

Volgograd State Medical University  
Department of Philosophy, Bioethics and Law

Lectures on Law

Lecture 7.

Labour law.

# What is Labour law?

Labour law is the totality of norms that regulates the relationship between workers (employees), employers, trade unions and the government.

# Labour law:

- Individual labour law concerns workers' rights at work and through the contract for work.
- Collective labour law relates to the relationship between employee, employer and trade union.

# Purposes of labour law

- Determination of the state guarantees of labour rights of citizens;
- Creation of the favourable conditions of labour;
- Protection of the rights and interests of workers and employers.

# History of labour law

- The origins of labour law can be traced back to the remote past and the most varied parts of the world.
- Labour law as it is known today is essentially the child of successive industrial revolutions from the 18th century.
- It became necessary when customary restraints of employment relationships in small communities ceased to provide adequate protection against the abuses incidental to new forms of mining and manufacture.

# Employment contract

- It is agreement between employer and worker supposing rights and obligations of both sides.
- Many terms and conditions of the contract are however implied by legislation, in such a way as to restrict the freedom of people to agree to certain things to protect employees.
- For example, an employer may not legally offer a contract in which he pays the worker less than a minimum wage. An employee may not for instance agree to a contract which allows an employer to dismiss them unfairly.

# Working time

- It is the time during which worker must discharge labour obligations in conformity with conditions of employment contact.
- A shorter working day and improved working conditions were part of the general protests and agitation for the early organization of trade unions.

- Before the Industrial Revolution, the workday varied between 11 and 14 hours. For example, in England the 10-hour day was established in 1848, and shorter hours with the same pay were gradually accepted thereafter.
- According modern Labour Code of the Russian Federation, normal length of working time cannot exceed 40 hours in a week.



# Time to rest

It is the time during which worker is free from the performance of labour duties and which he can use his discretion.

It includes

- breaks during the working day (shift);
- daily (between shifts) rest;
- days off (weekly continuous rest);
- non-working holidays;
- Leaves (holidays with pay);

# Non-working holidays in Russia

- 1-5 January - New Year;
- 7 January - Christmas;
- 23 February - Day of the Defendand of Motherland;
- 8 March - International Women's Day;
- 1 May - Spring and Labor Holiday;
- 9 May - Victory Day;
- 12 June - Day of Russia;
- 4 November – Day of National Unity.

# Minimum wage

- It is the lowest hourly, daily or monthly salary that employers may legally pay to workers.
- Each country sets its own minimum wage laws and regulations, and while a majority of industrialised countries has a minimum wage, many developing countries have not.
- The minimum wage amount is established on the whole territory of the Russian Federation by the federal law and it cannot be lower than the amount of the cost of living of an able-bodied person.

# Trade unions

- It is an organization of workers who have banded together to achieve common goals such as protecting the integrity of its trade, achieving higher pay and better working conditions.
- The trade union, through its leadership, bargains with the employer on behalf of union members and negotiates labour contracts (collective bargaining) with employers.

- After global financial crisis of 2008 one can observe rude breaking of labour law even in developed countries (Germany, USA)
- Thus near 60% of workers of big corporations are working without leaves (workers “sold” their right to rest for some bonus).