



## 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	Comparative Law and Labour Law						
2.2 Course coordinator	Cătălin ȚACU, PhD (law expert)						
2.3 Seminar coordinator	Cătălin ȚACU, PhD (law expert)						
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	0,5	3.3 seminar / laboratory	1
3.4 Total number of hours per semester	21	out of which: 3.5 course	7	3.6 seminar / laboratory	14
<b>Time allocation</b>					<b>h</b>
Study based on course book, course materials, bibliography and other					22
Supplementary study in the library, on electronic platforms and on the field					18
Preparing seminars/laboratories, assignments, papers, portfolios and essays					10
Tutorship					2
Examination					2
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	Not necessary
4.2 Referring to competences	Not necessary

### 5. Conditions (if applicable)

5.1 For the course	English language
5.2 For the seminar / laboratory	English language



**6. Specific competences accumulated**

<b>Professional competencies</b>	<p>C1: Understanding and applying basic principles and legal rules concerning the labour relations at company level from international perspective</p> <p>C2: Run successful activities and projects in European and international labour market policies</p> <p>C3: Manage the human resources process of international organisations on a correct legal basis, considering the peculiarities of each national labour legal framework</p> <p>C4. Ability to perceive, compare and apply the diversity of labour law in international context and to utilize the general and common legal fundamentals</p>
<b>Transversal competencies</b>	<p>CT 1: Self training need and identifying the resources and means for personal and professional training development in order of insertion and adaptation to labour market requirements.</p> <p>CT 2: Fulfilment term, rigorous, efficient and accountable professional tasks with ethical principles and professional ethics.</p> <p>CT 3: Acquiring and exercise English language for labour law.</p>

**7. Course objectives (based on specific competencies accumulated)**

<b>7.1 General objective</b>	<p>The students will acquire understanding of the major issues involved in international <i>Human Resource Management</i> (HRM) besides labour law. They will be able to position HRM within a business organization as well as to organize the HRM function in international environment. Students will be able to detect the diverse legal issues involved in international HRM and to act as the interface between HR department and internal/external legal experts.</p>
<b>7.2 Specific objectives</b>	<p>After successfully finalizing this course, students will be able to:</p> <ul style="list-style-type: none"> <li>▪ Understand and use the basic notions in the field.</li> <li>▪ Understand, identify and use types of potential action paths.</li> <li>▪ Identify organizational human resources situation compared to competitors and identify competitive alternatives based on organizational objectives.</li> <li>▪ Understand the impact of change communication and methods for overcoming human resources resistance to change.</li> </ul>

**8. Content**

8.1	Course	Teaching methods	Observations (time and bibliography)
1.	<p>SOURCES OF LABOUR LAW, NATIONAL, REGIONAL AND INTERNATIONAL</p> <ul style="list-style-type: none"> <li>- What is a law</li> <li>- History of Labour Law</li> <li>- Rationale of the regulating</li> <li>- International Labour Organisation</li> </ul>	<p>Interactive course, heuristic conversation, problem solving method</p>	<p style="text-align: center;">1 hour</p> <ul style="list-style-type: none"> <li>- Comparative law and labour law, course presentation, ȚACU C. (2023)</li> <li>- A brief history of labour law and Modes of regulation (A.C.L. Davies (2009) Perspectives on Labour Law, Cambridge University Press, Second edition 2009);</li> <li>- The rich panoply of sources of labour law: national, regional and international, Marilyn J. Pittard and Stuart Butterworth, in Finkin, M.W. (2015) Comparative Labor Law, Edward Elgar Publishing, ISBN: 978 1 78100 012 0, <a href="http://www.e-elgar.com/shop/comparative-labor-law">http://www.e-elgar.com/shop/comparative-labor-law</a>;</li> </ul>



	<ul style="list-style-type: none"><li>- Sources of labour law - National</li><li>- European Law</li><li>- How the labour law is changed</li><li>-- EUROPEAN UNION LABOUR LAW SYSTEM</li><li>- What is European Union?</li><li>- Institutions of European Union?</li><li>- Normative system of European Union</li><li>- European Union Labour Law package</li></ul>		<ul style="list-style-type: none"><li>- In larger comparative context global supply chains and labor standards (Matthew W. Finkin, M.W., Cutcher-Gershenfeld, J., Fischinger, P., Fragale Filho, R., Stewart, A. (2013). <i>Multinational Human Resource Management and the Law Common Workplace Problems in Different Legal Environments</i>, ISBN: 978 1 78254 820 1, <a href="http://www.e-elgar.com/shop/multinational-human-resource-management-and-the-law">http://www.e-elgar.com/shop/multinational-human-resource-management-and-the-law</a>).</li><li>- Roger Blanpain, Susan Bisom-Rapp, William R. Corbett, Hilary K. Josephs, Michael J. Zimmer (2007), <i>The Global Workplace, International and Comparative Employment Law - Cases and Materials</i>, Cambridge University Press.</li><li>- Themes in EU Labour Law and Regulatory Techniques (A.C.L. Davies (2012) <i>EU Labour Law</i>, Edward Elgar Publishing, ISBN: 978 1 78100 435 7, <a href="http://www.e-elgar.com/shop/eu-labour-law">http://www.e-elgar.com/shop/eu-labour-law</a></li><li>- European Union labour law and the European Social Model: A critical appraisal, Frank Hendrickx and Stefano Giubboni, in Finkin, M.W. (2015) <i>Comparative Labor Law</i>, Edward Elgar Publishing, ISBN: 978 1 78100 012 0, <a href="http://www.e-elgar.com/shop/comparative-labor-law">http://www.e-elgar.com/shop/comparative-labor-law</a>);</li><li>- European Union <a href="https://eur-lex.europa.eu/homepage.html?locale=en">https://eur-lex.europa.eu/homepage.html?locale=en</a></li><li>- Klaus-Dieter Borchardt (2010) <i>The ABC of European Union law</i>, European Commission Media Library, Brussels, European Union, 2010, <a href="http://euicc-ks.com/wp-content/uploads/2016/03/abc_eng.pdf">http://euicc-ks.com/wp-content/uploads/2016/03/abc_eng.pdf</a></li><li>- Eur-Lex Acces to European Union law <a href="http://eur-lex.europa.eu">http://eur-lex.europa.eu</a></li></ul>
2.	<p>INTERNATIONAL LABOUR RELATION PARTIES - THE EMPLOYER</p> <ul style="list-style-type: none"><li>- Perspectives on labour relation</li><li>- What is a contract</li><li>- Labour relation models</li><li>- Who is the employer</li></ul>	Interactive course, heuristic conversation, problem solving method	1 hour <ul style="list-style-type: none"><li>- Comparative law and labour law, course presentation, ȚACU C. (2023);</li><li>- Who is an employer? Luisa Corazza and Orsola Razzolini in Finkin, M.W. and Mundlak G. ed. (2015) <i>Comparative Labor Law</i>, Edward Elgar Publishing, <a href="http://www.e-elgar.com/shop/comparative-labor-law">http://www.e-elgar.com/shop/comparative-labor-law</a>;</li><li>- Workers and 'Atypical' Workers, A.C.L. Davies (2012) <i>EU Labour Law</i>, Edward Elgar Publishing, <a href="http://www.e-elgar.com/shop/eu-labour-law">http://www.e-elgar.com/shop/eu-labour-law</a>;</li></ul>
3.	<p>INTERNATIONAL LABOUR RELATION PARTIES - THE EMPLOYEE</p> <ul style="list-style-type: none"><li>- What is a contract</li><li>- How many parties could be in a labour relation</li></ul>	Interactive course, heuristic conversation, problem solving method	1 hour <ul style="list-style-type: none"><li>- Comparative law and labour law, course presentation, ȚACU C. (2023);</li><li>- The subjects of labour law: 'Employees' and other workers Guy Davidov, Mark Freedland and Nicola Kountouris in Finkin, M.W. and Mundlak G. ed. (2015) <i>Comparative Labor Law</i>, Edward Elgar Publishing, <a href="http://www.e-elgar.com/shop/comparative-labor-law">http://www.e-elgar.com/shop/comparative-labor-law</a>.</li><li>- Workers and 'Atypical' Workers, A.C.L. Davies (2012) <i>EU Labour Law</i>, Edward Elgar Publishing, <a href="http://www.e-elgar.com/shop/eu-labour-law">http://www.e-elgar.com/shop/eu-labour-law</a>;</li></ul>



	<ul style="list-style-type: none"> <li>- Who is the employee</li> <li>- New forms of work and employment</li> <li>- Platform work</li> </ul>		<ul style="list-style-type: none"> <li>- Eurofound (2018), Overview of new forms of employment – 2018 update, Publications Office of the European Union, Luxembourg.</li> <li>- Gonzalez Vazquez, I., et al.. The changing nature of work and skills in the digital age, EUR 29823 EN, Publications Office of the European Union, Luxembourg, 2019, ISBN 978-92-76-09206-3, doi:10.2760/679150, JRC 117505.</li> <li>- Pesole, A., et al. Platform Workers in Europe, EUR 29275 EN, Publications Office of the European Union, Luxembourg, 2018, ISBN 978-92-79-87996-8, doi:10.2760/742789, JRC112157.</li> <li>- Digital labour platforms and the future of work: Towards decent work in the online world. International Labour Office – Geneva, ILO, 2018.</li> </ul>
4.	<p><b>WORKERS MOBILITY</b></p> <ul style="list-style-type: none"> <li>-</li> </ul> <p><b>INTERNATIONAL GEOGRAPHICAL MOBILITY OF WORKERS</b></p> <ul style="list-style-type: none"> <li>- Geography of migration for labour</li> <li>- Normative framework</li> <li>- Mobility of workers- barriers</li> <li>- Posting of workers</li> </ul> <p><b>JOB MOBILITY IN INTERNATIONAL ENVIRONMENT</b></p> <ul style="list-style-type: none"> <li>- End of working contract</li> <li>- Protection for business</li> <li>- Protection for employee</li> <li>- Unfair dismissal</li> <li>- Collective redundancies</li> <li>- Transfer of undertaking</li> </ul>	<p>Interactive course, heuristic conversation, problem solving method</p>	<p>1 hour</p> <ul style="list-style-type: none"> <li>- Comparative law and labour law, course presentation, ȚACU C. (2023);</li> <li>- Worker Migration and Market Integration, A.C.L. Davies (2012) EU Labour Law, Edward Elgar Publishing, <a href="http://www.e-elgar.com/shop/eu-labour-law">http://www.e-elgar.com/shop/eu-labour-law</a>;</li> <li>- Directive 96/71/EC concerning the posting of workers in the framework of the provision of services, <a href="http://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX:31996L0071">http://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX:31996L0071</a></li> <li>- Directive 2014/67/EU of the European Parliament and of the Council of 15 May 2014 on the enforcement of Directive 96/71/EC concerning the posting of workers in the framework of the provision of services and amending Regulation (EU) No 1024/2012 on administrative cooperation through the Internal Market Information System ( 'the IMI Regulation' ) . <a href="http://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1511082701184&amp;uri=CELEX:32014L0067">http://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1511082701184&amp;uri=CELEX:32014L0067</a></li> <li>- Țacu, Cătălin (2015), Management of European Mobility of Human Resources. Abstract (Doctoral thesis, Alexandru Ioan Cuza University of Iasi, Iasi, Romania). Retrieved from: <a href="http://phdthesis.uaic.ro/_layouts/15/DocIdRedir.aspx?ID=PHDSERIES-1414501938-1510">http://phdthesis.uaic.ro/_layouts/15/DocIdRedir.aspx?ID=PHDSERIES-1414501938-1510</a></li> <li>- AD HOC STATISTICAL ANALYSIS ON SHORT TERM MOBILITY – ECONOMIC VALUE OF POSTING OF WORKERS, The impact of intra-EU cross-border services, with special attention to the construction sector, Frederic De Wispelaere and Jozef Pacolet (2016), <a href="http://ec.europa.eu/social/main.jsp?catId=471">http://ec.europa.eu/social/main.jsp?catId=471</a></li> <li>- Study on wage setting systems and minimum rates of pay applicable to posted workers in accordance with Directive 96/71/EC in a selected number of Member States and sectors, EUROPEAN COMMISSION Directorate-General for Employment, Social Affairs and Inclusion UNIT D1: Free Movement of Workers, EURES (2016) , <a href="http://ec.europa.eu/social/main.jsp?catId=471">http://ec.europa.eu/social/main.jsp?catId=471</a></li> <li>- <a href="http://www.iom.int/">http://www.iom.int/</a></li> <li>-Legal protection for employee mobility, by Alan Hyde and Emanuele Menegatti, in Finkin, M.W. and Mundlak G. ed. (2015) Comparative Labor Law, Edward Elgar Publishing, <a href="http://www.e-elgar.com/shop/comparative-labor-law">http://www.e-elgar.com/shop/comparative-labor-law</a>;</li> </ul>



			<p>- Wrongful discharge (Matthew W. Finkin, M.W., Cutcher-Gershenfeld, J., Fischinger, P., Fragale Filho, R., Stewart, A. (2013) <i>Multinational Human Resource Management and the Law Common Workplace Problems in Different Legal Environments</i>, ISBN: 978 1 78254 820 1, <a href="http://www.e-elgar.com/shop/multinational-human-resource-management-and-the-law">http://www.e-elgar.com/shop/multinational-human-resource-management-and-the-law</a>).</p>
5.	<p>INTERNATIONAL LABOUR LAW REGARDING EQUALITY AND NON-DISCRIMINATION</p> <ul style="list-style-type: none"> <li>- We all are different (choice)</li> <li>- Equal chances, treatment, pay</li> <li>- Discrimination</li> <li>- Worker citizenship</li> <li>--</li> <li>DIGITALISATION INTERNATIONAL IMPLICATION FACING EMPLOYEE AUTONOMY, PRIVACY, AND DIGNITY</li> <li>- Digitalisation at work</li> <li>- Practical cases</li> <li>- ILO future of work</li> </ul>	<p>Interactive course, heuristic conversation, problem solving method</p>	<p>1 hour</p> <ul style="list-style-type: none"> <li>- Comparative law and labour law, course presentation, ȚACU C. (2023);</li> <li>- Equality - Women and Men and New Grounds, New Techniques, A.C.L. Davies (2012) <i>EU Labour Law</i>, Edward Elgar Publishing, <a href="http://www.e-elgar.com/shop/eu-labour-law">http://www.e-elgar.com/shop/eu-labour-law</a>;</li> <li>- The lasting influence of legal origins: Workplace discrimination, social inclusion and the law in Canada, the United States and the European Union, by Kevin Banks, Roberta Nunin and Adriana Topo, in Finkin, M.W. and Mundlak G. ed. (2015) <i>Comparative Labor Law</i>, Edward Elgar Publishing, <a href="http://www.e-elgar.com/shop/comparative-labor-law">http://www.e-elgar.com/shop/comparative-labor-law</a>;</li> <li>- Discrimination In Employment (Matthew W. Finkin, M.W., Cutcher-Gershenfeld, J., Fischinger, P., Fragale Filho, R., Stewart, A. (2013) <i>Multinational Human Resource Management and the Law Common Workplace Problems in Different Legal Environments</i>, ISBN: 978 1 78254 820 1, <a href="http://www.e-elgar.com/shop/multinational-human-resource-management-and-the-law">http://www.e-elgar.com/shop/multinational-human-resource-management-and-the-law</a>).</li> <li>- Employment Discrimination (United States), Antidiscrimination Law (Mexico, Canada, EU), Roger Blanpain, Susan Bisom-Rapp, William R. Corbett, Hilary K. Josephs, Michael J. Zimmer (2007), <i>The Global Workplace, International and Comparative Employment Law - Cases and Materials</i>, Cambridge University Press.</li> <li>- Employee autonomy, privacy, and dignity under technological oversight, by Matthew W. Finkin, Rüdiger Krause and Hisashi Takeuchi-Okuno, in Finkin, M.W. and Mundlak G. ed. (2015) <i>Comparative Labor Law</i>, Edward Elgar Publishing, <a href="http://www.e-elgar.com/shop/comparative-labor-law">http://www.e-elgar.com/shop/comparative-labor-law</a>;</li> <li>- Craglia M. (Ed.), Annoni A., et al., <i>ARTIFICIAL INTELLIGENCE, A EUROPEAN PERSPECTIVE</i> EUR 29425 EN, Publications Office of the European Union, Luxembourg, 2018, ISBN 978-92-79-97217-1 ISSN 1831-9424 doi:10.2760/11251.</li> <li>- ETHICS GUIDELINES FOR TRUSTWORTHY AI. High-Level Expert Group on Artificial Intelligence. European Commission, Brussels, 8 April 2019.</li> <li>- Work for a brighter future – Global Commission on the Future of Work. International Labour Office – Geneva: ILO, 2019.</li> </ul>
6.	<p>WORKING AND RESTING TIME</p> <ul style="list-style-type: none"> <li>- What is time for work</li> <li>- History of the rules</li> <li>- What is working time</li> </ul>	<p>Interactive course, heuristic conversation, problem solving method</p>	<p>1 hour</p> <ul style="list-style-type: none"> <li>- Comparative law and labour law, course presentation, ȚACU C. (2023);</li> <li>- Working time, A.C.L. Davies (2012) <i>EU Labour Law</i>, Edward Elgar Publishing, <a href="http://www.e-elgar.com/shop/eu-labour-law">http://www.e-elgar.com/shop/eu-labour-law</a>;</li> <li>- Wages, Hours, and Benefits (United States, Canada), Roger Blanpain, Susan Bisom-Rapp, William R. Corbett, Hilary K. Josephs, Michael J. Zimmer (2007), <i>The Global Workplace</i>,</li> </ul>





	- ILO instruments - EU law		International and Comparative Employment Law - Cases and Materials, Cambridge University Press
7.	INTERNATIONAL VIEW ON PAY AND MINIMUM WAGE - What is Minimum Wage - ILO instruments - Minimum wage in EU	Interactive course, heuristic conversation, problem solving method	1 hour - Comparative law and labour law, course presentation, ȚACU C. (2023); - Compensation and Benefits Administration (Matthew W. Finkin, M.W., Cutcher-Gershenfeld, J., Fischinger, P., Fragale Filho, R., Stewart, A. (2013) Multinational Human Resource Management and the Law Common Workplace Problems in Different Legal Environments, ISBN: 978 1 78254 820 1, <a href="http://www.e-elgar.com/shop/multinational-human-resource-management-and-the-law">http://www.e-elgar.com/shop/multinational-human-resource-management-and-the-law</a> ) - Wages, Hours, and Benefits (United States, Canada), Roger Blanpain, Susan Bisom-Rapp, William R. Corbett, Hilary K. Josephs, Michael J. Zimmer (2007), The Global Workplace, International and Comparative Employment Law - Cases and Materials, Cambridge University Press - Study on wage setting systems and minimum rates of pay applicable to posted workers in accordance with Directive 96/71/EC in a selected number of Member States and sectors, EUROPEAN COMMISSION Directorate-General for Employment, Social Affairs and Inclusion UNIT D1: Free Movement of Workers, EURES (2016), <a href="http://ec.europa.eu/social/main.jsp?catId=471">http://ec.europa.eu/social/main.jsp?catId=471</a>

**Bibliography**

1. Țacu C. (2023) Comparative law and labour law, course presentation (accessible during semester on FEAA Portal);
2. 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>;
3. 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>;
4. Matthew W. Finkin, M.W., Cutcher-Gershenfeld, J., Fischinger, P., Fragale Filho, R., Stewart, A. (2013) Multinational Human Resource Management and the Law Common Workplace Problems in Different Legal Environments, ISBN: 978 1 78254 820 1, <http://www.e-elgar.com/shop/multinational-human-resource-management-and-the-law>;
5. Roger Blanpain, Susan Bisom-Rapp, William R. Corbett, Hilary K. Josephs, Michael J. Zimmer (2007), The Global Workplace, International and Comparative Employment Law - Cases and Materials, Cambridge University Press;
6. International Labour Organisation, labour standards, <https://www.ilo.org/global/standards/lang-en/index.htm>;
7. European Union, legislation, <https://eur-lex.europa.eu/homepage.html?locale=en>.

8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)
	Practical situations, current issues, statistical data, reports and court cases related to course content (8.1.1 to 8.1.7)	Problem solving method, argumentation debates	14 hours

**Bibliography**

1. Comparative law and labour law, course presentation, ȚACU C. (2023);
2. An ad hoc statistical analysis on short term mobility – economic value of posting of workers, The impact of intra-EU cross-border services, with special attention to the construction sector, Frederic De Wispelaere and Jozef Pacolet (2016), <http://ec.europa.eu/social/main.jsp?catId=471>;
3. Study on wage setting systems and minimum rates of pay applicable to posted workers in accordance with Directive 96/71/EC in a selected number of Member States and sectors, European Commission Directorate-General for Employment, Social Affairs and Inclusion UNIT D1: Free Movement of Workers, EURES (2016) , <http://ec.europa.eu/social/main.jsp?catId=471>;
4. Țacu, C. (2015), Management of European Mobility of Human Resources. Abstract (Doctoral thesis, Alexandru Ioan Cuza University of Iasi, Iasi, Romania). Accessible on : [http://phdthesis.uaic.ro/\\_layouts/15/DocIdRedir.aspx?ID=PHDSERIES-1414501938-1510](http://phdthesis.uaic.ro/_layouts/15/DocIdRedir.aspx?ID=PHDSERIES-1414501938-1510);
5. Craglia M. (Ed.), Annoni A., et al., ARTIFICIAL INTELLIGENCE, A EUROPEAN PERSPECTIVE EUR 29425 EN, Publications Office of the European Union, Luxembourg, 2018, ISBN 978-92-79-97217-1 ISSN 1831-9424 doi:10.2760/11251.
6. ETHICS GUIDELINES FOR TRUSTWORTHY AI. High-Level Expert Group on Artificial Intelligence. European Commission, Brussels, 8 April 2019.
7. Eurofound (2018), Overview of new forms of employment – 2018 update, Publications Office of the European Union, Luxembourg.
8. Gonzalez Vazquez, I., et al.. The changing nature of work and skills in the digital age, EUR 29823 EN, Publications Office of the European Union, Luxembourg, 2019, ISBN 978-92-76-09206-3, doi:10.2760/679150, JRC 117505.
9. Pesole, A., et al. Platform Workers in Europe, EUR 29275 EN, Publications Office of the European Union, Luxembourg, 2018, ISBN 978-92-79-87996-8, doi:10.2760/742789, JRC112157.
10. Digital labour platforms and the future of work: Towards decent work in the online world. International Labour Office – Geneva, ILO, 2018.
11. <http://www.iom.int/>
12. Work for a brighter future – Global Commission on the Future of Work. International Labour Office – Geneva: ILO, 2019.

**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 interested representatives of the business environment, who hire or could hire graduates from this program.

Students are required to provide feedback (on-line, anonymous) after each semester about the course structure, teaching methods, as well as strengths / weaknesses.

Use of personal network, experience and information acquired in activities within labour law enforcement institutions, law drafting working groups and international projects.

**10. Evaluation**

Type of activity	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Allocation to the final grade (%)
10.4 Course	Ability to find, explain and critically analyze normative provisions in relation with a certain topic, to express (justified) opinions and critical approach, to find specific or practical examples ant to realize the linkage with the theory.	Written essay, article working paper	30%
10.5 Seminar/ Laboratory	Matching the content of the presentation with the theory and applied knowledge. In this respect creativity, anticipation of future and <i>out of the box</i> ideas are taken into consideration and appreciated. Ability to respond to questions.	Presentation, how you can use legal aspects knowledge, in your future human resource (or another) career	50%
	Active participation to debates and discussions		20%
<b>10.6 Minimal performance standard</b>			
Obtaining at least 5 points (out of 10) from all evaluation methods.			

Date  
21 September 2023

Course and Seminar coordinator  
Associate Professor **Cătălin ȚACU**, Ph.D.

Date of approval in the department  
28 September 2023

Head of department  
Professor **Andrei Ștefan NEȘTIAN**, PhD