

Table 5.2. Course Specification

Study Programme: Undergraduate Academic Studies - BA in Law (Hons)
Course Title: Employment Law
Teacher(s): Prof. Nebojša Šarkić, SJD, Assist. Prof. Aleksa Radonjić, SJD
Course Status: M (mandatory)
ECTS credits: 6
Condition: None
Course aim: Introducing students to the national and comparative solutions in the field of employment law and social insurance, as well as to the relevant international legal instruments.
Course outcome: Students will be equipped to do work in the employment field, as well as work pertaining to retirement, disability, healthcare and other forms of aka social insurance.
Course contents: Week 1: International and national sources of employment law; The hierarchy of sources; Case law; The concept of employment and labour relations regimes; Week 2: Types of employment; Employment terms and conditions; Ways of employment; Employment mediation; Legal protection in courts; Week 3: Fundamental rights and obligations; Prohibition of discrimination; Individual and collective rights; Designating employee posts; Office hours; Week 4: Vacations; Leave of absence; Education, training and professional development; General and special employee protection; Personal data protection; Protection from sick leave abuse; Week 5: Wages/earning; Compensation of wages; Other income; Накнада зараде; Друга примања; Bankruptcy claims; Prohibition of competition; Employee liability for damage caused to the employer; Employer liability for damage employees cause to third persons; Week 6: Disciplinary liability; Suspension from work; Surplus employees; Changing the employer; Ammendments to the employment contract/agreement; Employment status of a General Manager; Week 7: Employee Council formation; Trade unions; Corporate partnership foundation; Establishing representativeness; Collective negotiations; Collective bargain/agreement utilization and duration/validity; Mutual realtions among collective bargain referees; The Socio-Economic

Council; Strike; Protests, picketing, lock-out;

Week 8:

Employment termination grounds; Braking a deadline; Reaching mandatory retirement age; Employer-employee agreement; Employment contract termination; Parent, aka guardian request; Employee death; Returning the employment record booklet; Illegal employment termination; Exercising rights; Individual and collective rights protection;

Week 9:

Labour without (formal) employment; Self-employment; The need for monitoring; Employment and Labour Inspection; Inspectoral authority;

Week 10:

Mandatory and voluntary pension and disability insurance; Conditions influencing pension and disability insurance rights; Retirement, aka pension rights based on age, disability and marital/family status; Physical disability compensation right; Funeral costs right; Determining the pension amount; Determining the physical disability compensation amount; Determining funeral costs amount; Harmonizing the scope of rights;

Week 11:

The Pension and Disability Fund; Exercising pension- and disability-related rights; Damage incurrance liability; Mandatory and voluntary health insurance; Healthcare rights; Exercising healthcare- and health-insurance-related rights; Types of insurance; Unemployment; Unemployment insurance rights; The National Employment Service; Exercising unemployment-related rights.

Coursebook(s) / Readings (in Serbian):

Mandatory:

Радно право, Ивошевић, З., десето измењено и допуњено издање, Београд 2020, Правни факултет Универзитета Унион и Службени гласник.

Additional:

Алтернативно радно законодавство, Рељановић, М., Београд 2019, Rosa Luxemburg Stiftung Southeast Europe и Центар за достојанствен рад

No. of active teaching lessons: 60

Theory: 2 (2 weekly)

Practice: -

Teaching methods:

Lectures and practice.

Grading (max. No. of points: 100)

Pre-examination obligations	Points	Final examination	Points
Homework	10	Testing - written	-
Attendance	20	Oral exam	50
Practice	-		
Progress tests	20		
Seminar papers	-		