



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 Departament	Finance, Currency and Public Administration
1.4 Field of study	Administrarea Afacerilor
1.5 Cycle of study	Master
1.6 Study program / Qualification	Strategic Human Resources Management in Europe

2. Information about the course

2.1 Course title	Comparative Labour Law in Europe						
2.2 Course coordinator	Associate Professor Mihai-Bogdan Petrisor , PhD						
2.3 Seminar coordinator	-						
2.4 Year of study	2	2.5 Semester	1	2.6 Type of evaluation*	EVP	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					16
Preparing seminars/laboratories, assignments, papers, portfolios and essays					10
Tutorship					4
Examination					4
Other activities					0
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	1st, 2nd semester
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: Ability to perceive, compare and apply the diversity of labour law in european context and to utilize the general and common legal fundamentals C2: Analyse European Law and Region-specific labour law from a strategic perspective C3: Run successful activities and projects in European labour law field
Transversal competencies	CT: Acquiring basic info and exercise Comparative labour law in EU in different study cases

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	Knowledge of the defining elements of comparative labor legislation in Europe
7.2 Specific objectives	After successfully finalizing this course, students will be able to: <ul style="list-style-type: none">▪ know the main provisions of the Labour Code in different countries in EU and related regulations▪ use skills or knowledge in a given work situation▪ identify connections between theoretical concepts of Comparative labour law in Europe and their application to a specific situation▪ be able to apply correctly the legal provisions in force at the particular situation of an employee, identifying rights and obligations

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
1.	CHAPTER I: Introduction	Interactive course, heuristic conversation, problem solving method	2 hours
2.	CHAPTER II: Comparative individual labour contract clauses (general and special) in EU	Interactive course, heuristic conversation, problem solving method	6 hours
3.	CHAPTER III: PREPARING AND TRAINING in European contries	Interactive course, heuristic conversation, problem solving method	2 hours
4.	CHAPTER IV: Comparative Minumum Wages in EU	Interactive course, heuristic conversation, problem solving method	2 hours



5.	CHAPTER V: Comparative Working Hours in EU	Interactive course, heuristic conversation, problem solving method	3 hours
6.	CHAPTER VI: Comparative Leave policies in EU	Interactive course, heuristic conversation, problem solving method	2 hours
7.	CHAPTER VI: Comparative Individual Employment Contract termination in EU	Interactive course, heuristic conversation, problem solving method	4 hours

Bibliography

- Tofan Mihaela Mihai Bogdan Petrisor - Employment, university course, CH Beck, 2013
- Florin Ciutacu - "Labor Law. Reports of test cases ", Ed Twilight Ploiești, 2001
- Davide Gallotti, Mihaela Tofan - "Contract work in Romanian and EU regulation", Junimea 2004
- Davies, A.C.L. (2013) EU Labour Law, Edward Elgar Publishing, ISBN: 978 1 78100 435 7, <http://www.e-elgar.com/shop/eu-labour-law>;
- Filip Gheorghe Dumitru Christmas, Michael Mantle, Septimius Panainte, Romeo Butnariu - "Employment and Social Security", Junimea, Iași, 2001
- Finkin, M.W. (2015) Comparative Labor Law, Edward Elgar Publishing, ISBN: 978 1 78100 012 0, <http://www.e-elgar.com/shop/comparative-labor-law>;
- Ion Traian Stefanescu - "Labor Law", Lumina Lex, Bucharest, 2000
- Kuddo, Arvo- Labor laws in Eastern European and Central Asian countries : minimum norms and practices, Social Protection Discussion Papers and Notes 51698, The World Bank, <https://ideas.repec.org/p/wbk/hdnspu/51698.html>
- Liviu Filip - "Course of Employment" Venus Publishing House, Iasi, 2003
- Luminița Țundrea - "Labour and social legislation - lecture notes," Mirton Publishing House, Timișoara, 2003
- Maria Harbădă - "Introduction to Law", University Alexandru Ioan Cuza, Iasi, 2002
- Nicolae Voiculescu - "Employment - lecture notes. Domestic and international regulations ", Editura Dacia Europa Nova, Lugoj, 2001
- Panteleimon Manta, Vasile Ghimeș - "Employment and Social Security", Academic Publishing Brancusi, Targu Jiu, 2001
- Peter Buneci - "End individual employment contract" Tomorrow Foundation Publishing Romania, Bucharest, 2000
- Sanda Ghimpu, Alexander Țiclea - "Employment" Allbeck Publishing, Bucharest, 2001
- Labour Code in Romania- republished 2011
- 14. Law No 62/2011 Social Dialogue in Romania

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

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



Curriculum and discipline content is reviewed periodically and adjusted to the needs of identified target due to continued dialogue with representatives of business sector.
Also specialization graduates remain in direct contact with academia being aware of the importance of dialogue with teachers on discipline descriptors in order to meet labor market needs. Discipline is harmonized with both curricular needs of the business sector and citizens.

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	1. Test (theoretical knowledge and study case) (50%) 2. Project/Study case (50%)	100%
10.6 Minimal performance standard:			
Obtaining 5 points (out of 10) for the final grade.			

Date
15 September 2023

Course coordinator
Assoc. Prof. **Mihai-Bogdan Petrisor**, Ph.D.

Seminar coordinator
Assoc. Prof. **Mihai-Bogdan Petrisor**, Ph.D.

Date of approval in the department
28 September 2023

Head of department
Professor **Andrei Nestian**, PhD
Director departament furnizor