



SUBJECT (MODULE) DESCRIPTION

Course unit (module) title	Code
REGULATION OF LABOR RELATIONS	2024-05-06

Annotation

Lecturer(s)	Department, Faculty
Coordinator: Vilma Navikienė Other(s): Rimantas Stanevičius	Faculty of Economics and Business Administration, Vilnius University

Study cycle	Type of the course unit
Second	Mandatory

Mode of delivery	Semester or period when it is delivered	Language of instruction
Distance	Autumn semester	English

Requisites	
Prerequisites:	Co-requisites (if relevant):

Number of ECTS credits allocated	Student's workload (total)	Contact hours	Individual work
5	130	32	98

The purpose of the subject and the developed competences
<p>This subject aims to deepen knowledge about the regulatory system of labor relations, risks, and opportunities for organizational decision-making. Understand and apply provisions related to labor law in practice, solve problems, make decisions based on knowledge and assessment of the situation. With the help of the provided knowledge, form behavioral models that develop professional awareness and practical assurance of human resource management functions.</p>

Study goals of the subject (module)	Study methods	Evaluation methods
Understanding of the labor relations system, its elements and the ability to identify problems and foresee possible ways of solving them.	Lectures, literature studies, active learning (in the group and individually) methods	Test, open questions
Ability to identify and systematically interpret human resource management provisions of labor law applicable in the activity and identify relevant risks and opportunities, arising from human resource management activities in the organization.	Lectures, literature studies, active learning (in the group and individually) methods	Test, open questions
The ability to interpret the actualities of court practice in the context of the human resource management function.	Lectures, literature studies, active learning (in the group and individually) methods	Test, open questions
Ability to apply labor law provisions in personnel activities.	Lectures, literature studies, active learning (in the group and individually) methods	Test, open questions
Ability to select effective ones in the organization measures and make reasonable decisions to regulate labor relations.	Lectures, literature studies, active learning (in the group and individually) methods	Test, open questions

Temos	Time and tasks of contact and independent work)								Užduotys
	Lectures	Consultations	Seminars	Practice	Labaratory work	Praktika	Contacts	Individual (independent)	
<p>1. Introduction to Employment Relations. The concept of labor relations. The context of labor relations regulation (historical, economic and political aspects). Aspects of regulation of labor relations in the private sector. Principles of regulation of labor relations in the public sector.</p>	1								<p>Reading scientific literature: Eiffe, Franz. „Eurofound’s Reference Framework: Sustainable work over the life course in the EU“, <i>European Journal of Workplace Innovation</i> 6, 1 (2021). Armstrong M.&Taylor S. 2014. International Labour Organization. Brochure: Integrated Strategy on Fundamental Principles and Rights at Work 2017–2023 (2019) https://www.ilo.org/wcmsp5/groups/public/--ed_norm/---ipec/documents/publication/wcms_648801.pdf. Vizuete, Esther Guerrero. „Legal Characterization of the Worker in New Forms of Employment: Reflections on the Subjective Scope of Labour Law“, <i>E-Journal of International and Comparative Labour Studies</i> 8, 3 (2019). Kerikmäe, T. et al (ed.), 2017; Colling, Terry, 2010.</p>
<p>2. Labor relations system. Labor law system, entities, principles of labor law, emergence of labor legal relations, sources.</p>	2		1						<p>Reading scientific literature: Bieler, Andreas and Salyga, Jokubas. „Baltic labour in the crucible of capitalist exploitation: Reassessing ‘post-communist’ transformation“, <i>The Economic and Labour Relations Review</i>, 31, 2 (2020). Colling, Terry, 2010. John W. Budd, 2017; Kerikmäe, T. et al (ed.) 2017; Colling, Terry, 2010.</p>
<p>3. Labor relations processes. Labor relations policy. Formal contractual rights, duty rules and procedures. Collective bargaining.</p>	2		2						<p>Reading scientific literature: Davulis, Tomas. „Savarankiškai dirbančių asmenų teisė į kolektyvines derybas ir teisė į streiką“, iš <i>Darbo teisės iššūkiai besikeičiančiame pasaulyje: Liber Amicorum et Collegarum profesorei Genovaitei Dambrauskienei</i> (Vilnius: Myko- lo Romerio universitetas, 2020). Krasauskas, Rytis. „Lietuvoje sudaromų kolektyvinių sutarčių turinys: teisiniai aspektai“, iš <i>Darbo teisės iššūkiai besikeičiančiame pasaulyje: Liber Amicorum et Collegarum profesorei Genovaitei Dambrauskienei</i> (Vilnius: Mykolo Romerio universitetas, 2020). Kerikmäe, T. et al (ed.), 2017; Colling, Terry, 2010.</p>
<p>4. Regulation of labor relations from a legal point of view. Acceptance and dismissal. Work discipline and engagement. Agreements according to labour law. (Labour code)</p>	2		2						<p>Reading scientific literature: T. Davulis, <i>Darbo kodekso komentaras</i>, 2018. Antanaitis, Martynas. „Tiesioginės darbuotojo deliktinės atsakomybės taikymas Lietuvoje“, <i>Jurisprudencija</i> 25, 2 (2018).</p>

								<p>Bagdanskis, Tomas. „Darbo sutarties nutraukimas darbdavio valia“, <i>Teisė</i> 118 (2021)</p> <p>Collins, H. et al, 2019.</p>
<p>5. Employment contract. Content of the employment contract. Execution and change of employment contract. Legal-practical problems of employment contracts.</p>	2		3					<p>Reading scientific literature: Morley et al., 2010; LR Labour code T. Davulis, LR Darbo kodekso komentaras, 2018. Lietuvos Respublikos valstybės ir savivaldybių įstaigų darbuotojų darbo apmokėjimo ir komisijų narių atlygio už darbą įstatymas (TAR, 2017, Nr. 2017-01764; 2019, Nr. 2019-20628). Grigonienė, Rasa. „Technologijos ir darbuotojų apsauga: nuotolinio darbo iššūkiai“, iš <i>Darbo teisės iššūkiai besikeičiančiame pasaulyje: Liber Amicorum et Collegarum profesorei Genovaitei Dambrauskienei</i> (Vilnius: Mykolo Romerio universitetas, 2020), 86–101 Darbo ginčų komisijų veiklos apžvalga už 2021 metų I-ąjį pusmetį, https://www.vdi.lt/Forms/Tekstas1.aspx?Tekstai_ID=3408. Valstybinė darbo inspekcija, „Klausimai-atsakymai“, VDI, žiūrėta 2021 m. spalio 16. d. https://www.vdi.lt/PdfUploads/2_Klausimai_DK.pdf</p>
<p>6. Work environment. Climate, prevention of mobbing and violence. Protection of the rights of certain categories of employees. Ensuring equal opportunities.</p>	2		3					<p>Reading scientific literature: Pietras, Aleksandra. „Flexibility in Employment. Chances and Threats from the Perspective of the Work-Life Balance Concept“, in <i>New Forms of Employment. Current Problems and Future Challenges</i>, eds. Jerzy Wratny, Agata Lude-ra-Ruszel (Springer, 2020). Transforming our World: The 2030 Agenda for Sustainable Development Department of Economic and Social Affairs. Žiūrėta 2022 m. spalio 19 d., https://sdgs.un.org/publications/transforming-our-world-2030-agenda-sustainable-development-17981 Cortina, L. M., Leskinen, E. A., 2013; Veinhardt, J., Žukauskas, P., 2012 Europos Parlamento ir Tarybos 2019 m. birželio 20 d. direktyva (ES) 2019/1152 dėl skaidrių ir nuspėjamų darbo sąlygų Europos Sąjungoje. PE/43/2019/REV/1. <i>OJ L 186, 11.7.2019, p. 105–121</i>.</p>
<p>7. Labor disputes. Collective bargaining.</p>	2		3					<p>Reading scientific literature: International Labour Organization. Work for a Brighter Future – Global Commission on the Future of Work. 2019. International Labour Organization. Synthesis Report of the National Dialogues on the Future of Work. 2017 Morley et al., 2010. .</p>

8. The role of human resources in labor relations. Employee participation and communication in labor relations. Communication and change management. Salary policy.	3		2						Reading scientific literature: European Commission. <i>The European Pillar of Social Rights Action Plan</i> (LU: Publications Office, 2021), https://data.europa.eu/doi/10.2767/111056 . Bailey, C. et al (ed.), 2018; Morley et al., 2010; Colling, Terry, 2010.
Total	16		16				32	98	

Evaluation	Weight	Laikas	Evaluation criteria
Written exam	80 %	At the end of subject	Test. The final evaluation of the subject (module) will be evaluated in a ten-point system (0-10).
Open questions, discussion	20 %	Active discussion during lectures	Student raises the questions, shares specific situation and insights, offers answers and solutions.

The author	Year of issuing	Title	Periodical no. Or volume	Place of publication and publisher or online link
Required reading				
Eiffe, Franz.	2019	„Eurofound’s Reference Framework: Sustainable work over the life course in the EU“,	<i>European Journal of Workplace Innovation</i> 6, 1	<i>European Journal of Workplace Innovation</i> 6, 1
International Labour Organization. Brochure:	2019	Integrated Strategy on Fundamental Principles and Rights at Work 2017–2023		https://www.ilo.org/wcmsp5/groups/public/--ed_norm/---ipecc/documents/publication/wcms_648801.pdf .
Vizuete, Esther Guerrero.	2019	„Legal Characterization of the Worker in New Forms of Employment: Reflections on the Subjective Scope of Labour Law“	<i>E-Journal of International and Comparative Labour Studies</i> 8, 3	<i>E-Journal of International and Comparative Labour Studies</i> 8, 3
Bieler, Andreas and Salyga, Jokubas.	2020	„Baltic labour in the crucible of capitalist exploitation: Reassessing ‘post-communist’ transformation“	<i>The Economic and Labour Relations Review</i> , 31, 2	<i>The Economic and Labour Relations Review</i> , 31, 2
Davulis, Tomas.	2020	„Savarankiškai dirbančių asmenų teisė į kolektyvines derybas ir teisė į streiką“	Vilnius: Mykolo Romerio universitetas	Vilnius: Mykolo Romerio universitetas
Krasauskas, Rytis.	2020	<i>Darbo teisės iššūkiai besikeičiančiame pasaulyje: Liber Amicorum et Collegarum profesorei Genovaitei Dambrauskienei</i>	Vilnius: Mykolo Romerio universitetas, 2020	Vilnius: Mykolo Romerio universitetas, 2020
Antanaitis, Martynas.	2018	„Tiesioginės darbuotojo deliktinės atsakomybės taikymas Lietuvoje“	<i>Jurisprudencija</i> 25, 2	<i>Jurisprudencija</i> 25, 2
Bagdanskis, Tomas.	2021	„Darbo sutarties nutraukimas darbdavio valia“	<i>Teisė</i> 118	<i>Teisė</i> 118
Lietuvos Respublikos valstybės ir savivaldybių įstaigų darbuotojų darbo	2017			

apmokėjimo ir komisijų narių atlygio už darbą įstatymas (TAR, 2017, Nr. 2017-01764; 2019, Nr. 2019-20628)				
Grigonienė, Rasa.	2020	„Technologijos ir darbuotojų apsauga: nuotolinio darbo iššūkiai“, iš <i>Darbo teisės iššūkiai besikeičiančiame pasaulyje: Liber Amicorum et Collegarum profesorei Genovaitei Dambrauskienei</i>	Vilnius: Mykolo Romerio universitetas) 86–101	Vilnius: Mykolo Romerio universitetas) 86–101
Darbo ginčų komisijų veiklos apžvalga už 2021 metų I-ąjį pusmetį VDI,	2021	Darbo ginčų komisijų veiklos apžvalga už 2021 metų I-ąjį pusmetį	https://www.vdi.lt/Forms/Tekstas1.aspx?Tekstai_ID=3408	https://www.vdi.lt/Forms/Tekstas1.aspx?Tekstai_ID=3408
Valstybinė darbo inspekcija	2021	„Klausimai-atsakymai“	https://www.vdi.lt/PdfUploads/2_Klausimai_DK.pdf	https://www.vdi.lt/PdfUploads/2_Klausimai_DK.pdf
Agenda for Sustainable Development Department of Economic and Social Affairs	2022	Transforming our World: The 2030	https://sdgs.un.org/publications/transforming-our-world-2030-agenda-sustainable-development-17981	https://sdgs.un.org/publications/transforming-our-world-2030-agenda-sustainable-development-17981
Europos Parlamento ir Tarybos	2019 m. birželio 20 d.	Direktyva (ES) 2019/1152 dėl skaidrių ir nuspėjamų darbo sąlygų Europos Sąjungoje.	PE/43/2019/REV/1. <i>OJ L 186</i> , 11.7.2019, p. 105–121.	PE/43/2019/REV/1. <i>OJ L 186</i> , 11.7.2019, p. 105–121.
International Labour Organization	2019	Work for a Brighter Future – Global Commission on the Future of Work		
European Commission.	2021	<i>The European Pillar of Social Rights Action Plan</i> (LU: Publications Office.	https://data.europa.eu/doi/10.2767/111056	https://data.europa.eu/doi/10.2767/111056
Pietras, Aleksandra.	2020	„Flexibility in Employment. Chances and Threats from the Perspective of the Work-Life Balance Concept“, in <i>New Forms of Employment. Current Problems and Future Challenges</i>	eds. Jerzy Wratny, Agata Lude- ra-Ruszel (Springer,).	eds. Jerzy Wratny, Agata Lude- ra-Ruszel (Springer,).
Armstrong, M. & Taylor, S.	2014	Armstrong’s Handbook of Human Resource Management*	13th ed. Part VII (Employee Relations), Part X (HRM Policy and Practice)	Kogan Page
John W. Budd	2017	Labos relations: Striking Balance		University of Minnesota
Collins, H. et al	2019	Labour Law	2nd ed.	Cambridge University Press
Morley, M. J.; Guningle, P; Collings, D. G.	2010	Global industrial relations		Routledge

Kerikmäe, T. et al (ed.)	2017	The Law of the Baltic States	Part III (Lithuanian Law), Chapter 8 (Lithuanian Public Law), Subchapter 8.5 (Labor Law)	Springer International Publishing
Švedas, G. & Murauskas, D. (ed.)	2021	Legal Developments During 30 Years of Lithuanian Independence	Part IV, Chapter 15 (Collective Labour Law in Lithuania: Search for a National Model)	Nature Switzerland AG
Marginson, R Sisson, K.	2006	European integration and industrial relations		Palgrave Macmillan
LR Parlament	2017	LR Labour code	Nr. XII-2603	Vilnius
Blackstone, A.	2012	Harassment of older adults in the workplace. Ageism and Mistreatment of Older Workers		Netherlands
Bailey, C. et al (ed.)	2018	Strategic Human Resource Management	ed. Part III, Chapter 11 (Strategic human resource management and employment relations), Part IV, Chapter 16 (New forms of strategic human resource management, 16.4 Other influences, 16.4.1 Regional and national policy)	Oxford University Press
Additional literature				
Coiling, T.; Terry, M.	2010	Industrial relations: theory and practice	3th Ed.	John Wiley & Sons, Ltd.
Cortina, L. M., Leskinen, E. A.	2013	Workpalce harassment based on sex: a risk factor for Women's mental health problems. Violence Against Women and Mental Health		Basel
Sandelands, L. E., Boudens, C. J.	2000	Feeling at work. Emotions in Organizations	S. Fineman	London
Collings, D. G. et al (ed.)	2019	Human Resource Management, A Critical Approach	2nd ed. Part II, Chapter 16 (Industrial relations and human resource management)	Routledge