

Course title:	<b>Labour and social insurance legislation</b>				Code:
Field of study:	<b>Tourism and recreation</b>				Year/Semester: <b>2/3</b>
Specialization:	<b>Marketing and management</b>				Modes: <b>F/E</b>
Number of hours / semester <b>30/16</b>					ECTS credits: <b>3</b>
Lectures:	Classes: <b>30/16</b>	Laboratories:	Projects:	Seminars:	

**Department: Marketing and Management**

e-mail: [wshig@wshig.poznan.pl](mailto:wshig@wshig.poznan.pl)

**Course position in the study programme:**

- specialization course

**Objectives:**

- to acquaint students with regulations of labour and social insurance legislation and use them in practice

**Learning outcomes:**

- to learn basic issues concerning employee management
- to know judicial decisions of the Supreme Court to be able to manage employees
- to know theoretical and practical sides of labour legislation adapted to law standards in the European Union and numerous conventions of the International Work Organization (entering into the employment relationship and terminating employment, salaries, women's work protection, safety and work hygiene)

**Course contents:**

1. Labour and social insurance legislation. A general issue.
2. A legal character and sides of work relationship.
3. Entering into the employment relationship and its transformation.
4. Terminating employment.
5. Rights and duties of an employer and an employee in the scope of employment in the travel agency and a hotel.
6. Cleaning and financial responsibility of hotel industry and tourism workers.
7. Legal responsibility of the employer.
8. Workers' remuneration. New trends in workers remunerating.

9. Working hours in hotels and travel agencies.
10. Workers' leaves.
11. Employer's and employee's duties in the scope of work safety.
12. Procedural labour legislation in practice.
13. Social insurance of workers in Poland and the European Union.
14. Payments from the social insurance.
15. Voluntary work benefit, general and legal issues.

**Teaching methods:** simulation classes and discussion workshops

**Assessment methods:** credit

**Recommended reading:**

**Compulsory:**

Patulski A, Patulski K, Walczak K, Orłowski G, Nałęcz M., Prawo pracy i ubezpieczeń społecznych . Warszawa 2007

**Supplementary:**

Florek L. Europejskie prawo pracy. Warszawa 2007.

Kubot Z.red., Szczególne formy zatrudnienia.. Wrocław 2000.

Rymsza M., Elastyczny rynek pracy i bezpieczeństwo socjalne. Warszawa 2005.

Kopyra J., Ustawa o działalności pożytku publicznego i wolontariacie. Warszawa 2005

Kijowski A., Kodeks pracy, komentarz. Warszawa 2005