

SUBJECT DETAILS

Data on the subject	
Name	EU Labor Law
Degree	Postgraduate in Master in International and European Business Law
Year	2017 - 2018
Nature	Lecture. Spring
ECTS Credits	2
Department	Law
Area	Law
Teaching staff	Maheta Molango

Data on the teaching staff	
Teaching staff	Maheta Molango
Group	
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Office	
Tutoring Schedule	Upon request from students

SPECIFIC DATA ON THE SUBJECT

Pre-requisites
Basic legal background and basic understanding of general concepts of employment/labor law.
Contribution of the degree to the professional profile
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

Generic Competences
Instrumental
Understanding the functioning of online caselaw research tools and being able to use efficiently the research resources made available by the university.
Interpersonal
Improving team work skills, understanding the importance of interpersonal relationships within the framework of a professional environment, learning to manage internal/external client relationships.
Systemic
Assessing and understanding the impact of a specific employment/labor issues on the company's broader strategy or/and business operations.
Specific competences of the subject
Conceptual (knowing)
Basic understanding of key concepts of employment/labor law, as well as general knowledge of the functioning of EU institutions.
Procedural (doing)
Based on concepts and knowledge learned during the class, implementation through in-class exercises and presentations.
Professional (knowing how)
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

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

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

BIBLIOGRAPHY AND RESOURCES

Basic Bibliography
Text books
BARNARD, Catherine (2006): EC Employment Law, Oxford EC Law Library, Third Edition
Websites
http://curia.europa.eu/jurisp/cgi-bin/form.pl?lang=en
Notes
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.
Other material
<p>Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation</p> <p>Directive 2000/43/EC on the principle of equal treatment irrespective of ethnic or racial origin</p> <p>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</p> <p>Directive 96/34/EC parental leave directive</p> <p>Directive 96/71 on posted workers within the framework of a rendering of services</p> <p>Directive 2008/104/EC on temporary agency workers</p> <p>Directive 99/70/EC fixed-term work directive</p>

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