



## COURSE INFORMATION FORM

Course Name	Course Code
Labor and Social Security Law	191118030

Year	Number of Course Hours per Week		Credit	ECTS
	Theory	Practice		
4 <sup>th</sup>	3	0	6	8

Course Category (Credit)				
Basic Sciences	Engineering Sciences	Design	General Education	Social Sciences
				X

Course Language	Course Level	Course Type
Turkish	Undergraduate	Compulsory

<b>Prerequisite(s) if any</b>	-
<b>Objectives of the Course</b>	The aim of the course is to examine the field of application of labor law, labor law legislation, the last employee and employer relations according to the types of employment contracts starting from the establishment of the employment contract, the rights and obligations of the employee and the employer, types of employment contracts, and termination of the employment relationship, temporary termination and termination for just cause. It is to convey the situations and the consequences of these situations for the employee and employer, the regulations envisaged for the workers within the scope of job security, the protection provided, the sanctions for non-compliance and the regulations that pose problems in practice, and the legal consequences of termination and the regulation of the work.
<b>Short Course Content</b>	Scope of labor law, employment contract for a definite or indefinite period, full or part-time employment contract, on-call work, remote work, trial period work, rights and obligations of the employee and employer, obligation to comply with regulations and instructions, obligation to behave equally, obligation not to compete, duty of service, duty of loyalty, duty of providing tools and materials, duty of care for the employee, death, termination of employment contract due to force majeure, temporary termination of employment contracts of indefinite duration, job security, scope and valid reason for temporary termination, termination for just cause, employer's duty limitation of the right to termination, provisions and consequences of invalid and unfair termination, notice pay, job security compensation, idle time pay, unfair termination compensation, remaining time pay, severance pay, bad faith compensation, discrimination compensation, union compensation, reinstatement lawsuit, working hours, right to annual paid leave, overtime.

Learning Outcomes of the Course	Contributed PO(s)	Teaching Methods *	Measuring Methods **
1 Learns the scope, characteristics and sources of labor law.	1	1,2,5,8,10	A
2 Learns the concepts of employee, employer and workplace.	2	1,2,5,8,10	A
3 Learns the employment contract and its conditions, employment contract types, their features and differences.	3	1,2,5,8,10	A
4 Knows the establishment, transfer and invalidity of employment contracts.	3	1,2,5,8,10	A
5 Learns the employee's obligations of performance, obedience, loyalty and non-competition.	4	1,2,5,8,10	A

\***Teaching Methods** 1:Expression, 2:Discussion, 3:Experiment, 4:Simulation, 5:Question-Answer, 6:Tutorial, 7:Observation, 8:Case Study, 9:Technical Visit, 10:Trouble/Problem Solving, 11:Individual Work, 12:Team/Group Work, 13:Brain Storm, 14:Project Design / Management, 15:Report Preparation and/or Presentation

\*\***Measuring Methods** A:Exam, B:Quiz, C:Oral Exam, D:Homework, E:Report, F:Article Examination, G:Presentation, I:Experimental Skill, J:Project Observation, K:Class Attendance; L:Jury Exam

<b>6</b>	Learns the employer's wage payment, employee protection, equal treatment and other obligations	4	1,2,5,8,10	A
<b>7</b>	Learns the terms and consequences of the suspension of the employment contract.	5,6,7,8,10	1,2,5,8,10	A
<b>8</b>	Learns the situations that terminate the employment contract other than termination and temporary termination.	5,6,7,8	1,2,5,8,10	A
<b>9</b>	Knows job security, its features, and termination situations for valid reasons.	6,7	1,2,5,8,10	A
<b>10</b>	Learns about justifiable termination, unfair termination and related consequences.	6,8,9	1,2,5,8,10	A

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<b>Main Textbook</b>	Labor Law-Prof. Dr. Sarper Szek
<b>Supporting References</b>	Labor Law Lessons-Prof. Dr. Nuri elik, Prof. Dr. Nuren Canikliođlu, Prof. Dr. Talat Canbolat, Prof. Dr. Ercment zkaraca Labor Law - Textbook Prof. Dr. Hamdi Mollamahmutođlu, Prof. Dr. Muhittin Astarlı, Doç.Dr.Ula Baysal
<b>Necessary Course Material</b>	-

<b>Course Schedule</b>	
<b>1</b>	Concept and features of labor law
<b>2</b>	Sources of labor law
<b>3</b>	International labor law, sanctions of labor law
<b>4</b>	Worker, employer, subcontractor, employer representative
<b>5</b>	Workplace, workplace transfer, workplace closure
<b>6</b>	Scope of labor law
<b>7</b>	Employment contract and its elements
<b>8</b>	Types of employment contracts (permanent-discontinuous, definite, indefinite)
<b>9</b>	Employment contract types (full, partial, maximum, minimum)
<b>10</b>	Employment contract types (full, partial, maximum, minimum, trial period, seasonal, remote work)
<b>11</b>	Types of employment contracts (temporary employment relationship),
<b>12</b>	Establishment, transfer and invalidity of employment contract
<b>13</b>	Worker's obligations and responsibilities
<b>14</b>	Employer's wage payment obligation
<b>15,16</b>	Mid-Term Exam
<b>17</b>	Other debts of the employer
<b>18</b>	Suspension of employment contract
<b>19</b>	Termination of employment contract, termination cases other than termination, temporary termination
<b>20</b>	Irregular termination and abuse of termination right
<b>21</b>	<u>Employment security</u>
<b>22</b>	Termination for valid reason
<b>23</b>	Invalid termination and its legal consequences - reinstatement case
<b>24</b>	Fundamental change in working conditions and termination of change
<b>25</b>	Limitation of the right of termination by contract and penalty clause
<b>26</b>	Severance pay
<b>27</b>	Other consequences of termination of employment contract
<b>28</b>	Working hours
<b>29</b>	Overtime working
<b>30</b>	Rest periods
<b>31,32</b>	Final Exam

Calculation of Course Workload			
Activities	Number	Time (Hour)	Total Workload (Hour)
Course Time (number of course hours per week)	28	3	84
Classroom Studying Time (review, reinforcing, prestudy,...)	32	4	128
Homework			
Quiz Exam			
Studying for Quiz Exam			
Oral exam			
Studying for Oral Exam			
Report (Preparation and presentation time included)			
Project (Preparation and presentation time included)			
Presentation (Preparation time included)			
Mid-Term Exam	1	4	4
Studying for Mid-Term Exam	1	8	8
Final Exam	1	4	4
Studying for Final Exam	1	12	12
<b>Total workload</b>			<b>240</b>
<b>Total workload / 30</b>			<b>8</b>
<b>Course ECTS Credit</b>			<b>8</b>

Evaluation	
Activity Type	%
Mid-term	40
Quiz	-
Homework	-
Bir öge seçin.	
Bir öge seçin.	
<b>Final Exam</b>	60
<b>Total</b>	100

<b>RELATIONSHIP BETWEEN THE COURSE LEARNING OUTCOMES AND THE PROGRAM OUTCOMES (PO) (5: Very high, 4: High, 3: Middle, 2: Low, 1: Very low)</b>		
<b>NO</b>	<b>PROGRAM OUTCOME</b>	<b>Contribution</b>
1	To understand, analyze and comment on legal problems, to be able to discuss these issues, to offer opinions and solutions, to relate these processes to real life.	
2	To have judgment skills and abilities in the field of law, open to cooperation with others, able to work in harmony with them, keen on research and examination, and having knowledge at a	
3	To have the knowledge to determine the provisions to be applied to legal disputes, to have the ability to analyze, discuss and evaluate the court decisions in the relevant field.	
4	To have skills to assimilate and carry the rules of ethics and profession.	
5	To have skills to approach critically and creatively on the legal and social problems in terms of rule of law and ideal of justice.	
6	To have skills to understand the differences between the theory and practice of private and public law.	
7	To be able to comprehend the importance of lifelong learning and to analyze legal, social, cultural and similar events and developments in the world, country, region and local and to be	
8	To have the skills to conduct disciplinary and interdisciplinary research and study.	
9	To grow up with the moral and ethical rules required by business life and to be able to use them effectively in the future.	
10	To have skills to use vocational information technologies efficiently in solving legal problems.	

<b>LECTUTER(S)</b>				
<b>Prepared by</b>				
<b>Signature(s)</b>				

**Date:**23.07.2024