

**COURSE OUTLINE****1. Information about the program**

1.1 Higher education institution	“Alexandru Ioan Cuza” University of Iași
1.2 Faculty	Faculty of Economics and Business Administration
1.3 Department	Management, Marketing and Business Administration
1.4 Field of study	Management
1.5 Cycle of study	Master
1.6 Study program / Qualification	Strategic Human Resource Management in Europe

2. Information about the course

2.1 Course title	European Labor Law						
2.2 Course coordinator	Professor, Ph.D. Hab. Ana-Maria Bercu						
2.3 Seminar coordinator	-						
2.4 Year of study	1	2.5 Semester	1	2.6 Type of evaluation*	M	2.7 Course status**	C

* MT-MID-TERM, O-ORAL EXAM, E-EXAM, M-MIXED; ** C-compulsory/O-optional/E-elective

3. Estimated time allocation (hours per semester and teaching activities)

3.1 Number of hours per week	1.5	out of which: 3.2 course	1.5	3.3 seminar / laboratory	0
3.4 Total number of hours per semester	21	out of which: 3.5 course	21	3.6 seminar / laboratory	0
Time allocation					h
Study based on course book, course materials, bibliography and other					20
Supplementary study in the library, on electronic platforms and on the field					15
Preparing seminars/laboratories, assignments, papers, portfolios and essays					10
Tutorship					5
Examination					4
Other activities					

3.7 Total hours of individual study	54
3.8 Total hours per semester	75
3.9 Number of credits	3

**4. Prerequisites** (if applicable)

4.1 Referring to curriculum	Not necessary
4.2 Referring to competences	Not necessary

5. Conditions (if applicable)

5.1 For the course	Not necessary
5.2 For the seminar / laboratory	Not necessary



6. Specific competences accumulated

Professional competencies	C1: Applying basic principles and methods of field research of high complexity issues related to European labor law and labour relations in the EU C2: Run projects in European and international labour market policies successful C3: Manage the personnel situation of international enterprises and institutions
Transversal competencies	CT 1: Self-training need and identifying the resources and means for personal and professional training development in order of insertion and adaptation to labor market requirements. CT 2: Fulfillment term, rigorous, efficient and accountable professional tasks with ethical principles and professional ethics.

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	The students have a solid knowledge of the rules of labor law in EU and considering the industrial relation context within which HR managers work. They are able to work within the inter-European framework and the different national systems of industrial relations and labor law.
7.2 Specific objectives	After successfully finalizing this course, students will be able to: <ul style="list-style-type: none">▪ Understand and use the basic notions in the field.▪ Understand, identify and use types of potential action paths.▪ Identify organizational position compared to competitors and identify competitive alternatives based on organizational objectives.▪ Understand the impact of change communication and methods for overcoming HR resistance to change

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
1.	European Institution and European Labor Law	Interactive course, heuristic conversation, problem solving method	3 hours/ notes 1, 2 and 4
2.	Free movement for workers and citizens within EU	Interactive course, heuristic conversation, problem solving method	3 hours/notes 1, 2 and 3
3.	The EU Charter in the context of the social dimension of European integration	Interactive course, heuristic conversation, problem solving method	1.5 hours/notes 1, 2 and 3



4.	The EU Charter and trade union rights	Interactive course, heuristic conversation, problem solving method	1.5 hours/notes 1, 2 and 3
5.	The role of unions and the state in shaping and enforcing labor conditions	Interactive course, heuristic conversation, problem solving method	1.5 hours/ notes 1, 2, 6, 7 and 8
6.	Collective bargaining - Protection of personal data (Article 8)	Interactive course, heuristic conversation, problem solving method	1.5 hours/ notes 3, 4, 5 and 8
7.	Collective bargaining - Freedom of assembly and of association (Article 12)	Interactive course, heuristic conversation, problem solving method	1.5 hours/ notes 3, 4 and 6
8.	Collective bargaining - Freedom to choose an occupation and right to engage in work (Article 15)	Interactive course, heuristic conversation, problem solving method	1.5 hours/ notes 3, 4 and 6
9.	Non-discrimination and equal treatment between men and women (Articles 21 and 23)	Interactive course, heuristic conversation, problem solving method	3 hours/ notes 3, 7 and 8
10.	Employee rights as human rights	Interactive course, heuristic conversation, problem solving method	3 hours/ notes 3, 4, 6 and 7

Bibliography

- Bercu, Ana-Maria; Vodă, Ana Iolanda. (2017), Labor Relations: Contemporary Issues in Human Resource Management, chapter in volume Issue of Human Resource Management (edited by Ladislav Mura), Published by InTech, Croatia, pp. 153-167, indexed in Book Citation Index of Web of Science, Core Collection (BKCI)– Thompson Reuters.
- Bercusson, Brian. Ed. (2002), European labour law and the EU Charter of Fundamental Rights, ETUI, Brussels.
- Tofan, Mihaela; Bercu, Ana-Maria. (2017), The Legal Framework for Mobility of Human Resources within EU: A Romanian Fiscal Liability Approach, Athens Journal of Law, vol. 3, issue 3, July 2017, pp. 231 – 242. (<https://www.athensjournals.gr/law/2017-3-3-4-Tofan.pdf>).
- Bercu, Ana-Maria. (2017), Impact of employees' training programmes on job satisfaction, *Current Science*, vol. 112, No. 7, 10 April 2017, pp. 1340 – 1345.
- Crouch, C. (2003): Industrial relations and European State Traditions, Oxford: Clarendon Press
- Coyle-Shapiro, J. A.-M. / Shore, L.M. / Taylor, M.S. / Tetrick, L.E. (2004): The Employment Relationship: Examining Psychological and Contextual Perspectives, New York: Oxford University
- European Commission (2011): Industrial Relations in Europe 2012, Luxembourg: Publications Office of the European Union
- Frege, C. (2010): Industrial relations in continental Europe, in: Ackers, P./ Wilkinson, A. (ed.): Understanding Work & Employment – industrial relations in transition, Oxford: Oxford University Press
- Müller-Jentsch, W. (2004): Theoretical Approaches to Industrial Relations, in: Kaufman, B. (ed.): Theoretical Perspectives on Work and the Employment Relationship, Campaign: IRRA Series

8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)
	-	-	-

Bibliography

-

9. Bridging course content with the expectations of the community, professional associations and representative employers in the field of the program



On an annual basis, the course content is discussed with the representatives of the business environment, who hire or could hire graduates from this program, while students are required to provide feedback (on-line, anonymous) after each semester about the course structure, teaching methods, as well as strengths / weaknesses (after the final evaluation).

10. Evaluation

Type of activity	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Allocation to the final grade (%)
10.4 Course	Theoretical and applied knowledge	Test from the course content – 60% - 12 th of May 2022 Reevaluation – 19 th of May 2022 Essay on a theme choose by students– 30% (15%-presentation; 15%-content and form) Active involvement in course activities – 10%	100%
10.5 Seminar/ Laboratory	-	-	-
10.6 Minimal performance standard			
Obtaining 5 points (out of 10).			

Date

11th September 2021

Course coordinator

Prof., PhD. Habil. **Ana-Maria Bercu**

Seminar coordinator

Date of approval in the department

23th September 2021

Head of the provider department

Professor, PhD. **Ovidiu STOICA**

Head of the beneficiary department

Assoc. Prof., PhD. **Andrei NEȘTIAN**