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## Themenplan

# Introduction to labour law: Establishment of the employment relationship

Basic terms: What is labour law? (civil/contract law, differentiation from other areas of law).

History of labour law

Legal sources of labour law: Hierarchy of norms (especially the significance of the collective agreement incl. excursus on collective bargaining law, work on a concrete collective agreement)

Working with legal texts and commentaries (group work on selected laws based on concrete questions)

Differentiation between individual and collective law

Employment contract:

- :: Differentiation from other contracts; concept of employee
- :: Rights and duties under the employment contract
- :: Employer's right to issue instructions under Section 106 of the Trade, Commerce and Industry Regulation Act (Gewerbeordnung)
- :: Amendment of contractual conditions, notice of termination
- :: Contents of the employment contract under the Evidence Act

Establishment of the employment relationship:

- :: Application and interview costs
- :: Freedom of employment and its limits (right to ask questions, prohibition of arbitrariness/discrimination, excursus: Personal rights in the employment relationship)
- :: Data protection (using the example of application documents)
- :: Involvement of the statutory representation of interests
- :: Probationary period

Suspension of the employment relationship:

- :: Definition, clarification of terms and examples
- :: Effects, e.g. on pay and other benefits
- :: Brief explanation of the respective participation rights of the statutory interest representation in the establishment and suspension of the employment relationship