

Course Description					
Name	Code	Semester	T+A Hour	Credit	ECTS
BUSINESS and SOCIAL SECURITY LAW	BUS2253340	Spring Semester	3+0	3	4
Prerequisites Courses					
Recommended Elective Courses					
Language of Instruction	English				
Course Level	First Cycle (Bachelor's Degree)				
Course Type	Required				
Course Coordinator	Assoc.Prof. Mehmet Saim AŞCI				
Name of Lecturer(s)	Prof.Dr. Seçkin NAZLI				
Assistant(s)					
Aim	Students bring up a level to resolve disputes arising from labor law.				
Course Content	This course contains; Introduction to the labour law, topic of labour law, development history, purpose and sources of labour law. The basic concepts of Labour Law. Employee, employer, representative of the employer, sub-employer and concern.Scope of the labour code.,Employment Contracts, General Principles.Formation of employment contracts.,Types of employment contracts.,Obligations and duties emanating from employment contracts.,Ending of employment contracts.Labor-job protection, reemployment lawsuit.,Organization of work.,Obligations and duties emanating from employment contracts,Annual leave,Legal consequences of termination.Compensation of severance pay and terminations without the notice term.,Development of unionism, right to form unions and union freedom.Establishment, activities, dissolution of unions and suspension of union activities.,Formation, characteristics and provisions of collective labour agreements.Ending, changing and the level of collective labour agreements.Peaceful settlements of collective labour disputes.,Mediation, strike and lock-outs, prohibition and postponements of strike.Unlawful strike and lock-out.Collective labour disputes, courts procedure and arbitration.,Turkish social security system, especially concept and main provisions.Social insurance system and elements of social insurance system.Social security code, general principles and obligations emanating from the code.,Branches of social insurance.Short and long term social insurance branches.Unemployment insurance..				
Course Learning Outcomes			Teaching Methods	Assessment Methods	
At the end of this course, students;			10, 16, 9	A	
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. Explains 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	
4.2. 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					
Sequence	Topics	Preliminary Preparation			
1	Introduction to the labour law, topic of labour law, development history, purpose and sources of labour law. The basic concepts of Labour Law. Employee, employer, representative of the employer, sub-employer and concern.Scope of the labour code.				
2	Employment Contracts, General Principles.Formation of employment contracts.				
3	Types of employment contracts.				
4	Obligations and duties emanating from employment contracts.				
5	Ending of employment contracts.Labor-job protection, reemployment lawsuit.				
6	Organization of work.				
7	Obligations and duties emanating from employment contracts				
8	Annual leave				
9	Legal consequences of termination.Compensation of severance pay and terminations without the notice term.				
10	Development of unionism, right to form unions and union freedom.Establishment, activities, dissolution of unions and suspension of union activities.				

Lecture Schedule		
Sequence	Topics	Preliminary Preparation
11	Formation, characteristics and provisions of collective labour agreements.Ending, changing and the level of collective labour agreements.Peaceful settlements of collective labour disputes.	
12	Mediation, strike and lock-outs, prohibition and postponements of strike.Unlawful strike and lock-out.Collective labour disputes, courts procedure and arbitration.	
13	Turkish social security system, especially concept and main provisions.Social insurance system and elements of social insurance system.Social security code, general principles and obligations emanating from the code.	
14	Branches of social insurance.Short and long term social insurance branches.Unemployment insurance.	
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. Asci, 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	