

<b>Course number</b>		U-LAS06 20038 LE41					
<b>Course title (and course title in English)</b>		Labor and Labor Law in Europe-E2 Labor and Labor Law in Europe-E2		<b>Instructor's name, job title, and department of affiliation</b>		Graduate School of Law Distinguished Visiting Professor,MAZAL, Wolfgang	
<b>Group</b>		Humanities and Social Sciences		<b>Field(Classification)</b>		Jurisprudence, Politics and Economics(Issues)	
<b>Language of instruction</b>		English		<b>Old group</b>		Group A	
				<b>Number of credits</b>		2	
<b>Hours</b>		30		<b>Class style</b>		Lecture (Face-to-face course)	
				<b>Year/semesters</b>		2024 • Intensive, Second semester	
<b>Days and periods</b>		Intensive 1st-3rd period on February 17-21		<b>Target year</b>		Mainly 1st & 2nd year students	
				<b>Eligible students</b>		For all majors	
<b>[Overview and purpose of the course]</b>							
<p>Purpose of Course: The course will guve insights in the organisation and conditions of labor in Europe and show how labor is regulated in european countries. The status of self-employed and employees and various forms of legally and economically dependency will be discussed; informations about legal regulatoins to protect workers by regulation of working conditions, systems for collective bargaining and for workers-representation will be given.</p> <p>Outline of Course: The lecture will provide an overview of the history of labor contract law and the history of systems of collective bargaining of labor conditions. Furthermore the lecture will explain the legal framework of national legislation (European Human Rights Charta, EC-Regulation) and show several legal regulations in European Countries in main fields of labor relations. We will not focus only on narrow legal issues, but also analyze principles of national and European legislation and their effects in a society.</p>							
<b>[Course objectives]</b>							
<ul style="list-style-type: none"> <li>- get an overview on the history and actual status of labor, labor conditions, labor markets and its regulation in Europe</li> <li>- learn about different concepts of social market economy and different European approaches to regulate labor relations on individual and collective level in Europe</li> <li>- get information on typical national regulations referring to work-conditions in selected European-countries in labor contract, working-hours, wages and termination of labor contract</li> <li>- get information on fundamental regulations on European level referring to labor conditions and labor market</li> <li>- find out problems of comparing legal regulation depending to different cultural approaches and to what extend a comparative approach is useful for policy-making</li> </ul>							
<b>[Course schedule and contents)]</b>							
<p>Unit 1: Introduction</p> <p>Brief introduction on lecturer and course</p> <p>Actual status of labor: Statistics on share of emplyooees, self-employed an unemployed in several European countries. Share of labor market work and family work, paid and unpaid work under a gender perspective, Discussion about the actual mindset towards work in european societies as result of tradional ideas about work in european history, religion and philosophy.</p>							
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## Labor and Labor Law in Europe-E2(2)

### Unit 2: History and main instruments of labor law

History of labor and labor law in Europe. Jewish, greek, roman and german attitudes towards and ideas about labor. Changes of mindset in 19th century, Starting points of modern labor law. Invention of instruments of collective bargaining and workers representation in companies. Influences and guarantees by Legal Regulation from European Union.

### Unit 3 and 4:

Explanation of typical regulations of main fields of labor relations in European countries:

- labor contract, distinction of self-employed and employees
- vocational training in schools and/or enterprises
- how to find just wages
- number of work-hours as question of productivity and work/family - balance
- paid leave in case of sickness or from other reasons
- works-council, other workers and employers organisations
- systems of collective bargaining on branch level, company level and enterprise level
- protection of vulnerable groups (parents, handicapped, young, old)
- termination of labor contract and protection of labor contract

### Unit 5: Future of labor

Labor law in a globalised world

Worldwide international labor division and competition seem to make breaking traditional labor to a high extent in the next decades. Which answers can be given? Should we implement systems of basic income? How can policies prevent mass poverty and even revolutions? Which concept of market economy will lead to a peaceful future?

The exact lecture schedule is as follows;

From 1st to 3rd period on Feb. 17, 18, 19, 20 and 21.

### [Course requirements]

Interest in Labor and Labor Law Issues

### [Evaluation methods and policy]

Method: Classical lecture, In-class discussion and Group presentation

Point of view: Legal, economical and statistical information will allow to find a personal position in the actual changes in economy and improve political and voters decisions

Evaluation: 40% class-participation, 20% group discussion, 40% written exam

### [Textbooks]

Not fixed

### [Study outside of class (preparation and review)]

readings of papers which will be prepared by lecturer and will be basis of group presentations

### [Other information (office hours, etc.)]

preferred organisation: 5 days lecture with 3 units (each 90 Minutes) per day