



**LABOUR LAW**

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|--------------------------------|---|---|--|
| <b>Credit points</b>           | <b>3 CP</b>   |   |  |
| <b>Duration of the course</b>  | 5 sem.  |   |  |
| <b>Study course annotation</b> | The course consists of 6 topics, which include general and specific knowledge of the basics of labour law, subjects, history, conclusion and termination of an employment contract; working time, rest time; basic issues of labour protection, remuneration and understanding of labour conflicts.   |   |  |
| <b>Aim of the study course</b> | Promote the students' understanding of the development and system of labour law, as well as promote the ability to orientate in issues related to the practical application of labour law, provide an opportunity to enrich theoretical knowledge   |   |  |
| <b>Study course results</b>    | <b>Knowledge</b>  | <b>Skills</b>   | <b>Competences</b>   |
|                                | <ul style="list-style-type: none"> <li>comprehend the theoretical guidelines in the field of labour law and show the understanding of the most important concepts and regularities, for example, about labour law subjects, system, main stages of labour relations (establishment of labour relations, employee and employer obligations, work organisation and termination of labour relations);</li> <li>understand the remuneration system in the public and private sectors;</li> <li>know the main ways of resolving labour disputes and understands the importance of social dialogue;</li> <li>students are familiar with regulatory enactments, scientific literature on labour law, court practice and Internet resources.</li> </ul> | <ul style="list-style-type: none"> <li>students are able to systematise and analyse legal texts, theoretical literature and case law,</li> <li>provide a summary;</li> <li>able to explain and legally correctly define the problems of employment relations and provide their legal assessment; able to discuss and apply the knowledge gained in practice, incl. to compile the relevant documents when solving isolated civil cases</li> </ul> | <ul style="list-style-type: none"> <li>students are able to orientate in the legal regulation of labour law;</li> <li>able to plan and organise their work; to select labour law norms, analyse and apply them;</li> <li>able to argue and present their opinion; able to analyse and apply methods of interpretation of legal norms.</li> </ul> |
| <b>Study course content</b>    | <b>Topics</b>   |   |  |
|                                | 1   | The concept, system and history of labour law. Subjects of legal labour relations.  |  |
|                                | 2   | Employment contract. Collective agreement and social dialogue.  |  |
|                                | 3   | Organisation of work and rest time.   |  |
|                                | 4   | Work safety and protection.   |  |
|                                | 5   | Remuneration.   |  |
|                                | 6   | Labour disputes.  |  |
| <b>Form of assessment:</b>     | Differentiated written assessment   |   |  |



**Obligatory literature:**

1. UN Universal Declaration of Human Rights
2. International Labor Organisation conventions
3. European Convention for the Protection of Human Rights and Fundamental Freedoms
4. Daves, A.C.L. EU Labour Law. Edward Elgar Publishing Lt., 2012.

**Additional reading:**

1. International Labour and Employment Laws. Third Edition, Volume IIA. Turkey / N. Turunc, M. Sur. - Arlington: BNA Books, 2008. - 94 p.
2. Krimphove, D. Europaisches Arbeitsrecht. Munchen, 2001.
3. Labour Law and Human Rights: Legal and Philosophical Perspectives. A thesis submitted for the degree of Doctor of Philosophy / Joe Atkinson. - London: University Collage, 2020. - 390 p. (CD)
4. Labour administration and labour inspection. Genova, International Labour Office, 2011.
5. Lieb, M. Arbeitsrecht. C.F. Muller Verlag, Heideberg, 1997.
6. Modern Labor Economics. Theory and Public Policy. International Edition / Ehrenberg Ronald G., Smith Robert S. - Routledge, 2018. - 768 p.
7. Ring, G. Arbeitsrecht. Baden-Baden, 1998.
8. Tare, I. Labour Law in Latvia. Aspen Publishers, 2010.
9. Textbook on Labour Law / Simon Honeyball, John Bowers. - 8th ed. - Oxford University Press, 2004. - 469, [60] p.
10. Upex, R., Benny, R., Hardy, S. Labour Law. N.Y., Oxford, 2006.

**Other sources of information:**

1. BIA library electronic database ([www.bsa.edu.lv](http://www.bsa.edu.lv)):
2. EBSCO (ĒNG): <http://search.ebscohost.com>
3. Legal acts of the Republic of Latvia [www.likumi.lv](http://www.likumi.lv)
4. Jurista vārds LV - portal for every Latvian lawyer
5. Jurista Vārds magazine
6. Administratīvā un Kriminālā Justīcija magazine
7. [www.manas.tiesas.lv](http://www.manas.tiesas.lv)

Changes and additions to the program and literature list are possible during the study process