

<b>Title of the Course</b>	<b>LABOUR AND SOCIAL LAW</b>		
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		
<b>Summary of academic hours</b>		<b>Amount (academic hours)</b>	
Distance learning		40	
Contact hours / video lessons		8	
Exercises, self – assessment questions and tests		14	
Individual work/ discussions in distance		16	
Exams/tests		2	
<b>1. level professional study programme</b>	Law		
<b>Author(s) of the course</b>	Mg. iur. Valija Ulmane		
<b>Lecturer(s) of the course</b>	Mg.oec., Dipl.iur. Ilze Rubene		
<b>Goal of the course:</b>	<p>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.</p>		
<b>Requirements for obtaining credit points (structure of course evaluation):</b>	<p><u>The final evaluation is calculated:</u>          Moodle discussion/task – 50%          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></p>		
<b>Study Results</b>			
<p>1. <i>Knowledge:</i></p> <p>1.1. Students will obtain knowledge about the theoretical and practical aspects of labour and social rights aspects, subjects of labour law and system;</p> <p>1.2. Students will obtain 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;</p> <p>1.3. Students will obtain knowledge and understanding about work dispute resolution and social dialogue, as well as about social protection upon termination of labour agreement.</p> <p>2. <i>Skills:</i></p> <p>2.1. Students are bale to navigate through the appliance of labour and social legislative acts, are able to solve caucuses regarding labour law and to provide with legal evaluation, are able to defend their opinion, to promote improvement of value system.</p>			

**3. Competencies:**

3.1. Students are able to prepare legal documents regarding entering into an employment relationship, amending and termination, are able to navigate through the realisation of labour and social legislative norms, are able to evaluate the possible options of solving disputes, to use different methods to solve labour disputes as well as to present with a legal evaluation in a particular labour dispute situation.

**Content of the Course**

No.	Subjects	Contact hours/ video audio lessons	Distance learning	Exercises, self-assessment questions and tests	Individual work/ discussions in distance	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	
<b>TOTAL:</b>		8	40	14	16	2
<b>80</b>						

**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%)
<b>Knowledge</b>	To name and recognise terms	To define and recognise terminology	To understand and offer a solution to a problem-situation
<b>Skills</b>	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

<b>Competencies</b>	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
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**Acknowledgement of the obtained study results**

<b>Study Results</b>	<b>1.1.-1.3.</b>	<b>2.1</b>	<b>3.1.</b>
<b>Evaluation Method</b>			
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 <sup>st</sup> of June, 2002). Latvijas Vestnesis, 06.07.2001., No.105.
2.	Slaidina V., Skultane I. Labour Law. Zvaigzne ABC, 2011
3.	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.	Dupate K. Labour Law Court Practice of European Union. Riga: Latvijas Brīvo arodbiedrību savienība, 2011
3.	Ermsone D., SIA DDV, Employer's Manual, Latvijas Darba devēju konfederācija, 2010
4.	Kalnins E. Theory and Practice of Private Law. Riga: TNA, 2005.
5.	Judgments and decisions of the Civil Cases Department of the Supreme Court of the Republic of Latvia 2008. Riga: Tiesu namu agentūra, 2009.
6.	Unemployed and Jobseekers Support Law, Law of the Republic of Latvia (adopted by the Saeima on 9 <sup>th</sup> of May, 2002, entered into force on 1 <sup>st</sup> of June, 2002), Latvijas Vestnesis, 29.05.2002., No.80
7.	Civil Law, Law of the Republic of Latvia (adopted on 28 <sup>th</sup> of January, 1937, entered into force on 1 <sup>st</sup> of September 1992), "Valdības Vestnesis", 20.02.1937., No.41.
8.	Labour Dispute Law. Law of the Republic of Latvia (adopted by the Saeima on 26 <sup>th</sup> of September, 2002, entered into force 1 <sup>st</sup> of January 2003). Latvijas Vestnesis, 16.10.2002., No.149.
9.	Valsts un pasvaldību institūciju amatpersonu un darbinieku atlīdzības likums. Law of the Republic of Latvia of 1 <sup>st</sup> of December 2009 (entered into force on 1 <sup>st</sup> of January, 2010). Latvijas Vestnesis, 18.12.2009., No.199.
10.	Social Security Law, Law of the Republic of Latvia, adopted on 07.09.1995., entered into force 05.10.1995., Latvijas Vestnesis, 21.09.1995., No.144.

11.	Par valsts sociālo apdrošināšanu, Law of the Republic of Latvia, adopted on 01.10.1997., entered into force 01.1.1999), Latvijas Vestnesis, 21.10.1997., Nr.274/276.
12.	Sociālo pakalpojumu un sociālās palīdzības likums, Law of the Republic of Latvia, adopted on 31 <sup>st</sup> of October, 2002, entered into force 1 <sup>st</sup> of January, 2003, Latvijas Vestnesis, 19.11.2002., No.168
13.	Valsts sociālo pabalstu likums, Law of the Republic of Latvia, adopted on 31 <sup>st</sup> of October, 2002, entered into force 1 <sup>st</sup> of January, 2003, Latvijas Vestnesis, 19.11.2002.,No.168
14.	Indruna, Z. Summary of Court Cases, Labour Law. Riga, Latvijas Brīvo arodbiedrību savienība, 2012.
15.	Par darbinieku aizsardzību darba deveja maksātspējas gadījumā, Law of the Republic of Latvia, adopted on 20 <sup>th</sup> of December, 2001, entered into force 1 <sup>st</sup> of January, 2003, Latvijas Vestnesis, 28.12.2001., No.188
16.	Darba aizsardzības likums, Law of the Republic of Latvia, adopted on 20 <sup>th</sup> of June, 2001, entered into force 1 <sup>st</sup> of January, 2002, Latvijas Vestnesis, 06.07.2001., No.105

**Recommended Periodicals**

1.	Jurista Vards: <a href="http://www.juristavards.lv">http://www.juristavards.lv</a>
2.	Latvijas Darba deveju konfederācija: <a href="http://www.lddk.lv">http://www.lddk.lv</a>
3.	Valsts darba inspekcija: <a href="http://www.vdi.gov.lv/">http://www.vdi.gov.lv/</a>
4.	Valsts sociālās apdrošināšanas aģentūra: <a href="http://www.vsaa.lv">http://www.vsaa.lv</a>
5.	iFinances: <a href="http://www.ifinances.lv">www.ifinances.lv</a>