

	UČNI NAČRT PREDMETA/COURSE SYLLABUS
Predmet	Delovno pravo
Course title	Labour Law

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Upravljanje in poslovanje 1	Upravljanje in poslovanje	3.	5.
Business and Management 1	Business and Management	3 rd	5 th

Vrsta predmeta/Course type modularni/module

Univerzitetna koda predmeta/University course code 1N323

Predavanja Lectures	Seminar Seminar	Sem. vaje Tutorial	Lab. vaje Laboratory work	Teren. vaje Field work	Samost. delo Individ. work	ECTS
30		30			90	6

Nosilec predmeta/Lecturer: izr. prof. dr. Franci Avsec

Jeziki/ Languages: **Predavanja/Lectures:** slovenski/Slovenian
Vaje/Tutorial: slovenski/Slovenian

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti: **Prerequisites:**

<ul style="list-style-type: none"> • Pogoj za vključitev v delo je vpis v 3. letnik študija. • Izdelava in pozitivna ocena seminarske naloge. 	<ul style="list-style-type: none"> • The prerequisite for participation is enrolment in the third year of study. • Students should prepare and successfully present their seminar papers before the examination.
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Vsebina:

Content (Syllabus outline):

<ul style="list-style-type: none"> • <i>Delovno pravo</i> (individualno, kolektivno). • <i>Individualno delovno pravo.</i> • <i>Delovno razmerje in razlikovanje od drugih podobnih pravnih razmerij.</i> • <i>Pogodba o zaposlitvi.</i> Pravna narava pogodbe. Sklenitev pogodbe. Stranke pogodbe. Postopek sklepanja delovnega razmerja. Pravice in obveznosti strank. Obveznosti strank. Elementi pogodbe o zaposlitvi. Prenehanje pogodbe o zaposlitvi. Sprememba delodajalca. • <i>Posebnosti pogodbe o zaposlitvi.</i> • <i>Varstvo nekaterih kategorij delavcev.</i> • <i>Kolektivno delovno pravo.</i> Udeleženci. Pogajanja. Kolektivne pogodbe. Industrijske akcije. 	<ul style="list-style-type: none"> • <i>Labour Law</i> (individual and collective). • <i>Individual labour law.</i> • <i>Employment relationship and its distinction from similar legal relationships.</i> • <i>Employment contract.</i> Legal nature of a contract. Contract parties. Procedure for conclusion of the contract. Rights and duties of the contracting parties. Contents of the contract. Termination of the contract. Change of the employer. • <i>Specific features of the employment contract.</i> • <i>Protection of various categories of employees.</i> • <i>Collective Labour Law.</i> Participants. Negotiations. Collective agreements.
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<ul style="list-style-type: none"> • <i>Varstvo pravic</i> v individualnih in kolektivnih razmerjih. 	<p>Industrial actions.</p> <ul style="list-style-type: none"> • <i>Protection of rights</i> in individual and collective relationships.
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Temeljna literatura in viri/Readings:

Temeljna literatura/Basic literature

Vodovnik, Z. in Tičar, L. (2018). Osnove delovnega in socialnega prava. Ljubljana: Lexpera, GV založba, str. 13-67, 109-202, 257-268.

Priporočljiva literatura/Recommended literature

Bečan, I. in sod. (2019). Zakon o delovnih razmerjih (ZDR-1) : s komentarjem. Ljubljana: Lexpera, GV založba.

Novak, M. in Končar, P. (urednika). (2006). Konvencije Mednarodne organizacije dela: s komentarjem. 1. natis, Ljubljana: GV založba.

Cilji in kompetence:

Učna enota prispeva predvsem k razvoju naslednjih splošnih in specifičnih kompetenc:

- poznavanje in razumevanje procesov v poslovnem okolju organizacije in sposobnost za njihovo analizo, sintezo in predvidevanje rešitev ter njihovih posledic;
- zmožnost vzpostavljanja in vzdrževanja partnerskega odnosa s sodelavci, z delodajalcem in drugimi uporabniki oz. skupinami (lokalna skupnost, svetovalne službe, gospodarstvo ipd.) ter zmožnost strpnega dialoga;
- poznavanje in razumevanje utemeljitve in zgodovine temeljnih disciplin s področja poslovnih in upravnih ved, in sicer s področja ekonomije, podjetništva, poslovne informatike, ravnanja z ljudmi, kvantitativnih metod, prava in poslovanja;
- sposobnost za reševanje konkretnih delovnih problemov na področju upravljanja in poslovanja z uporabo znanstvenih metod in postopkov;
- komuniciranje s strokovnjaki z različnih področij gospodarskega in družbenega življenja;
- razumevanje odnosov med organizacijo in socialnim okoljem – sistemsko gledanje na delovanje;
- zavzemanje za take spremembe sistema, ki zagotavljajo osnovne pravice in potrebe uporabnika oz. skupine.

Objectives and competences:

The learning unit mainly contributes to the development of the following general and specific competences:

- knowledge and understanding of processes in the environment of organization and the ability to analyse, synthesise and envisage solutions and their consequences;
- the ability to establish and maintain partnerships with co-workers, the employer and other users or groups (local community, consultancy services, the economy, etc.) and the ability to have a tolerant dialogue;
- knowledge and understanding of the definitions and history of the core disciplines in the field of business and administrative sciences, especially in the fields of economics, entrepreneurship, business information technology, human resource management, quantitative methods, law and management;
- the ability to solve practical problems of working in the field of management and business using scientific methods and procedures;
- communicating with experts from various fields of economic and social life;
- understanding the relationships between the organization and social environment – systematic aspect of its functioning;
- a commitment to changes in the system which provide the basic rights and needs

	to the user or group.
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<p>Predvideni študijski rezultati:</p> <p>Znanje in razumevanje:</p> <p><i>Študent/Študentka razvije sposobnost za:</i></p> <ul style="list-style-type: none"> • definiranje in analizo delovnopравnih problemov in vprašanj; • raziskovanje pravne podlage problema; • formuliranje kratkih in koherentnih pravnih argumentiranj; • predstavitev argumentov v pisni in ustni obliki; • razvijanje veščin za pogajanja, razprave, razlage, zagovarjanja/spodbijanja in utemeljevanja. 	<p>Intended learning outcomes:</p> <p>Knowledge and understanding:</p> <p><i>Students:</i></p> <ul style="list-style-type: none"> • define and analyze the labour law problems and issues; • research the legal basis of the problem; • formulate a short and coherent legal reasoning; • present the arguments in written and oral form; • develop the skills of negotiation, discussion, interpretation, advocacy/contest and argument.
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<p>Metode poučevanja in učenja:</p> <ul style="list-style-type: none"> • <i>predavanja</i> z diskusijo in komentiranjem aktualnih problemov, ki se nanašajo na temo predmeta; • <i>seminarske vaje</i>; • izdelava <i>seminarske naloge</i>, njena predstavitev in diskusija o problemu. 	<p>Learning and teaching methods:</p> <ul style="list-style-type: none"> • <i>lectures</i> with discussion and commenting on the current issues relating to the theme of the subject; • <i>tutorial</i>; • preparation of the <i>seminar paper</i> and its presentation, including discussion of the problem.
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Načini ocenjevanja:	Delež (v %) Weight (in %)	Assessment:
<p>Način (pisni izpit, ustno spraševanje, naloge, projekt):</p> <ul style="list-style-type: none"> • pisni (ustni) izpit • seminarska naloga s predstavitevijo in zagovorom 	<p>70</p> <p>30</p>	<p>Types (written examination, oral examination, coursework, project):</p> <ul style="list-style-type: none"> • written (oral) exam • seminar paper with presentation and defence