

General information			
Course co-ordinator		Ante Vidović, LL.M., Senior Lecturer	
Course title		BASICS OF LABOUR LAW	
Study programme		Professional undergraduate study Accounting and Finance	
Course status		Obligatory	
Year	Semester	2	IV
Value of credits and lecturing procedures		ECTS	4
		Number of hours (Lectures+Exercises+Seminars)	45 (30+0+15)

1. COURSE DESCRIPTION
<i>1.1. Objectives</i>
The objective of the course is to introduce students with basic concepts and logic of the labour law. Students should master the legal norms regulating the employment contract, labour relations, and the rights and obligations of employees and employers. In addition, the objective of this course is to enable students to become trained for independent compilation of all relevant labour law acts in practice and for the application of the provisions of the Act in practice without difficulty, especially those related to concluding and termination of employment contract and protection of employees' rights. The correlation of this course is particularly expressed with the contents of the course Contract Commercial Law due to the fact that the employment relationship is a specific mandatory relationship. It also correlates with the contents of the course Companies' Law, as the largest number of employers work within a company. The contents also correlate with other courses which investigate income tax, salaries and other tangible receipts arising from the employment status..
<i>1.2. Course enrolment conditions</i>
None
<i>1.3. Expected outcomes of the course</i>
<ol style="list-style-type: none"> 1. to differentiate the basic terms of the labour law and the logic of the labour law 2. to divide the system of labour relations (individual and group), and employment contract (temporary and permanent) 3. to solve concrete issues and to apply the knowledge upon negotiating working hours, salaries and benefits and exercising one's rights based on employment 4. to present the procedures and acts related to signing the contract on employment 5. to develop one's own attitudes and values on advantages and disadvantages of signing the contract on employment in relation to other types of work 6. to present the procedures and acts related to cancellation of employment contract and other types of employment termination
<i>1.4. Course contents</i>
Term of labour law. Terms of labour law, sources and principles of the Croatian labour law, important characteristics of employment relationship. Contract on employment in general, signing contract on employment, contract on temporary and permanent employment, special clauses upon signing contract on employment. Rights and obligations in employment relationship – trial period, education and training, working time, vacations and annual holidays, special forms of protection of employees at work, salaries, patents and technical improvements, prohibition of competition of employees with employers, compensation of damages. Termination of contract on employment – types of termination of contract on employment, cancellation of contract on employment, other ways of termination of contract on employment, programme of care of redundant employees. Rulebook on labour – general terms, employer's obligations. Labour disputes – individual labour

dispute, collective labour dispute. Participation of employees in decision making – council of employees, employees' union, representative of employees in the employer's organisation. Trade unions and employers' unions. Collective agreements. Strikes and termination of labour. Supervision of application of labour regulations. Records on work. Records on workers employed at the employer's company.							
1.5. Teaching methods		<input checked="" type="checkbox"/> lectures <input checked="" type="checkbox"/> instruction <input checked="" type="checkbox"/> guided discovery learning <input checked="" type="checkbox"/> discussion <input type="checkbox"/> group/team learning <input type="checkbox"/> _____					
1.6. Comments							
1.7. Students' obligations							
Attendance in classes – part time students are expected to be present at least 50% of the total teaching hours, whereas full time students are expected to be present at least 70% of the total teaching hours. In the case of student's inability to have the required attendance percentage The students are also obliged to write a seminar paper on the topic determined by the lecturer. Quick tests, not announced in advance, are conducted during the semester aimed at better acquisition of the course contents.							
1.8. Monitoring students' accomplishments							
Attendance	0.5	Student's activity during lectures	0.5	Seminar paper	1	Experimental work	
Written exam	1	Oral exam	1	Essay		Research work	
Project		Permanent testing of student's knowledge		Written presentation		Practical work	
Portfolio		Independent task solving					
1.9. Measuring the achievements of learning outcomes and evaluation and assessment of the results of students' work							
The workload factor of each learning outcome stated in the Chapter 1.3. totals 1. A half of the workload factor for each learning outcome represents a minimum threshold for the achievement of the this learning outcome. During the semester evaluated are student's activity and independent task solving. Two mid-term exams are written in the semester. The final exam is written and oral. The final grade is based on the total sum of grades obtained in the written exam (60%), oral exam (30%) and the written and presented seminar paper (10%).							
1.10. Obligatory reading							
<ol style="list-style-type: none"> 1. Pešutić, A./ Gorenc, V./ Vidović, A.: <i>Osnove radnog prava</i> – recenzirana skripta, Zagreb, ak. god. 2018/19. 2. Radni materijali s predavanja i vježbi – <i>PowerPoint</i> prezentacije autora, Vidović, A., 2018/19., RRiF Visoka škola za financijski menadžment 							
1.11. Optional reading							
<ol style="list-style-type: none"> 1. Pešutić, A. et al.: <i>Radni odnosi – primjena Zakona o radu (VII. Izmijenjeno i dopunjeno izdanje)</i>; RRiF-ovi priručnici; RRiF plus d.o.o., Zagreb, 2015. 2. Božina, A. et al.: <i>Troškovi osoblja i radnopravni odnosi</i>; I. i II. dio; RRiF plus d.o.o., Zagreb, 2008. 3. Odabrani članci prema uputama predmetnog nastavnika iz stručnog časopisa <i>Pravo i porezi</i> (glavni urednik: Gorenc, V.) 							

4. Odabrani članci prema uputama predmetnog nastavnika iz stručnog časopisa <i>Računovodstvo revizija i financije</i> (glavna urednica: Cirkveni Filipović, T.)
1.12. <i>Quality control which ensures the acquisition of the corresponding knowledge, skills and competences after the completion of the study.</i>
At the end of the semester the students fill in an anonymous questionnaire. The comments, suggestions and information in the questionnaire and the evaluation procedures are to be used to improve lectures, exercises and other ways of work with students. Self-evaluation of teaching staff is aimed at making some corrections in order to improve the quality of teaching.
1.13. <i>Expected competences</i> <ul style="list-style-type: none">- preparation of legal documents in the field of Labour Law (employment contract)- contracting employment and termination of employment