

**Faculty of Political Science / SOCIAL POLICY AND SOCIAL WORK / Labour Law**

<b>Course:</b>	Labour Law			
<b>Course ID</b>	<b>Course status</b>	<b>Semester</b>	<b>ECTS credits</b>	<b>Lessons</b> (Lessons+Exercises+Laboratory)
3586	Mandatory	3	5	2+2+0
<b>Programs</b>	SOCIAL POLICY AND SOCIAL WORK			
<b>Prerequisites</b>	There are no conditions for taking the exam.			
<b>Aims</b>	Solving problems related to the realization of individual and collective rights from the employment relationship and based on work.			
<b>Learning outcomes</b>	After passing the Labor Law, the student will be able to: Explain labor law as a special branch of law, its relationship with other branches of law and to understand the basic institutes of labor law; Critically evaluates proposals for the normative regulation of issues concerning relations at work or on the occasion of work; Explain the basic characteristics and the procedure for exercising individual rights from labor law; Understands duties and responsibilities at work and explains the procedure for determining responsibilities. Understands and explains the basic characteristics and procedure for the protection of collective rights from the employment relationship; Understands and explains the realization of rights based on work (rights from health insurance, pension and disability insurance and rights in case of unemployment).			
<b>Lecturer / Teaching assistant</b>	Vesna Simović-Zvicer Ivan Jeknić			
<b>Methodology</b>	Theoretical and practical teaching. Preparation and presentation of the given topic. Presentation of cases from practice. Work in groups, which involves solving set tasks - problems from practice.			
<b>Plan and program of work</b>				
Preparing week	Preparation and registration of the semester			
I week lectures	Presentation to students of the content, work methods and methods of taking the exam. Concept, subject, significance of Labor Law. Relationship with other branches of law.			
I week exercises	Concept, subject, significance of Labor Law. Relationship with other branches of law.			
II week lectures	The concept of employment relationship. Conditions, obstacles and the procedure for establishing an employment relationship. Content and types of employment contracts. Annex to the employment contract.			
II week exercises	Content and types of employment contracts. Annex to the employment contract.			
III week lectures	Work time. Vacations and absences. Suspension of employment-based rights			
III week exercises	Work time. Vacations and absences. Suspension of employment-based rights			
IV week lectures	Salary, compensations and other allowances			
IV week exercises	Salary, compensations and other allowances			
V week lectures	Colloquium			
V week exercises				
VI week lectures	Protection at work. Special protection of women at work. Work-life balance for parents and carers. Special protection of youth at work.			
VI week exercises	Protection at work. Special protection of women at work. Work-life balance for parents and carers. Special protection of youth at work.			
VII week lectures	Colloquium			
VII week exercises				
VIII week lectures	Employment of persons with disabilities. Special protection at work for persons with disabilities.			
VIII week exercises	Employment of persons with disabilities. Special protection at work for persons with disabilities.			
IX week lectures	Mobbing			
IX week exercises	Mobbing,			
X week lectures	Employee's responsibilities Responsibility for breach of work obligations Financial responsibility.			
X week exercises	Employee's responsibilities Responsibility for breach of work obligations Financial responsibility.			
XI week lectures	The right to organize a trade union. Representativeness of trade unions. Collective bargaining and conclusion of collective agreements.			

**ECTS catalog with learning outcomes**  
**University of Montenegro**

XI week exercises	The right to organize a trade union. Representativeness of trade unions. Collective bargaining and conclusion of collective agreements.					
XII week lectures	Resolving collective labor disputes peacefully. Methods of forced settlement of labor disputes (strike, boycott, picketing, lock-out)					
XII week exercises	Resolving collective labor disputes peacefully. Methods of forced settlement of labor disputes (strike, boycott, picketing, lock-out)					
XIII week lectures	Protection of employees rights (internal and external protection procedures). Labor inspection. Agency for Peaceful Resolution of Labor Disputes.					
XIII week exercises	Protection of employees rights (internal and external protection procedures). Labor inspection. Agency for Peaceful Resolution of Labor Disputes.					
XIV week lectures	Termination of employment (by force of law, by agreement, individual dismissal, collective dismissal).					
XIV week exercises	Termination of employment (by force of law, by agreement, individual dismissal, collective dismissal).					
XV week lectures	Special employment regime (conditions and procedures for establishing an employment relationship in state bodies; rights, obligations and responsibilities of civil servants and state employees; termination of employment in state bodies)					
XV week exercises	Special employment regime (conditions and procedures for establishing an employment relationship in state bodies; rights, obligations and responsibilities of civil servants and state employees; termination of employment in state bodies)					
<b>Student workload</b>	Classes and final exam: 10 hours and 40 minutes x 16 = 170 hours and 40 minutes Necessary preparation before the beginning of the semester (administration, registration, certification): 10 hours and 40 minutes x 2 = 21 hours and 20 minutes Total workload for the subject: 8 x 30=240 hours Supplementary work for exam preparation in the remedial exam period, including taking a make-up exam from 0 to 30 hours (remaining time from the first two items to the total load for the subject) 48 hours and 0 minutes Load structure: 170 hours and 40 minutes (teaching), 21 hours and 20 minutes (preparation), 48 hours and 0 minutes (additional work)					
<b>Per week</b>			<b>Per semester</b>			
<b>5 credits x 40/30=6 hours and 40 minutes</b> 2 sat(a) theoretical classes 0 sat(a) practical classes 2 exercises <b>2 hour(s) i 40 minutes</b> of independent work, including consultations			Classes and final exam: <b>6 hour(s) i 40 minutes x 16 =106 hour(s) i 40 minutes</b> Necessary preparation before the beginning of the semester (administration, registration, certification): <b>6 hour(s) i 40 minutes x 2 =13 hour(s) i 20 minutes</b> Total workload for the subject: <b>5 x 30=150 hour(s)</b> Additional work for exam preparation in the preparing exam period, including taking the remedial exam from 0 to 30 hours (remaining time from the first two items to the total load for the item) <b>30 hour(s) i 0 minutes</b> Workload structure: <b>106 hour(s) i 40 minutes (courses), 13 hour(s) i 20 minutes (preparation), 30 hour(s) i 0 minutes (additional work)</b>			
<b>Student obligations</b>						
<b>Consultations</b>			Consultations take place after lectures and exercises.			
<b>Literature</b>			B. Lubarda, Introduction to Labor Law, Faculty of Law, Belgrade, 2015. V. Simović-Zvicer, Commentary on the Labor Law, CRPP, Podgorica, 2020.			
<b>Examination methods</b>			Colloquium: 30 points Essay: 10 points Practical work: 10 points Final exam: 50 points			
<b>Special remarks</b>						
<b>Comment</b>						
<b>Grade:</b>	F	E	D	C	B	A
<b>Number of points</b>	less than 50 points	greater than or equal to 50 points and less than 60 points	greater than or equal to 60 points and less than 70 points	greater than or equal to 70 points and less than 80 points	greater than or equal to 80 points and less than 90 points	greater than or equal to 90 points