

**TUTORIAL COURSE FORM – 2021-2022 ACADEMIC YEAR**

<b>Name of the tutorial course (Erasmus/exchange students)</b>	<b>European Labour Law and Industrial Relations</b>
<b>Professor</b>	<b>Name Prof., PhD. Hab. Ana-Maria Bercu</b> <b>Office B624</b> <b>Email <a href="mailto:bercu@uaic.ro">bercu@uaic.ro</a></b>
<b>Semester in which the tutorial course is available</b>	1 <sup>st</sup> semester – tutorial based 2 <sup>nd</sup> semester – regular classes
<b>No. of ECTS credits</b>	3 credits
<b>Level of study</b>	Bachelor and Master
<b>Short description/Contents</b>	<ul style="list-style-type: none"> <li>• European labor law: concept, principles, European legal framework</li> <li>• The European legal framework considering the free movement of workers within the EU</li> <li>• The term work contract in EU</li> <li>• Non - discrimination and equal treatment in working place</li> <li>• Industrial Relations Theory (unitarist/pluralist/radical view of the employment relationship)</li> <li>• The role of unions and the state in shaping and enforcing labour conditions</li> <li>• Collective bargaining</li> <li>• Industrial action</li> <li>• Social partnership (neo-corporatism)- work councils</li> <li>• Employee rights as human rights</li> </ul>
<b>Assessment</b>	<ul style="list-style-type: none"> <li>- For tutorial courses: integrated evaluation form (100%) – project on an issue agreed.</li> <li>- For regular classes: according with the criteria established in discipline curriculum.</li> </ul>
<b>Bibliography</b>	<ol style="list-style-type: none"> <li>1. 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.</li> <li>2. 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. (<a href="https://www.athensjournals.gr/law/2017-3-3-4-Tofan.pdf">https://www.athensjournals.gr/law/2017-3-3-4-Tofan.pdf</a>).</li> <li>3. Bercu, Ana-Maria. (2017), Impact of employees’ training</li> </ol>

	<p>programmes on job satisfaction, <i>Current Science</i>, vol. 112, No. 7, 10 April 2017, pp. 1340 – 1345.</p> <ol style="list-style-type: none"> <li>4. Crouch, C. (2003): <i>Industrial relations and European State Traditions</i>, Oxford: Clarendon Press</li> <li>5. Coyle-Shapiro, J. A.-M. / Shore, L.M. / Taylor, M.S. / Tetrick, L.E. (2004): <i>The Employment Relationship: Examining Psychological and Contextual Perspectives</i>, New York: Oxford University</li> <li>6. European Commission (2011): <i>Industrial Relations in Europe 2012</i>, Luxembourg: Publications Office of the European Union</li> <li>7. Frege, C. (2010): <i>Industrial relations in continental Europe</i>, in: Ackers, P./ Wilkinson, A. (ed.): <i>Understanding Work &amp; Employment – industrial relations in transition</i>, Oxford: Oxford University Press</li> <li>8. Müller-Jentsch, W. (2004): <i>Theoretical Approaches to Industrial Relations</i>, in: Kaufman, B. (ed.): <i>Theoretical Perspectives on Work and the Employment Relationship</i>, Campaign: IRRA Series</li> </ol>
<p><b>Observations</b></p>	<p><b>For the tutorial courses:</b>  The evaluation process – 100 % project:</p> <ul style="list-style-type: none"> <li>- the students will choose a theme for debating.</li> <li>- the project will be structured in 2 main parts: <ol style="list-style-type: none"> <li>a. the theoretical part: notions, principles, theories, analysis of the literature</li> <li>b. the practical part: could be a comparative study, an analytical research about one issue, an empirical research, a study case etc.</li> </ol> </li> </ul> <p>Until the established date the student will send via email (<a href="mailto:bercu@uaic.ro">bercu@uaic.ro</a>) the chosen theme according with the course topic and the proposed content of the project (the main chapters) to be approved. After approval by the professor, he/she will proceed to write the project respecting the rules considering the ethics and integrity in academia.</p> <p>During the process of writing the project, the students will establish the meetings with the professor (on-line via Teams) in order to debate the progress and to analyse the clarity and correctness of the content.</p> <p><b>The final project</b> should be sent via email to professor until the established date.</p> <p>Any other concerns should be addressed via email <a href="mailto:bercu@uaic.ro">bercu@uaic.ro</a>.</p> <p><b>For the regular courses:</b>  The evaluation will be defined before starting the classes in accordance with the discipline curriculum and will be announced in the first meeting.</p>