



## Course Syllabus

<b>Course Code</b> MLAW-534DE	<b>Course Title</b> Employment Law and Social Rights	<b>ECTS Credits</b> 10
<b>Prerequisites</b> None	<b>Department</b> Law	<b>Semester</b> Fall/Spring
<b>Type of Course</b> Elective	<b>Field</b> Human Rights and Social Justice	<b>Γλώσσα Διδασκαλίας</b> English
<b>Level of Course</b> 2 <sup>nd</sup> Cycle	<b>Lecturer(s)</b> Dr Christina Ioannou	<b>Year of Study</b> 2 <sup>nd</sup>
<b>Mode of Delivery</b> Distance Learning	<b>Work Placement</b> N/A	<b>Co-requisites</b> None

### Course Objectives:

The main objectives of the course are that students:

- Gain a comprehensive theoretical conception of the sources of individual and collective European labour law.
- Appreciate the historical developments concerning labour relations in the context of the EU.
- Develop critical knowledge of the legal base and case law in relation to equality of treatment and other types of discrimination, as well as the protection of maternity.
- Build a comparative approach to the different approaches of social policy.
- Develop critical knowledge of the most relevant texts and approaches to the areas of social policies and social rights.
- Understand the philosophical and methodological foundations of social policy.
- Develop independent critical thinking about the concepts, content and practical dimension of the various theories of social policy.

## Learning Outcomes:

After completion of the course students are expected to be able to:

- Appreciate the legal bases of social policy and labor law in the EU.
- Examine the historical development of social policy and labor law in the EU.
- Demonstrate familiarity with basic theoretical approaches to social policies and social rights.
- Develop independent critical thinking about the concepts, content and practical dimension of the various theories of social policy.
- Evaluate the right of free movement of EU active citizens.
- Appreciate the legal bases surrounding the terms and conditions of employment.
- Demonstrate knowledge and understanding of the legal base concerning collective dismissals and transfer of undertakings.
- Demonstrate knowledge and understanding of the legal base concerning the rights of part-time workers and workers with fixed-term contracts.
- Demonstrate knowledge of the legal framework and case law concerning sex discrimination at the workplace, as well as maternity protection.
- Demonstrate knowledge of the legal framework and case law concerning different types of workplace discrimination, ranging from race and ethnic origin, to discrimination on the grounds of sexual orientation, religion, disability and age.
- Demonstrate familiarity with basic theoretical approaches to social policies and social rights.
- Discuss thoroughly and comprehensively theoretical and practical issues concerning the practical application of the subject.
- Produce studies, reports and provide a scientific assessment on matters related to both historical and contemporary concepts of the subject.

## Course Contents:

1. European social policy and fundamental rights.
2. The development of labor relations in the EU
3. The EU decision-making process in the framework of social policy
4. Welfare state models
5. Free movement of economically active EU citizens
6. Terms and conditions of employment: working time, part-time work, fixed-term work

7. Collective dismissals and transfers of undertakings
8. Equal treatment of men and women at the workplace: equal pay and equal treatment
9. Maternity protection and family leave rights
10. Equal treatment at work on grounds of sexual orientation, religion, disability, age and other
11. Racial discrimination
12. Immigration and the labour market
13. Unemployment, poverty and social exclusion
14. Democratization and social citizenship

### **Learning Activities and Teaching Methods:**

Lectures, Personal guidance, Case-study analysis, Video-streamed courses, Forum, Final exam

### **Assessment Methods:**

Interim individual studies, Formative assessment activities, Final exam

### **Textbooks – Reading:**

<b>Title</b>	<b>Author(s)</b>	<b>Publisher</b>	<b>Year</b>	<b>ISBN</b>
<i>Labour Law in Cyprus (2<sup>nd</sup> Edition),</i>	A. Emilianides and C. Ioannou	Hague: Wolters Kluwer	2019	
<i>EU Employment Law</i>	C. Barnard	Oxford University Press	2012	
<i>Social Welfare: Historical Evolution-New Directions [in Greek]</i>	P. Stathopoulos	Papazisis	2007	
<i>Introduction to Contemporary Social States: Comparative Analysis and Practical Philosophy [in Greek]</i>	D. Kioukias	Sideris	2007	

<i>EU Employment Law</i>	C. Barnard	Oxford University Press	2013	
<i>Social Policy in the EU</i>	L. Hantrais	MacMillan	2007	
<i>European Labour Law</i>	Roger Blanpain	Kluwer Law International	2014	
<i>Research Handbook on EU Labour Law</i>	A. Bogg, C. Costello and A.C.L. Davies (Eds)	Elgar	2017	
<i>European Labour Law</i>	T. Jaspers, F. Pennings and S. Peters	Intersentia	2019	
<i>Routledge Handbook of European Welfare Systems, 2<sup>nd</sup> Edition,</i>	S. Blum, J. Kuhlmann and K. Schubert (Eds),	Routledge,	2019	
<i>Challenges to European Welfare Systems</i>	S. Klaus, P. de Villota and J. Kuhlmann (Eds.)	Springer	2016	
<i>A European Welfare State? EU Social Policy in Context</i>	M. Kleinman	Palgrave	2001	