleš Čeněk, s. r.o., 2009, 159 p., ISBN 978-80-7380-220-2.
2. Lacko, Miloš: Slovak Social Security Law. Plzeň: Aleš Čeněk, s. r.o., 2010, 159 p., ISBN 978-80-7380-259-2.
3. The full wording of Act No. 311/2001 Coll., Labour Code.





