

ECTS catalog with learning outcomes
University of Montenegro

Faculty of Law / - LEGAL SCIENCES - / Labour Law

Course:	Labour Law			
Course ID	Course status	Semester	ECTS credits	Lessons (Lessons+Exercises+Laboratory)
457	Mandatory	2	7	4+0+0
Programs	- LEGAL SCIENCES -			
Prerequisites	There are no conditions for taking the exam.			
Aims	Solving problems related to the realization of individual and collective rights from the employment relationship and based on work.			
Learning outcomes	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).			
Lecturer / Teaching assistant	Vesna Simović- Zvicer			
Methodology	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.			
Plan and program of work				
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. Principles of Labour Law.			
I week exercises				
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				
III week lectures	Work time. Vacations and absences. Suspension of employment-based rights Salary, compensations and other allowances			
III week exercises				
IV week lectures	Protection at work. Special protection of women at work. Work-life balance for parents and carers. Special protection of youth at work.			
IV week exercises				
V week lectures	Colloquium			
V week exercises				
VI week lectures	Employment of persons with disabilities. Special protection at work for persons with disabilities. Mobbing.			
VI week exercises				
VII week lectures	Colloquium			
VII week exercises				
VIII week lectures	Employee's responsibilities Responsibility for breach of work obligations Financial responsibility.			
VIII week exercises				
IX week lectures	The right to organize a trade union. Representativeness of trade unions. Collective bargaining and conclusion of collective agreements.			
IX week exercises				
X week lectures	Resolving collective labor disputes peacefully. Methods of forced settlement of labor disputes (strike, boycott, picketing, lock-out)			

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X week exercises						
XI week lectures	Protection of employees rights (internal and external protection procedures). Labor inspection. Agency for Peaceful Resolution of Labor Disputes.					
XI week exercises						
XII week lectures	Termination of employment (by force of law, by agreement, individual dismissal, collective dismissal).					
XII week exercises						
XIII 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)					
XIII week exercises						
XIV week lectures	Concept, origin, development and principles of social insurance. Rights of unemployed persons.					
XIV week exercises						
XV week lectures	Health insurance rights. Rights from pension and disability insurance.					
XV week exercises						
Student workload	Classes and final exam: 9 hours and 20 minutes x 16 = 149 hours and 20 minutes Necessary preparation before the beginning of the semester (administration, registration, certification): 9 hours and 20 minutes x 2 = 18 hours and 40 minutes Total workload for the subject: 7 x 30=210 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) 42 hours and 0 minutes Load structure: 149 hours and 20 minutes (teaching), 18 hours and 40 minutes (preparation), 42 hours and 0 minutes (additional work)					
Per week	Per semester					
7 credits x 40/30=9 hours and 20 minuts 4 sat(a) theoretical classes 0 sat(a) practical classes 0 excercises 5 hour(s) i 20 minuts of independent work, including consultations	Classes and final exam: 9 hour(s) i 20 minuts x 16 =149 hour(s) i 20 minuts Necessary preparation before the beginning of the semester (administration, registration, certification): 9 hour(s) i 20 minuts x 2 =18 hour(s) i 40 minuts Total workload for the subject: 7 x 30=210 hour(s) 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) 42 hour(s) i 0 minuts Workload structure: 149 hour(s) i 20 minuts (courses), 18 hour(s) i 40 minuts (preparation), 42 hour(s) i 0 minuts (additional work)					
Student obligations						
Consultations	Consultations with students will be held every Wednesday, after lectures.					
Literature	B. Lubarda, Introduction to Labor Law, Faculty of Law, Belgrade, 2015. V. Simović-Zvicer, Commentary on the Labor Law, CRPP, Podgorica, 2020.					
Examination methods	Colloquium: 30 points Essay: 10 points Practical work: 10 points Final exam: 50 points					
Special remarks						
Comment						
Grade:	F	E	D	C	B	A
Number of points	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