



COURSE SYLLABUS

COURSE TITLE	<i>EU LABOUR RELATIONS</i>	COD:
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YEAR OF STUDY	2 / MASTER	SEMESTER	2	COURSE STATUS (MA-MANDATORY / OP-OPTIONAL)	OP
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NUMBER OF HOURS		TOTAL HOURS PER SEMESTER	TOTAL HOURS OF INDIVIDUAL ACTIVITY	EVALUATION TYPE (P-final project, O – oral examination, E- written examination, M-mixt)	LANGUAGE OF TEACHING
Course	Seminar				
20	32	52	104	M	ROMANIAN

COURSE HOLDER	ACADEMIC GRADE, SURNAME, NAME	DEPARTMENT
	Prof. hab., dr. Ana-Maria BERCU Prof. hab., dr. Mihaela TOFAN Assoc. prof., Ada Iuliana POPESCU	Department of Finance, Money, and Public Administration

PREREQUISITE(S):	None
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COURSE OBJECTIVES /TOPICS	GENERAL OBJECTIVE: <i>The main themes of this course are referree to employee and labour relations as a part of HRM, to develop and maintain effective working relationships taking into consideration the particularities of HR practices in public organisations around the EU countries.</i>
	I. Labor Relations. An EU Integrative Approach I.1. The concept of labor relations I.2. Principles of work in EU I.3. Normative framework considering the work liberty on European area I.4. Legal framework of labor relations in EU II. Labor relations: managerial and legal marks



	<p>II.1. Labor and labor relations II.2. Legal sources of labor relations in EU II.3. Statutory principles of labor relations in EU II.4. International sources of labor relations</p> <p>III. Individual labor contract</p> <p>III.1. Individual employment contract. Role and implications for the conduct of labor relations III.2 Legal characters of the individual employment contract III.3 Conditions of validity III.4 Mandatory terms and optional clauses of the individual employment contract</p> <p>IV. Amendment and termination of employment contract individual</p> <p>IV.1. Changing individual employment contract IV.2. Suspension of the individual labor contract IV.3. Termination of the individual labor contract</p> <p>V. The individual labor contract -particular types</p> <p>V.1. The individual fixed-term employment V.2. Work through temporary employment V.3. The individual part-time employment V.4. Work at home V.5. Tele-working</p> <p>VI. Collective labor agreement. European and national rules</p> <p>VI.1. Definition, legal and features VI.2. Negotiation and conclusion of collective agreement VI.3. Effects of the collective labor agreement VI.4. Modification, suspension, and termination of the collective labor agreement</p> <p>VII. Labor disputes. EU regulation</p> <p>VII.1. The notion of labor disputes: regulatory classification VII.2. Conflicts of interest: concept, conciliation, mediation, and arbitration VII.3. Strike: notion, legal framework, types of strike VII.4. Firing, deployment, and strike effects VII.5. The suspension and termination of the strike VII.6. Limiting the right to strike</p>
<p>OUTCOMES</p>	<ul style="list-style-type: none"> - To have a deep understanding of the complexity of labor relations in European Union; - To reflect on the important issues of labor relations as contracts, bargaining, rights and duties, European law; - To understand the role of EU bodies which assure the integration of workers on European labor market; - To gain a deep understanding of the European dimension of their future work in terms of rights and duties from both parts: as employee and employer.



TOPICS/HOURS	NAME OF THE CHAPTERS	NO OF HOURS
	I. Labor Relations. An EU Integrative Approach	4
	II. Labor relations: managerial and legal marks	8
	III. Individual labor contract	8
	IV. Amendment and termination of employment contract individual	8
	V. The individual labor contract -particular types	8
	VI. Collective labor agreement. European and national rules	8
	VII. Labor disputes. EU regulation	8

BIBLIOGRAPHY	Books and research papers
	<ol style="list-style-type: none"> 1. Abdullaeva, D. (2022). Flexible working hours in labor relations. <i>International Journal Of Law And Criminology</i>, 2(07), 1-8. 2. Bercu A.-M. and Vodă, A.I. (June 7th 2017). Labor Relations: Contemporary Issues in Human Resource Management, Issues of Human Resource Management, Ladislav Mura, IntechOpen. 3. Bednarowicz, B. (2019). Delivering on the European pillar of social rights: the new directive on transparent and predictable working conditions in the European Union. <i>Industrial Law Journal</i>, 48(4), 604-623. 4. Bercu A.-M.; Lupu, D. (2020). Entrepreneurial Competencies as Strategic Tools: A Comparative Study for Eastern European Countries. In: Jarmila Šebestová, Developing Entrepreneurial Competencies for Start-Ups and Small Business, IGI-Global. 5. Makhmatov, M. (2022). Features of the labor law of the european union. <i>The American Journal of Political Science Law and Criminology</i>, 4(01), 80-85. 6. Schnabel, C. (2020). <i>Union membership and collective bargaining: trends and determinants</i> (pp. 1-37). Springer International Publishing. 7. Šebestová, J.; Bercu A.-M. and Vodă, A.I. 2019. "Attracting a New Workforce for Smes: Millennial's Challenge". In: Šperka, R., P. Suchánek, J. Šebestová, Ž. Rylková, K. Matušinská, J. Mazurek, Š. Čemerková and R. Dolák (eds.), 2019. 2nd International conference on Decision making for Small and Medium-Sized Enterprises. Conference Proceedings. Karviná: Silesian University in Opava, School of Business Administration in Karviná, pp. 226-234. 8. Troitiño, D. R. (2022). The European Union Facing the 21st Century: The Digital Revolution. <i>TalTech Journal of European Studies</i>, 12(1), 60-78. 9. Vodă, A.I.; Bercu A.-M.; Šebestová, J. (2021). Is a higher minimum wage associated with a higher youth employment rate? A panel data analysis, <i>European Journal of International Management</i>, vol. 16, no. 4, pp. 631-646. 10. Vodă, A. I.; Bercu A.-M., Labor Relations Efficiency in Central and Eastern Europe, volumul EUFIRE 2017, <i>The Proceedings of the International Conference on European Financial Regulation</i>, editori M. Tofan, A. Roman, I. Bilan, Editura Universității Alexandru Ioan Cuza, Iași, 2017, pp. 184-201. 11. Vodă, A.I.; Bercu A.-M., Labour Market Flexibility and Efficient Use of Talent. Impact Study for CEE Countries, <i>Journal of Public Administration, Finance and Law</i>, no. 3/2017, pp. 76-89.



	<p>12. Menegatti, E. (2020). Taking EU labour law beyond the employment contract: The role played by the European Court of Justice. <i>European Labour Law Journal</i>, 11(1), 26-47.</p> <p>13. Collins, H., Ewing, K., & McColgan, A. (2019). <i>Labour law</i>. Cambridge University Press.</p> <p>Video materials <i>European labour law</i> / https://www.youtube.com/watch?v=JkElezp9Bd-s <i>The Employment Equality Directive – European Implementation Assessment</i> / https://www.youtube.com/watch?v=mQYmPI3DFt0</p>
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EVALUATION	Requirements	<ol style="list-style-type: none"> 1. Proactive discussions based on lectures, bibliography, developing an inter-active and pro-active attitude in the relation with the professor and the other colleagues. 2. The evaluation will be based on a project which should be presented by the students at the meetings after a preliminary schedule established with the professors involved and on-going assessment. 								
	Composition of the final grade	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; width: 60%;">Activity</th> <th style="text-align: right;">Percentages</th> </tr> </thead> <tbody> <tr> <td>Project</td> <td style="text-align: right;">50%</td> </tr> <tr> <td>On-going assessment</td> <td style="text-align: right;">50%</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">100%</td> </tr> </tbody> </table>	Activity	Percentages	Project	50%	On-going assessment	50%	Total	100%
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