

RTU Course "Topical Problems of Labour and Labour Safety Law"**22000 Faculty of Engineering Economics and Management****General data**

Code	IV0039
Course title	Topical Problems of Labour and Labour Safety Law
Course status in the programme	Compulsory/Courses of Limited Choice
Responsible instructor	Mihails Urbans
Academic staff	Daina Ose
Volume of the course: parts and credits points	1 part, 4.0 credits
Language of instruction	LV
Annotation	The study course covers safety and health protection of employees at work, the legal basis for the organisation of the occupational health and safety system in Latvia and the EU. An insight into the regulation of employers' obligations and rights in Latvian and international laws and regulations, pointing out common and different nuances of occupational health and safety regulation in Latvia, as well as issues of control and liability. The study course provides an overview of the labour law system in Latvia and the limits of the scope of international legal norms. Students are introduced to the requirements for drawing up administrative reports and to administrative procedure.
Goals and objectives of the course in terms of competences and skills	The aim of the study course is to provide knowledge in the basic issues of occupational health and safety and labour law related to the conclusion, termination and guarantees of employment contracts, general regulation of labour law and occupational health and safety law subjects, other relevant aspects of the field of law. Tasks of the study course are: - to learn to navigate labour relations from the perspective of the employee and the employer; - to provide an understanding of the differences between the institutions and regulation of labour law and occupational health and safety law; - to acquaint with the legal consequences and liability for breaches of labour law and safety at work, the criteria for determining loss and damage and liability; - create an understanding of the differences in dispute resolution frameworks and procedures, and the choice of appropriate proceedings; - to acquaint with the main types of employment contracts, drafting requirements and the specific features of the employment relationship framework.
Structure and tasks of independent studies	Studies of literature and regulations in accordance with the topics and sources indicated in the lectures, identification of published case law by using Internet resources, analysis of the most distinctive legal materials of court practice.
Recommended literature	Obligātā/Obligatory: 1. Slaidiņa, Skultāne. Darba tiesības. Papildināts un pārstrādāts izdevums. Apgāds Zvaigzne ABC, Rīga, 2017. 2. Jānis Saulītis, Jānis Ieviņš. (2022). Darba aizsardzības speciālista rokasgrāmata. 1. grāmata. Darba aizsardzības sistēma, darba vides riska faktori. Rīga: Apgāds Zvaigzne ABC. 190.lpp. Papildu/Additional: 1. Civilprocesa likuma komentāri. I daļa (1.-28.nodaļa). Otrais papildinātais izdevums., TNA, 2016. 2. Ose D. Darba strīdu izskatīšana un prasības pieteikuma sagatavošana. Rīga, 2013. www.lbas.lv 3. Liepiņa I., Darbinieku aizsardzība uzņēmuma pārejas gadījumā. TNA, 2021. 4. Jautrīte Briede, Edvīns Danovskis, Anita Kovaļevska, Administratīvās tiesības. Mācību grāmata. TNA, Rīga, 2016. 5. LR likums "Darba likums" // Latvijas Vēstnesis, 06.07.2001. 6. LR likums "Darba aizsardzības likums" // Latvijas Vēstnesis, 06.07.2001. 7. Darba likums ar komentāriem. 2020., www.lbas.lv 8. Interneta resursi: www.lm.gov.lv, www.lbas.lv, www.lddk.lv, www.likumi.lv, www.at.gov.lv, www.e-lietas.lv.
Course prerequisites	Basic knowledge of labour law and occupational health and safety law.

Course contents

Content	Full- and part-time intramural studies		Part time extramural studies	
	Contact Hours	Indep. work	Contact Hours	Indep. work
Concept, system and sources of labour and occupational health and safety law, development and trends.	0	0	2	7
Subjects of employment relations, their legal capacity. Examples of judicial practice.	0	0	3	7
Basics of the employment relationship emergence, practices, case studies.	0	0	3	7
Content of collective agreements, agreements on occupational health and safety measures.	0	0	4	7
Contents of the employment contract and the procedure for concluding it, issues, case law.	0	0	3	9
General grounds for termination of employment contract. Types of contractual termination notice and their realisation.	0	0	4	9
Organisational framework for occupational safety and health and employer responsibilities.	0	0	4	8

Subject of administrative law, administrative act, actual action of the institution.	0	0	4	11
Social dialogue, mediation and civil procedural remedies.	0	0	3	10
Examination.	0	0	2	0
Total:	0	0	32	75

Learning outcomes and assessment

Learning outcomes	Assessment methods
Is able to analyse legal issues, make proposals for solving situations, and avoid labour law and labour protection law violations.	Exercises, tests.
Is able to apply theoretical knowledge in solving labour law and labour protection legal relations.	Exercises, discussions, situation solving. Examination.
Is able to apply labour law in dealing with breaches of occupational health and safety legislation	Exercises, discussions, situation solving. Examination.
Is able to assess the organisational system of occupational safety and health in an enterprise and its compliance with legal requirements.	Study of court practice, case studies, discussions. Examination.

Evaluation criteria of study results

Criterion	%
Test	45
Tasks (exercises and situation solving)	5
Active participation in seminars (discussion on legal practice)	5
Examination	45
Total:	100

Study subject structure

Part	CP	Hours			Tests		
		Lectures	Practical	Lab.	Test	Exam	Work
1.	4.0	32.0	16.0	0.0		*	