

**A COURSE SYLLABUS – DOCTORAL SCHOOL**  
**regarding the qualification cycle from 2022/2023 to 2025/2026**  
*and*  
**regarding the qualification cycle from 2024/2025 to 2027/2028**

GENERAL INFORMATION ABOUT COURSE				
Course title		OPTIONAL SPECIALIZED SUBJECT: <i>The idea of work-life balance The idea of work-life balance.</i>		
Name of the unit running the course		Doctoral School at University of Rzeszów		
Type of course ( <i>obligatory, optional</i> )		compulsory - optional specialist subject		
Year and semester of studies		year I, semester II, year III, semester VI		
Discipline		legal sciences		
Language of Course		Polish language/English language		
Name of Course coordinator		dr Agata Ludera - Ruszel		
Name of Course lecturer		dr Agata Ludera - Ruszel		
Prerequisites		In-depth knowledge of labor and social security laws.		
BRIEF DESCRIPTION OF COURSE (100-200 words)				
The lecture is aimed at doctoral students seeking knowledge in the field of Work Life Balance (WLB), recognizing the problem of work-life balance. The subject of the lecture will be limited to the sphere of employment, with emphasis on employee employment. The clash of the employee's professional and private spheres is inherent in the nature of the employment relationship. The employee, by submitting to the authority of the employer, gives up, to a certain extent, his autonomy in deciding his private life. Balancing the private and professional spheres remains a considerable challenge for an increasing number of employees. This is largely true in the sphere of family life. Family responsibilities, more often than other non-work responsibilities, limit an employee's ability to prepare for, start and participate in professional activities. The conflict on the line between work and family life is particularly topical in the face of ongoing demographic (aging population) and social changes (changes in the family model), as well as changes in the labor market (increasing participation of women in the labor market). In these conditions, the issue of work-life balance (especially family life) of an employee deserves wider attention.				
COURSE LEARNING OUTCOMES AND METHODS OF EVALUATING LEARNING OUTCOMES				
Learning outcome	The description of the learning outcome defined for the course	Relation to the degree programme outcomes (symbol)	Learning Format (Lectures, classes,...)	Method of assessment of learning outcomes (e.g. test, oral exam, written exam, project,...)
Knowledge (no.)	knows and understands, has knowledge			
P8S_WG1	Has a broad theoretical knowledge and is familiar with the current scientific body of work-life balance issues.	P8S_WG	*classroom. laboratory	written work
P8S_WG2	Knows and understands the ongoing demographic, social and labor market changes relevant to work-life balance issues.	P8S_WG	*classroom. laboratory	written work
P8S_WG3	Knows and understands the concept of work-life balance and	P8S_WG	*classroom. laboratory	written work

	the concept of reconciliation of work and family life and can find the differences between these concepts.			
<b>P8S_WK1</b>	He knows and understands the provisions of national, European and international law in the discussed issues.	P8S_WK	*classroom. laboratory	written work
<b>Skills (no.)</b>	can			
<b>P8S_UW1</b>	He is able to perform tasks of a research nature, identify the purpose, object of research and formulate a hypothesis, select and develop methods, techniques and research tools, and make conclusions on the basis of the obtained research results.	P8S_UW	*classroom. laboratory	written work
<b>P8S_UW2</b>	Based on theoretical knowledge, he is able to identify ongoing demographic, social and labor market changes relevant to work-life balance issues.	P8S_UW	*classroom. laboratory	written work
<b>P8S_UW3</b>	Is able to identify national labor laws and European and international labor laws relevant to work-life balance issues and is able to refer to them critically.	P8S_UW	*classroom. laboratory	written work
<b>P8S_UK6</b>	Able to actively participate in an international scientific and professional environment, using a foreign language at the B2 level of the ESKJ.	P8S_UK	*classroom. laboratory	written work
<b>Social competence (no.)</b>	is ready to			
<b>P8S_KK3</b>	With the knowledge he has, he solves cognitive and practical problems in the field of issues covered in the lectures.	P8S_KK	*classroom. laboratory	written work

#### LEARNING FORMAT – NUMBER OF HOURS

Semester (no.)	Lectures	Seminars	Lab classes	Internships	others	ECTS
<b>II and VI</b>	-	-	-	-	<b>15</b>	<b>2</b>

#### METHODS OF INSTRUCTION

- CONVERSATIONS/LABORATORIES IN TRADITIONAL FORM;
- CLASSES WITH MULTIMEDIA PRESENTATION;
- PROJECT;
- DISCUSSION.

#### COURSE CONTENT

Conversation/laboratory:

1. The concept of work-life balance (WLB) and the concept of reconciliation of work and family life, the

- differences and the subject matter of these concepts.
2. the values underlying the idea of work-life balance.
  3. private and family spheres and the nature of employment (employment relationship).
  4. Ongoing social, demographic and labor market changes relevant to work-life balance.
  5. the constitutional dimension of the balance between private and professional life.
- Work-life balance in international and European labor law.  
and European labor law.
7. the "equal" and "protective" aspect of work-life balance and the relationship between the two.
  8. work-life balance in working time regulations.
  9. Work-life balance of an employee working remotely.
  10. Protection of employees with family responsibilities.

### COURSE ASSESSMENT CRITERIA

The exam is held in written form after each semester of the course ( semester 2, semester 4, semester 6, semester 7).

Examination requirements:

The doctoral student/doctoral candidate shall prepare a written paper/paper on a topic indicated by the teacher/by him/her on issues related to the subject matter of the course.

In order to obtain a passing grade, a conversion factor for the corresponding percentage of points obtained is applied:

- up to 50% - insufficient, (the written work does not meet the criteria)
- 51% - 60% - sufficient, (the written work contains a narrow range of knowledge, supported by basic literature for the subject).
- 61% - 70% - sufficient plus, (the written work contains a range of knowledge, supported by the basic literature for the subject);
- 71% - 80% - good, (written work contains a range of knowledge, supported by primary and secondary literature for the subject);
- 81% - 90% - good plus, (written work contains a comprehensive range of knowledge, supported by primary and secondary literature for the subject);
- 91% - 100% - very good (the written work contains an extensive range of knowledge, supported by literature beyond the mandatory for the subject);

Active attendance in class can raise the grade by half a grade.

### TOTAL PhD STUDENT WORKLOAD REQUIRED TO ACHIEVE THE INTENDED LEARNING OUTCOMES – NUMBER OF HOURS AND ECTS CREDITS

Activity	Number of hours
Scheduled course contact hours	<b>15</b>
Other contact hours involving the teacher (consultation hours, examinations)	<b>1</b>
Non-contact hours – student's own work (preparation for classes or examinations, project, etc.)	<b>39</b>
<b>Total number of hours</b>	<b>55</b>
<b>Total number of ECTS credits*</b>	<b>2</b>

### INSTRUCTIONAL MATERIALS

Compulsory literature:	1 L. FLOREK, LABOR LAW, C.H. BECK 2023.
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	<p>2 J. WRATNY, LABOR LAW. COMMENTARY, C.H. BECK 2026.</p> <p>3. S. BORKOWSKA, BALANCE BETWEEN WORK AND NON-WORK LIFE, ACTA UNIVERSITATIS LODZIENSIS. FOLIA OECONOMICA 240, 2010.</p> <p>4. A.LUDERA-RUSZEL, EU WORK-LIFE BALANCE DIRECTIVE - THE CHALLENGES FOR POLAND, WORK AND SOCIAL SECURITY 12/2020.</p>
Complementary literature:	<p>1. C. Hein, Reconciling Work and Family Responsibilites: Practical Ideas for Global Experience, ILO 2005.</p> <p>2. E. Caraciallo, A. Masselot, Reconciling Work and Family Life in EU Law and Policy, Palgrave Macmilian 2010.</p>

\*(1 ECTS CREDIT CORRESPONDS TO 25 - 30 HOURS OF THE TOTAL WORKLOAD OF A DOCTORAL STUDENT, NEEDED TO ACHIEVE THE ESTABLISHED EFFECTS).

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Date and signature of the Course lecturer

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Approved by the Head of the Department or an authorised person