

MODULE DESCRIPTOR

MODULE TITLE	EMPLOYMENT LAW		
MODULE CODE	LW2011 (L5)	CREDIT VALUE	20 UK CREDITS / <u>10 ECTS</u>
SCHOOL	SCHOOL OF LAW		

MODULE AIMS

To examine the law regulating the employment relationship using statutory provisions and legal judgments and analysing the extent and limitations of the law in this context. Further, it aims to set the law in its social and economic context and to develop and understanding of the policy issues underlying the law. Also, it aims to assess the impact of human rights and European law in the regulation of employment.

MODULE CONTENT

Indicative syllabus content:

- The formation of the employment relationship
- The different legal status accorded to employment relationships and the consequences of such classifications
- The rights and obligations arising from the contract of employment and the policy factors and principles of the common law the underpin judicial interpretation
- The law governing maternity, paternity, parental leave and other family friendly policies
- The law of wrongful dismissal including the common law concept of dismissal, remedies and post termination covenants
- The law of unfair dismissal, including eligibility, dismissal, fairness and remedies with reference to underlying policy and judicial interpretation of statutory provisions
- The law's regulation of equality in employment, including those protected, the definitions of discrimination, the grounds protected, the defences and remedies available; the particular focus may vary depending on topical subjects, but may include sex, race, disability, religion, sexual orientation, age, sexual identity, and different work patterns
- The law governing economic dismissals, including business reorganisation, redundancy and transfers of undertakings with reference to underlying economic and social policy
- The impact of human rights pervasively in respect of its effect on the law in each context
- The impact of European Union law pervasively in respect of its effect on the law in each context

INTENDED LEARNING OUTCOMES

On successful completion of this module a student will be able to:

1. Demonstrate a thorough understanding of the law governing the individual employment relationship
 2. Explain key legal principles applied to the relationship of the employer and worker
 3. Apply key legal principles and present reasoned and well structured conclusions to problems
 4. Analyse relevant statutory provisions and legal judgements (domestic and European)
 5. Identify and analyse the impact of issues of policy (economic, social and political) within which the law operates in this area
 6. Evaluate the extent to which existing law provides effective safeguards for workers in the context of the ongoing debate on workers' rights
 7. Critically evaluate existing proposals for reform
 8. Demonstrate the further development of the skills of expression, research and the use of IT for information retrieval
 9. Develop and apply critical judgements to selected areas of current law that are deemed uncertain and /or open to interpretation and propose reasoned arguments for appropriate reforms
-

TEACHING METHODS

The module is delivered by means of weekly lectures and seminars.

Lectures highlight the key issues to be covered in the seminars. The primary object of lectures is to impart the information and elicit the understanding, which students can use as a base for their independent study directed to the requirements of the workshops.

Seminars are interactive sessions for groups of smaller groups of students, which take place approximately every two weeks. The students build upon their understanding, gained from the lectures by reading specified cases, Treaty provisions, journal articles and textbooks. The aims and learning outcomes of each individual workshop set out clearly for students the workshop tasks and activities.

ASSESSMENT METHODS

This module is assessed through an oral presentation (group) and a written assignment.

LANGUAGE OF INSTRUCTION

English