

## SUBJECT DETAILS

Data on the subject	
Name	EU Labor Law
Degree	Postgraduate in Master in International and European Business Law
Year	2016 - 2017
Nature	Lecture. Spring
ECTS Credits	2
Department	Law
Area	Law
Teaching staff	Maheta Molango

Data on the teaching staff	
Teaching staff	Maheta Molango
Group	
e-mail	<a href="mailto:maheta.molango@bakermckenzie.com">maheta.molango@bakermckenzie.com</a>
Telephone	670970992
Office	
Tutoring Schedule	Upon request from students

## SPECIFIC DATA ON THE SUBJECT

<b>Pre-requisites</b>
Basic legal background and basic understanding of general concepts of employment/labor law.
<b>Contribution of the degree to the professional profile</b>
Raising awareness about the practical implications of the employment/labor legislation in the day-to-day operations of local and international companies.

## COMPETENCES TO BE IMPROVED

<b>Generic Competences</b>
<b>Instrumental</b>
Understanding the functioning of online caselaw research tools and being able to use efficiently the research resources made available by the university.
<b>Interpersonal</b>
Improving team work skills, understanding the importance of interpersonal relationships within the framework of a professional environment, learning to manage internal/external client relationships.
<b>Systemic</b>
Assessing and understanding the impact of a specific employment/labor issues on the company's broader strategy or/and business operations.
<b>Specific competences of the subject</b>
<b>Conceptual (knowing)</b>
Basic understanding of key concepts of employment/labor law, as well as general knowledge of the functioning of EU institutions.
<b>Procedural (doing)</b>
Based on concepts and knowledge learned during the class, implementation through in-class exercises and presentations.
<b>Professional (knowing how)</b>
Learning to analyse EU court decisions from a practical perspective, identifying the applicable rules and understanding how they may apply to specific real life cases. Assessing cases from a broader EU perspective while at the same time understanding the implications that the EU regulation may have on individual EU citizens as well as EU member states.

## THEMATIC AREA AND CONTENT

<b>AREA 1: EU Labor Law</b>
<b>Theme 1: Equality law and no-discrimination</b>
<ul style="list-style-type: none"> <li>1.1 Introduction to EC law and policies on equality</li> <li>1.2 No-discrimination based on prohibited grounds</li> <li>1.3 EC regulations on ethnic and racial discrimination / equal opportunities between men and women</li> <li>1.4 Analysis of recent court decisions and in-class debate</li> </ul>

<b>Theme 2: Employees' work conditions</b>
2.1 Introduction 2.2 Freedom of movement and posted workers regulations 2.3 Temporary agency workers 2.4 Analysis of recent court decisions and in-class debate
<b>Theme 3: Employees' rights on restructuring enterprises</b>
3.1 Introduction 3.2 Protection of employees' rights in case of transfers of undertakings 3.3 Collective redundancies and employees' rights in case of insolvency 3.4 Analysis of recent court decisions and in-class debate
<b>Theme 4: Workers' involvement in decision-making processes</b>
2.1 Introduction 2.2 Information, consultation and participation rights 2.3 European works councils and European companies regulations 2.4 Analysis of recent court decisions and in-class debate

## BIBLIOGRAPHY AND RESOURCES

<b>Basic Bibliography</b>
<b>Text books</b>
BARNARD, Catherine (2006): EC Employment Law, Oxford EC Law Library, Third Edition
<b>Websites</b>
<a href="http://curia.europa.eu/jurisp/cgi-bin/form.pl?!lang=en">http://curia.europa.eu/jurisp/cgi-bin/form.pl?!lang=en</a>
<b>Notes</b>
The course will include the analysis of a minimum of 8 recent court decisions on the following topics, which will be subject of in-class debate: a) Equality and no discrimination rights; b) Employees' work conditions; c) Types of employment contracts; d) Collective redundancies and transfer of undertakings; e) Employees' information, consultation and participation rights. The specific court decisions to be analyzed during each session will be circulated to the students prior to the session.
<b>Other material</b>
Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation Directive 2000/43/EC on the principle of equal treatment irrespective of ethnic or racial origin Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation Directive 96/34/EC parental leave directive Directive 96/71 on posted workers within the framework of a rendering of services Directive 2008/104/EC on temporary agency workers Directive 99/70/EC fixed-term work directive

Directive 97/81/EC part-time work directive  
 Directive 2001/23/EC on the safeguarding of employees' rights in case of transfers of undertakings  
 Directive 2008/94/EC on the protection of employees in case of insolvency  
 Directive 98/59/EC on collective redundancies  
 Directive 2009/38/EC on European Works Councils and employees' information and consultation rights in companies of European dimension  
 Directive 2002/14/EC on information and consultation rights in the EC

### TEACHING METHODOLOGY

General methodological aspects of the subject
Contact hours methodology: Activities
Independent study methodology: Activities

SUMMARY OF STUDENT WORK HOURS			
Activity	Number of contact hours	Number of independent study hours	Total number of hours
Lecture	8	6	14
Practical class	6	12	18
Debate	6	12	18
In class presentation			
Individual work			
Work in collaboration			
Evaluation: one minute paper			
Evaluation: class test			
Evaluation: exam	2		2
Evaluation: exam review			
Others			
ECTS Credits:			

## Grades

The students will be assessed based on the following criteria (special emphasis will be put on students' participation in class):

10% Attendance

20% In-class presentations based on the EU cases assigned to each student

20% In-class debates based on exercises that will be handed during the course

50% Final exam