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Course Description: Labor Law

Basic Information:

Course Name	Labor Law
Course ID	LL802
Contact Hours (Synchronized Sessions)	28
Contact Hours with the tutor outside the Synchronized Sessions	10
Contact Hours (Registered Sessions)	24
Exam	2
Registered Sessions Work Load	24
Synchronized Session Work Load	30
Credit Hours	5
Course Level	6

1- Pre-Requisites:

Course	ID
Introduction of law	IL106

2- Summary

§ Labor law has provisions that distinguish its character and distinctive characteristics that dominate it with a social character, so it was imperative that we begin our study with a chapter in which we introduce this law as an entry point to study the legal organization of labor relations, so we explain the justifications for naming it with the term labor law, its place in the legal system, its sources and its graduation, and the scope of its application. It is useful, before starting to study it, to familiarize yourself with the general principles on which this law is based. Labor law is a set of legal rules that govern the relationship of dependent private wage work, whether individually or collectively, between workers and employers.

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That is, this law regulates relationships arising from subordinate work performed on behalf of others, and whenever this work is performed under the supervision of this third party.

In these lectures, we will attempt to justify the importance of this branch of law to these different actors. For this, we will have to study:

- The legal vocabulary and basic concepts of labor law, its historical development, its various sources, and its distinction from the nearby branches. With highlighting the relationship of labor law with other laws.

- The rules of the labor law are not set and are not applied in one way. Rather, these rules face different working conditions that suit them and suit them. The rules of the Labor Law take into account persons of the work relationship and work conditions.

- Labor law is characterized by the fact that its rules are peremptory and this is unlike most branches of private law, such as civil law, which is basically governed by the principle of the authority of the will.

A statement of the rules governing the conclusion of a work contract, and its elements and elements of work, dependency and remuneration.

- Taking into account the worker's interest in proving the existence of the work contract, the work contract impose necessity be proven in writing, but if the work contract is not written, the worker alone can prove the work relationship with all methods of proof.

- The nullity of the conditions that include a waiver of a right of the worker. Any condition that includes prejudice to the rights of the worker as decided by the law is void, and the condition is null and void is the condition only and not the contract. This nullity will result in the amendment of this contract in accordance with the provisions of the law that was established except for the protection of the worker.

- The provisions of the Labor Law work to raise the scientific level of workers' groups, by encouraging training and enabling them to be familiar with work rules, prevention of occupational diseases and safety from the dangers of work materials and tools. It includes him in the stages of developing his personal skills, enabling him to perfect his work, and ensuring his continuity in the labor market, through the apprenticeship contract and the vocational training contract. It also guarantees for the employer a person who is able to fulfill the requirements of the work, legally, by concluding a work contract on probation.

- A statement of the worker's rights and obligations arising from the work contract.

- A statement of the employer's rights and obligations arising from the employment contract.

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-Emphasis on organizing the settlement of disputes arising from labor relations by rules that are characterized by individual and private at times, and collective and administrative at other times.

-Note: In analyzing these different points, we will refer each time to the Syrian Labor Law No. 17 of 2010

-The labor law course, as previously indicated, seeks to shed light on the basic concepts in law and then focus on the rules governing the individual employment contract.

3- Intended Learning Outcomes (ILO) Desired educational outcomes

Which contains the skills and experiences appropriate to the target labor market, which the student will acquire by successfully passing the course. We must ensure that the outcomes do not exceed eight (and are separated through the evaluation criteria). Outcome coverage should be established by activities such as the job, the synchronization sessions, and the exam. The activities may be variable according to the material, and its coverage of the outcomes may vary from one season to another.

Code	Intended Learning Outcomes
ILO1	The student concludes the concept of labor law by explaining the definition of labor law, its historical development, its sources, and its distinction from its sources. The student also provides the basic principles that govern labor relations.
ILO2	The student gets acquainted with the various sources that govern labor relations, whether national (official and informal sources such as professional sources, custom and jurisprudence) or foreign.
ILO3	The student distinguishes the nature of the individual work contract, and the criteria for classifying the labor relationship, to distinguish it from similar relationships governed by other laws. Determine the intended ends of discrimination. And work to develop the legal research methodology for the student to ensure that he is provided with the requirements of labor life, and his contribution to proposing new legal solutions to problems and difficulties that arise in the practical field, which the law is silent about.
ILO4	The student remembers the contracts that are concluded before starting an individual employment contract, such as the internship contract, the training contract, and the work contract under the condition of experience.
ILO5	The student analyzes the legal texts for determining the pillars of an individual employment contract, including location, reason, satisfaction, eligibility, and

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	legal regulation for the duration of the contract. It also deals with information that enables him to distinguish the elements of this contract and its parties.
ILO6	The student remembers the governing root of labor relations, which is represented in freedom of work, with an explanation of the restrictions on work, the most prominent of which are the restrictions established for the national interest and the restrictions determined for humanitarian considerations. This will be explained when studying the work element.
ILO7	The student is introduced to the two elements of dependency and remuneration as the most important components of the work contract, where dependency is studied as a concept, and then its technical and administrative types are explained, and an essential element is highlighted, which is the remuneration, by stating what it is, how it is calculated and pictures.
ILO8	The student concludes by analyzing the specific legal texts of the effects of the employment contract towards the worker, through a legal methodology on which the student is trained to know the rights and obligations of workers.
ILO9	The student studies the effects of the work contract for the employer, where the regulatory, disciplinary, or administrative powers granted by the law to him are clarified.
ILO10	The student analyzes the legal texts governing the employer's obligations related to the management of the work, and his obligation to grant the worker a wage, along with an explanation of the rules governing the protection of the worker's wages from deductions from his creditors. A statement of commitment to the legal regulation of the daily and weekly work time and overtime hours.
ILO11	The student distinguishes between the public and private cases of expiration of the work contract, and the voluntary and involuntary cases.
ILO12	Clarify the rules governing the resolution of individual and collective labor disputes. And highlight the importance of mediation and arbitration in resolving these disputes

4- Course Syllabus (24 hours of total Recorded Sessions, 28 hours of total synchronized sessions)

- **RS:** Recorded Sessions; **SS:** Synchronized Sessions;

ILO	Course Syllabus	RS	SS	Type	Additional Notes
ILO 1 General	Introducing labor legislation, its importance and historical	3	3	<input type="checkbox"/> Exercises <input type="checkbox"/> Assignments	

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principles of labor law	development, its name, its characteristics and its location. And determining the scope of application of the labor law.			<input type="checkbox"/> Seminars <input type="checkbox"/> Projects <input type="checkbox"/> Practices <input type="checkbox"/> Others	
ILO 2 Labor Law Sources	Explaining the types of national and international sources, and clarifying the official, unofficial and professional national sources	2	2	<input type="checkbox"/> Exercises <input type="checkbox"/> <u>Assignments</u> <input type="checkbox"/> Seminars <input type="checkbox"/> Projects <input type="checkbox"/> Practices <input type="checkbox"/> Others	
ILO 3	Practical case	2	2	exercises <input type="checkbox"/> (TD) <u>Jobs</u> <input type="checkbox"/> <u>Research</u> rings <input type="checkbox"/> Projects <input type="checkbox"/> experience s <input type="checkbox"/> other <input type="checkbox"/>	
ILO 4 Definition of individual employment contract	Defining an individual employment contract, its characteristics, and its elements, and distinguishing it from contracts similar to it. Study the elements of the individual work contract: It is represented by the labor component, the wage component, and the dependency component	4	4	<input type="checkbox"/>	
ILO 5 Clarify the stages that precede the conclusion of an individual work contract	A statement of the internship contract, the vocational training contract, and the work-in-trial contract As contracts concluded prior to the conclusion of the individual work contract	3	3	<input type="checkbox"/> Exercises <input type="checkbox"/> Assignments <input type="checkbox"/> Seminars <input type="checkbox"/> Projects <input type="checkbox"/> Practices <input type="checkbox"/> Others	

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ILO 6 Effects of the employment contract for the worker	A store is a collection of 1. Worker's rights 2. The worker's obligations	3	5	<input type="checkbox"/> Exercises <input type="checkbox"/> Assignments <input type="checkbox"/> Seminars <input type="checkbox"/> Projects <input type="checkbox"/> Practices <input type="checkbox"/> Others	
ILO 7 Effects of an employment contract for the employer	1. Contacting Customers: 1. The rights of the employer: the disciplinary authority + the legislative (regulatory) authority + the administrative authority 2 Obligations of the employer: related to management and obligations related to organizing the daily and weekly working time, with an explanation of a basic obligation which is wage.	3	4	<input type="checkbox"/> Exercises <input type="checkbox"/> Assignments <input type="checkbox"/> Seminars <input type="checkbox"/> Projects <input type="checkbox"/> Practices <input type="checkbox"/> Others	
ILO 8 Expiration of the employment contract	General cases and special cases + will and without will 2 Liquidation of the rights arising from the work contract, and the worker's entitlement to compensation, bonus and pension 3 Definition of individual and collective labor disputes + distinction between types of disputes + provisions governing dispute resolution	4	5	<input type="checkbox"/> Exercises <input type="checkbox"/> Assignments <input type="checkbox"/> Seminars <input type="checkbox"/> Projects <input type="checkbox"/> Practices <input type="checkbox"/> Others	

5- Assessment Criteria (Related to ILOs)

Criteria for evaluation and coverage of outcomes: It helps in defining the activities that the student will undertake to cover the outcomes. Noting that the evaluation

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criteria must all be covered by the student as a condition for covering outcomes and thus for success.

ISC	Interactive Synchronized Collaboration	Ex	Exams	Rpt	Reports
PF2F	Presentations and Face-to-Face Assessments	PW	Practice Work		

ILO Code	ILO	Intended Results	Assessment Type				
			IS C	P W	E x	PF 2F	Rpt
ILO1	Explain the general theory of labor law, and analyze the rules governing individual and collective labor relations, to find out the standards on which workers legislation is based	1- Re-read the most important terms that the professor addressed in the lecture. 2- Ask inquiring questions about the meaning of each term and how to relate it to reality. 3- Evidence of achieving the outcomes of this unit can be in the form of written reports, an oral or written examination, or by mentioning practical examples of legal rules, as these examples give the student the ability to understand the legal text and how to apply it to the social and economic reality And the politician.. 4- Read the theories and models related to the terms that were used in the lecture. He writes down all the		*	*		

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		ideas he has seen in a special booklet that is easy to reference when needed.					
ILO2	The student provides the necessary knowledge and concepts related to the protection of parties to labor relations	1- Defines the legal problem and returns to the legislative text. 2- Reviews the general provisions that govern the problem. 3- Defines the special provisions regulating the problem. Identifies the most appropriate sources for the legal base.		*		*	
ILO3	Choose one of the addresses that have been studied and ask the student to research it in order to expand its studies	The intended purpose of this application is for the student to learn scientific research methods. The student, with follow-up from the teacher, builds a plan for a project he chooses, organizes the project, suggests guiding methods that can be used within a specific context, suggests appropriate monitoring tools in specific environments, with an emphasis on providing justifications according to his options.				*	
ILO4	The student understands the	1- Learn how to propose					*

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	<p>Contribute to proposing legal rules that are compatible with the nature of labor transactions, and that reinforce guarantees for the worker and the employer</p>	<p>a legal solution to a legal problem. 2- He collects the required principles and data using the appropriate method. It coordinates and collects legal norms, judicial and jurisprudential interpretations. 1- Learn how to apply the legal rules to the practical difficulties that he faces. 2- Know the criteria for organizing rights and duties. 3- Determine the legal means that protect rights..</p>					
ILO5	<p>Knowing the work contract as one of the means to enter the world of work</p>	<p>1- Identify the most important means of proving the work relationship that arises between the worker and the employer, as the work relationship is what makes two people with contradictory interests and completely mutually exclusive in one tool which is the contract 2- A statement of the nature of the contract as a technical,</p>					*

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		administrative and objective means that makes the worker's special position in line with the legal rules and the agreement					
ILO6	Understanding methods for resolving individual and collective labor disputes	The student remembers the main themes in the scientific content					*

6- Tools and laboratories of the practical department:

Tool Name	Description

7- . Tips: Generating Evidence: The student exclusively individually prepares a brief report in which he demonstrates his ability to understand the previous outcomes, and this is before he takes the exam and deals with it: • A legal problem that has no solution in the legal sources. • He then proceeds to solve this problem through the legal formulation of a rule that fills the legislative deficiency, according to a scientific methodology that is fundamentally documented. Links: This article forms a strong link with all other articles and decisions, because it leads to the organization of economic and administrative work in the institutions and establishments on the ground.

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