

Title of the Course	LABOUR AND SOCIAL LAW		
Amount in credit points/ECTS)	2/3	Volume (in hours)	80
Grounding	State and Law Theory, Civil Law		
Science Sector	Legal Science		
Science Subsector	Civil Law		
Summary of academic hours		Amount (academic hours)	
Distance learning		40	
Contact hours / video lessons		8	
Exercises, self – assessment questions and tests		14	
Individual work/ discussions in distance		16	
Exams/tests		2	
1. level professional study programme	Law		
Author(s) of the course	Mg.iur. Valija Ulmane; Mg.oec. Ilze Rubene		
Lecturer(s) of the course	Mg.oec., Dipl.iur. Ilze Rubene		
Goal of the course:	To introduce with legislative acts regulating labour and social rights. By getting acquainted with the study material, students will obtain knowledge about the development and system of labour law, rights and obligations or employer and employee, conclusion, amendments and termination of employment contract and types of employment contracts. By studying this course, ability to navigate through issues regarding practical appliance of labour and social rights will be promoted as well as the opportunity to enrich the theoretical knowledge will be provided.		
Requirements for obtaining credit points (structure of course evaluation):	<u>The final evaluation is calculated:</u> 1) Moodle discussion/task – 50% 2) Exam – 50% <i>For obtaining final evaluation, both activities should hold successful evaluation – not below 4 points.</i> <i>Final evaluation is the average grade in 10-point system, in proportion of percentage distributed amongst both activities</i>		
Study Results			
1. <i>Knowledge:</i> 1.1. Students characterizes the theoretical and practical aspects of labour and social rights aspects, subjects of labour law and system; 1.2. Students demonstrate knowledge about entering into a labour agreement, commitments of employer and employee, work organisation and termination of labour contract, system of remuneration in public and private sector; describe work dispute resolution and social dialogue, as well as about social protection upon termination of labour agreement. 1.3. Students describe and characterize the structure of the social security system in Latvia, the types and possibilities of social assistance and social services. 1.4. Students learn the regulation of employment and links it with the rights and obligations of the unemployed. 1.5. Students name and describe the possible types of pensions and other social insurance options in the			

country.

2. Skills:

2.1. The student is familiar with the application of labour law and social law legislation.

2.2. The student evaluates cases in labour and social law, provides their legal assessment.

2.3. The student expresses and substantiates his / her opinion on how to promote the improvement of the value system.

3. Competencies:

3.1. The student independently compiles documents related to the establishment, amendment and termination of employment legal relations, orients himself / herself in the implementation of labor legal and social law norms.

3.2. Studējošais novērtē strīdu risināšanas iespējamus variantus, izmantojot darba strīdus risināšanas metodes, kā arī sniedz juridisku vērtējumu konkrēta darba strīdus situācijā.

3.3. The student analyzes the situation and determines the types and possibilities of social assistance or social services applicable to the person.

3.4. The student determines the opportunities for the unemployed in the field of job search and qualification improvement, orients himself / herself in the application of the appropriate types of social insurance.

Content of the Course

No.	Subjects	Contact hours, video, audio lessons	Distance learning	Exercises, self-assessment questions and tests	Individual task – remote discussion. Description of the individual task is available in the E-studies.	Exams/tests
1.	General provisions of labour law. Labour contract. Collective agreement.	8	4	2	2	2
2.	Legal framework of employment relationships		5	2	2	
3.	Termination of labour contract		6	2	2	
4.	Work and rest time		4	2	2	
5.	Social security system		6	2	2	
6.	Social help and social services		6	2	2	
7.	Employment		5	1	2	
8.	Types of social security		4	1	2	
TOTAL:		8	40	14	16	2
80						

	STUDY COURSE DESCRIPTION	APPROVED Biznesa vadības koledža 13.01.2020 meeting of Council of Studies Protocol No VAD 4-03/13.01.2020
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Mastering the course and successfully passing examination, student is capable of (*knowledge, skills and competencies*)

Study Results:	Evaluation Criteria		
	(40-69%)	(70-89%)	(90-100%)
Knowledge	To name and recognise terms	To define and recognise terminology	To understand and offer a solution to a problem-situation
Skills	To use and justify usage of terms	To evaluate and analyse usage of terms in practice	To synthesize, model and discuss about real problem-situations
Competencies	Responsibility, initiative, creativity during evaluation of real problem-situations	Decision-making, critical thinking during real problem-situations, presentations skills during offering solutions to real problem-situations	Organisation and planning skills, self-discipline during solving different complexity issues and ability to make informed decisions

Acknowledgement of the obtained study results

Study Results	1.1.-1.3.	2.1	3.1.
Evaluation Method			
Moodle discussions/tasks	X	X	X
Exam	X	X	X

Core Literature

1.	Labour Law. Law of the Republic of Latvia (adopted by the Saeima 20th of June, 2001, entered into force 1 st of June, 2002). Latvijas Vestnesis, 06.07.2001., No.105.
2.	On social security, Law of the Republic of Latvia, adopted by the Saeima 07.09.1995., entered into force 05.10.1995., Latvijas Vēstnesis, 21.09.1995., Nr.144.
3.	Law on Social Services and Social Assistance, Law of the Republic of Latvia, adopted on 31 October 2002, entered into force on 1 January 2003, Latvijas Vēstnesis, 19.11.2002, No.168
4.	On State Pensions, Law of the Republic of Latvia (adopted on November 2, 1995, entered into force on January 1, 1996), Latvijas Vēstnesis, 23.11.1995. No.182
5.	Slaidina V., Skultane I. Labour Law. Zvaigzne ABC, 2011
6.	Office of sworn lawyers „BDO Zelmenis & Liberte”. Labour Law with Commentaries. Latvijas Brīvo arodbiedrību savienība, 2010.

Additional Literature

1.	Dindune R., Plata K., Kasatkina L., Commentaries on Labour Law, handbook (subscriber edition), Dienas Bizness, 2018
2.	Social Empowerment for Action and Change, research cred. Stepčenko A., LU Academic Publishing House, 2019

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3.	Dupate K. Labour Law Court Practice of European Union. Riga: Latvijas Brīvo arodbiedrību savienība, 2011
4.	Ermsone D., SIA DDV, Employer's Manual, Latvijas Darba devēju konfederācija, 2010
5.	Kalnins E. Theory and Practice of Private Law. Riga: TNA, 2005.
6.	Judgments and decisions of the Civil Cases Department of the Supreme Court of the Republic of Latvia 2008. Riga: Tiesu namu agentūra, 2009.
7.	Unemployed and Jobseekers Support Law, Law of the Republic of Latvia (adopted by the Saeima on 9 th of May, 2002, entered into force on 1 st of June, 2002), Latvijas Vēstnesis, 29.05.2002., No.80
8.	Civil Law, Law of the Republic of Latvia (adopted on 28 th of January, 1937, entered into force on 1 st of September 1992), "Valdības Vēstnesis", 20.02.1937., No.41.
9.	Judgments and decisions of the Supreme Court of the Republic of Latvia 2014, Riga, "Latvijas Vēstnesis" Book Publishing House, 2015
10.	Labour Dispute Law. Law of the Republic of Latvia (adopted by the Saeima on 26 th of September, 2002, entered into force 1 st of January 2003). Latvijas Vēstnesis, 16.10.2002., No.149.
11.	Valsts un pasvaldību institūciju amatpersonu un darbinieku atlīdzības likums. Law of the Republic of Latvia of 1 st of December 2009 (entered into force on 1 st of January, 2010). Latvijas Vēstnesis, 18.12.2009., No.199.
12.	Social Security Law, Law of the Republic of Latvia, adopted on 07.09.1995., entered into force 05.10.1995., Latvijas Vēstnesis, 21.09.1995., No.144.
13.	Par valsts sociālo apdrošināšanu, Law of the Republic of Latvia, adopted on 01.10.1997., entered into force 01.1.1999), Latvijas Vēstnesis, 21.10.1997., Nr.274/276.
14.	Law on State Social Benefits, Law of the Republic of Latvia, adopted on 31 October 2002, entered into force on 1 January 2003, Latvijas Vēstnesis, 19.11.2002, No.168
15.	Indrūna, Z. Summary of Court Practice Labor Law. Riga, Latvian Free Trade Union Confederation, 2012.
16.	On the Protection of Employees in the Event of the Insolvency of an Employer, the Law of the Republic of Latvia, adopted on 20 December 2001, entered into force on 1 January 2003, Latvijas Vēstnesis, 28.12.2001, No.188
17.	Darba aizsardzības likums, Law of the Republic of Latvia, adopted on 20 th of June, 2001, entered into force 1 st of January, 2002, Latvijas Vēstnesis, 06.07.2001., No.105
18.	Law on Trade Unions, Law of the Republic of Latvia, (adopted on March 6, 2014, entered into force on November 1, 2014), Latvijas Vēstnesis, 25.03.2014. No.60
19.	Ulmanis I., Labor Law, Court Practice. Three parts. Riga, Gailuma Legal Business Bureau Publishing House, 2004
20.	Comments on the Constitution of the Republic of Latvia. Chapter VIII. Fundamental Human Rights, Riga, "Latvijas Vēstnesis" Book Publishing House, 2011
21.	E-rokasgrāmata „Zina savas tiesības”, http://www.zrkac.lv/dev_webadm/doc/Rokasgramata_Zini_savas_tiesibas.pdf , 2013

Recommended Periodicals

1.	Jurista Vards: http://www.juristavards.lv
2.	Latvijas Darba devēju konfederācija: http://www.lddk.lv
3.	Valsts darba inspekcija: http://www.vdi.gov.lv/

4.	Valsts sociālas apdrošināšanas aģentūra: http://www.vsaa.lv
5.	iFinances: www.ifinances.lv
6.	Ministry of Welfare, http://www.lm.gov.lv