



TUTORIAL COURSE FORM

2025-2026 ACADEMIC YEAR

Name of the tutorial course (incoming Erasmus/exchange students)	European Labour Law and Industrial Relations
Name of the professor	Prof. PhD. Hab. Ana-Maria BERCU
Email of the professor	bercu@uaic.ro
Office of the professor Consultation days/hours	Room B624
Semester(s) in which the tutorial course is available	Semester I
No. of ECTS credits	5
Level of study (bachelor/master/PhD)	Bachelor/Master/PhD
Short description/Contents	<ol style="list-style-type: none">1. European labor law: concept, principles, European legal framework2. The European legal framework considering the free movement of workers within the EU3. The term work contract in EU4. Non - discrimination and equal treatment in working place5. Industrial Relations Theory (unitarist/pluralist/radical view of the employment relationship)6. The role of unions and the state in shaping and enforcing labour conditions7. Collective bargaining8. Industrial action9. Social partnership (neo-corporatism)- work councils10. Employee rights as human rights
Assessment/Evaluation	<ol style="list-style-type: none">1. Project – 50% of final mark2. Project presentation – 40% of final mark3. Active involvement in course discussions – 10% of final mark
Bibliography	<ol style="list-style-type: none">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.



	<ol style="list-style-type: none">2. Tofan, Mihaela; Bercu, Ana-Maria. (2017), The Legal Framework for Mobility of Human Resources within EU: A Romanian Fiscal Liability Approach, <i>Athens Journal of Law</i>, vol. 3, issue 3, July 2017, pp. 231 – 242. (https://www.athensjournals.gr/law/2017-3-3-4-Tofan.pdf).3. Bercu, Ana-Maria. (2017), Impact of employees' training programmes on job satisfaction, <i>Current Science</i>, vol. 112, No. 7, 10 April 2017, pp. 1340 – 1345.4. Crouch, C. (2003): <i>Industrial relations and European State Traditions</i>, Oxford: Clarendon Press5. 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 University6. European Commission (2011): <i>Industrial Relations in Europe 2012</i>, Luxembourg: Publications Office of the European Union7. Frege, C. (2010): <i>Industrial relations in continental Europe</i>, in: Ackers, P./ Wilkinson, A. (ed.): <i>Understanding Work & Employment – industrial relations in transition</i>, Oxford: Oxford University Press8. 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
Observations	<p>The evaluation process:</p> <ol style="list-style-type: none">a. The content of the project<ul style="list-style-type: none">- the students will choose a theme for debating.- the project will be structured in 2 main parts:<ol style="list-style-type: none">a.1. the theoretical part: notions, principles, theories, analysis of the literaturea.2. the practical part: could be a comparative study, analytical research about one issue, empirical research, a study case etc.b. Presentation of the final project – a date that will be establish according with the schedule of the professor and Erasmus students. <p>During the first meeting the student will discuss with the professor about 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 in order to debate the progress and to analyse the clarity and correctness of the content.</p>



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	<p>The final project should be sent via email to professor until an establish date.</p> <p>Any other concerns should be addressed via email bercu@uaic.ro .</p>
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