

Course Description					
Name	Code	Semester	T+A Hour	Credit	ECTS
LABOUR and SOCIAL SECURITY LAW	UJY3170750	Fall Semester	3+0	3	5
Prerequisites Courses					
Recommended Elective Courses					
Language of Instruction	Turkish				
Course Level	First Cycle (Bachelor's Degree)				
Course Type	Elective				
Course Coordinator	Assoc.Prof. Mehmet Saim AŞCI				
Name of Lecturer(s)	Assoc.Prof. Mehmet Saim AŞCI				
Assistant(s)					
Aim	The rights and obligations of the employees and employers arising from the Labor and Social Security Law, the development of the subject from the past to the present, and the Labor Law No. 4857 and the Social Insurances and General Health Insurance Law No. 5510.				
Course Content	This course contains; Concepts and importance of business and social law, Properties and basic concepts of labor law, Scope of labor law and employment contracts, Debts of the parties in the employment contract, working and rest periods, Termination of employment contract, Results of the termination of the employment contract, Concept and importance of Job Assurance, The rights provided by Job Security and the obligations of the employer, Severance Compensation concept and its importance, The amount of severance pay and calculation, Collective Labor Law, Social security concept, development and scope, Premiums and bonus documents, Insurance branches and rights provided.				
Course Learning Outcomes			Teaching Methods	Assessment Methods	
1. Will be able to evaluate the basic concepts of labour law, its appearance and historical development.			10, 16, 9	A	
1.1. Distinguish between employee, civil servant, self-employed and intern.			10, 16, 9	A	
1.2. Explain the concepts of working place, concern, primary employer and sub-employer.			10, 16, 9	A	
1.3. List to be set up labor contract and its types, content and expiration.			10, 16, 9	A	
2. Will be able to evaluate rights and obligations of employee and employer.			10, 16, 9	A	
2.1. Interpret the legal norms about expiration of labor contract and court of appeal's jurisprudence.			10, 16, 9	A	
2.2. Explain the concepts of working time, extra work, paid annual leave, week-end, national holiday and general holiday.			10, 16, 9	A	
2.3. Explain the concept of occupational health and safety.			10, 16, 9	A	
3. Will be able to explain establishment of syndicate, its activity and membership.			10, 16, 9	A	
3.1. Explain the conditions of collective labour contract.			10, 16, 9	A	
3.2. Explain the social security and its legal consequences			10, 16, 9	A	
3.3. Explains the concepts of labor disputes, strike and lockout.			10, 16, 9	A	
4. Will be able to explain the concept of social insurance, insurance branches, employment notifications and premium payment, legal consequences of non-payment, the concept of work accident and occupational disease.			10, 16, 9	A	
4.1. Explains what social risks are.			10, 16, 9	A	
4.1. Explains what social risks are.			10, 16, 9	A	
4.2. List the opportunities provided by social insurance branches to the insured.			10, 16, 9	A	
4.3. Explains the eligibility conditions for old-age pension.			10, 16, 9	A	
5. Will be able to explain the social security rights of workers who return to work with job security.			10, 16, 9	A	
5.1. It explains the social security premium rights of those who are entitled to reinstatement within the scope of job security.			10, 16, 9	A	
5.2. Explains the legal notifications regarding payments to be made with job security.			10, 16, 9	A	
5.3. Explain the legal notifications that must be made regarding workers who quit their jobs.			10, 16, 9	A	
Teaching Methods	10: Discussion Method, 16: Question - Answer Technique, 9: Lecture Method				
Assessment Methods	A: Traditional Written Exam				
Lecture Schedule					
Sequenc e	Topics	Preliminary Preparation			
1	Concepts and importance of business and social law				
2	Properties and basic concepts of labor law				
3	Scope of labor law and employment contracts				
4	Debts of the parties in the employment contract, working and rest periods				
5	Termination of employment contract				
6	Results of the termination of the employment contract				
7	Concept and importance of Job Assurance				
8	The rights provided by Job Security and the obligations of the employer				
9	Severance Compensation concept and its importance				
10	The amount of severance pay and calculation				
11	Collective Labor Law				
12	Social security concept, development and scope				
13	Premiums and bonus documents				
14	Insurance branches and rights provided				
Evaluation Methods		Weight(%)			
Midterm Exam		40			
General Exam		60			

Resources

Prof. Dr. Müjdat Şakar, İş ve Sosyal Güvenlik Hukuku, Beta Basım Yayın, 14. Baskı, 2021.1. Aşçı, M. S. (2019). Zorunlu Arabuluculuk Uygulamasının Olumlu ve Olumsuz Yönleri, Uluslararası Hukuk ve Sosyal Bilim Araştırmaları Dergisi, C. 1, S.2, s, 80-91.
<https://dergipark.org.tr/en/download/article-file/923536>

2. Aşçı, M. S. (2018). Precarious Work, Precariat and Excluded Personnel, Journal of Industrial Policy and Technology Management, 1(2), 2018, 99-114.
https://www.jipat.org/index.php/jipat/article/view/18/pdf_8

3. Aşçı, M. S. (2020). Bedeli Ödenmeyen Fazla Çalışma . Çalışma ve Toplum , 3 (66) , 1527-1540 . <https://dergipark.org.tr/en/download/article-file/2576063>

4. Aşçı, M.S., (2019). Legal boundaries and sanctions in subcontracting. Journal of Business, Economics and Finance (JBEF), V.8(3), p.148-154.
<https://dergipark.org.tr/en/download/article-file/817068>