

# COURSE SYLLABUS

<b>University</b>	<b>UNIVERSITY OF ORADEA</b>					
<b>Faculty</b>	<b>FACULTY OF ENERGY ENGINEERING AND INDUSTRIAL MANAGEMENT</b>					
<b>Study program*</b>	<b>INDUSTRIAL ECONOMICS ENGINEERING</b>					

## **I. Course Name: Labor Law**

## **II. Course Details**

No of hours/week						
Code	Semester	Credits	Lecture	Seminar	Laboratory	Project
IEMI 0350	IV	4	2	2	-	-

## **III. Course coordinator (title, name, surname, e-mail):**

Lecturer Phd, Nicoleta Andreeșcu, [nandreeescu@uoradea.ro](mailto:nandreeescu@uoradea.ro)

<b>IV. Course objectives</b>	
Acquiring and adequately using the concepts and regulations specific to labor law and understanding the importance of labor law in order to properly conduct employment relations.	
<b>V. Course content</b>	<b>No. of hours</b>
<b>V.1. Lecture (chapters/subchapters and paragraphs)</b>	
Labor law - definition, object, sources, principles	2
Individual employment contract - definition and legal characteristics. Conditions for concluding an individual employment contract, form and content, nullity of an individual employment contract	4
Execution of an individual employment contract. Rights and obligations of employees, rights and obligations of the employer	
Amendment and suspension of an individual employment contract. Delegation, secondment, temporary transfer to another job, suspension by law, by agreement of the parties, at the initiative of the employee and by unilateral act of the employer	2
Termination of an individual employment contract. Concept, termination by law, dismissal for reasons related to the employee and dismissal for reasons not related to the employee, collective dismissal, resignation	2
Types of employment contracts. Individual employment contract for a fixed term, individual part-time employment contract, work through a temporary employment agent, work at home	2
Salary. Principles of remuneration, elements of salary, payment of salary. Working time and rest time. Duration of working time, night work, overtime, forms of rest time	2
Professional training. Professional adaptation contract, professional qualification contract, apprenticeship contract	2
Health and safety at work. General principles, obligations of the employer and employees, work accidents, occupational diseases, Labor Inspection	2
Legal liability. Internal regulations, disciplinary liability, patrimonial, contraventional, criminal liability	2
Labor conflicts. Concept, labor jurisdiction	2
Unions and employers' associations. Concept, establishment and functioning of unions, employee representatives, establishment and powers of employers' associations	2
Collective labor agreement. Definition, purpose, conclusion, effects, execution, amendment, suspension and termination	2

V.2. Laboratory/Seminar/Project:	
Fundamental principles of labor law	2
Presentation of the individual labor contract model, elements of the individual labor contract, conclusion of the contract and conditions of validity	4
Rights and obligations of the employee and employer	2
Amendment of the individual labor contract	2
Termination of the individual labor contract, resignation	2
Types of labor contracts	2
Institutions with responsibilities in the field of labor; stimulation of employment	2
Working time and rest time, remuneration	2
Vocational training	2
Workplace accidents and occupational diseases	2
Internal regulations, disciplinary procedure	2
Resolution of labor conflicts	2
Social dialogue.	2
Content of the collective labor contract	2

## VI. Bibliography

<a href="#">Alexandru Ticlea , Laura Georgescu</a> , Dreptul muncii, 2022, Ed. Univers Juridic
<a href="#">Radu Razvan Popescu</a> , Dreptul muncii, 2016, Ed. Univers Juridic
<a href="#">Marius-Catalin Predut</a> , Codul muncii comentat. Editia a III-a, completata si revizuita, 2022. Noua organizare a muncii, Editura Universul Juridic
Țiclea, Alexandru, 2010, <i>Tratat de dreptul muncii</i> , Editura Universul Juridic, București;
Voiculescu, N., 2007, <i>Dreptul muncii. Reglementări interne și comunitare</i> , Ed. Wolters Kluwer, București;
Andreescu, Nicoleta, 2025, <i>Dreptul muncii</i> , note de curs, Oradea;
Codul muncii Act. 20.08.2022, <a href="#">Editura: SOLOMON</a>
Legea nr.319/2006 Legea securității și sănătății în muncă, document disponibil online: <a href="http://www.cdep.ro/pls/legis/legis_pck.hpt_act_text?idt=74334">http://www.cdep.ro/pls/legis/legis_pck.hpt_act_text?idt=74334</a>
Legea nr.108/1999 Legea pentru înființarea și organizarea Inspectoriei Muncii modificată prin Legea nr.51/2012, document disponibil online: <a href="https://legislatie.just.ro/Public/DetaliiDocument/38845">https://legislatie.just.ro/Public/DetaliiDocument/38845</a>
Legea nr.62/2011 Legea dialogului social, document disponibil online: <a href="http://www.mmuncii.ro/j33/images/Documente/Legislatie/DialogSocial/LegeaNr62din2011-LegeaDialoguluiSocial.pdf">http://www.mmuncii.ro/j33/images/Documente/Legislatie/DialogSocial/LegeaNr62din2011-LegeaDialoguluiSocial.pdf</a>

## VII. Grading criteria

Activities	Assesment	% of final grade
Exam	<p>Written exam:</p> <p>1. Requirements in order to get the minimum grade for passing the exam: the student must partially cover at least two of the three subjects at the final examination.</p> <p>2. Requirements for the maximum grade the student must cover all three subjects very well at the final examination</p>	50%
Seminar/Laboratory/Project	The student will develop a project with a theme of their choice from the themes proposed by the teacher.	50%

## VIII. Learning outcomes:

After completing and passing the course, students must be able to understand the importance of labor law for the proper conduct of labor relations and to adequately use the concepts and regulations specific to labor law.

Course coordinator,  
Nicoleta Andreescu