



Syllabus International and comparative labor law

Higher education degree - bachelor
Field of knowledge - 29 International relations
Specialty - 293 International Law
Educational and Professional Program - International Law

Study year: 2, Semester: 3

Number of credits: 4 Language: English

Course leader

Doctor of Law, Professor, Professor of the Department of International Law and Migration Policy Valentyna SLOMA

Contact Information

v.sloma@wunu.edu.ua

Description of the discipline

The purpose of the discipline «International and Comparative Labor Law» is to provide students with a deep and thorough mastery of the system of knowledge of international and comparative labor law, the formation of practical skills and abilities to correctly interpret and apply labor law

The task of studying the discipline is to acquire students' knowledge, skills and abilities to effectively implement the acquired theoretical knowledge in practice.

As a result of studying the academic discipline, the student should know:

- existing doctrinal approaches to the definition of the concept, subject matter, functions of international and comparative labor law;
- the most important sources of legal regulation of labor relations;
- concepts and types of subjects of international and comparative labor law;
- peculiarities of legal regulation of employment, conclusion and termination of an labor contract, working time and rest time, remuneration, disciplinary and material liability, labor protection, and resolution of labor disputes.

be able to:

- operate freely with special legal terminology in the field of international and comparative labor law;
- work with international regulations and national legislation of Ukraine;
- use acquired knowledge of international and comparative labor law in legal practice;
- make optimal decisions on the effectiveness of the application of the rules governing labor relations in practice.

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Course structure

Hours. (lecture / practical)	Topic	Learning outcomes	Control measures
2 / 2	Topic 1: General characteristics of international labor law	Understand the purpose, objectives and functions of international legal regulation of labor. Understand the concepts and principles of international labor law.	survey testing
2 / 2	Topic 2. Subjects of international labor law.	Be able to differentiate the subjects of international labor law, determine their role in certain types of individual and collective labor relations.	survey testing
2 / 2	Topic 3. Sources of international legal regulation of labor.	Know the main types of sources of international legal regulation of labor. Understand the relationship between international and national labor legislation	survey testing
2 / 2	Topic 4. Comparative labor law	To know the concept, subject matter of comparative labor law, peculiarities of regulation of labor relations, in particular, those complicated by a foreign element.	survey testing
2 / 2	Topic 5. Legal regulation of employment	Know state guarantees in the field of employment in different countries. Understand the essence of the concepts: «unemployed», «suitable job». Know the peculiarities of employment in the EU countries.	surveys, case studies, testing
4 / 4	Topic 6. Labor contract	Know the stages of concluding an employment contract, types of labor contracts under the laws of Europe, the United States and Ukraine. Understand the differences between an labor labor contract and a civil law contract for the performance of work. Be able to draft an employment contract.	surveys, case studies, testing
4 / 4	Topic 7. Working time and rest time	Know the types of working time, its regimes and accounting. Understand the grounds for applying overtime. Know the types of rest time for employees, types of vacations and their legal regulation.	surveys, case studies, testing
2 / 2	Topic 8. Remuneration of labor.	Know the systems and forms of labor remuneration, types of guarantee and compensation payments. Understand the essence of the tariff system.	surveys, case studies, testing

2 / 2	Topic 9. Labor discipline and disciplinary responsibility	Know the methods of ensuring labor discipline, types of incentives for employee performance, and types of penalties for violation of labor discipline. Understand the procedure for applying incentives and penalties.	surveys, case studies, testing
2 / 2	Topic 10. Material responsibility of the parties to an labor contract	Understand the conditions of liability under the laws of the countries. Know: types of employee liability, peculiarities of employer liability.	surveys, case studies, testing
2 / 2	Topic 11. Legal regulation of labor protection.	Know: the guarantees of employees' rights to occupational safety and health, the procedure for organizing occupational safety and health at an enterprise, institution, organization, and the procedure for conducting investigations of accidents, occupational diseases and accidents at work.	surveys, case studies, testing
2 / 2	Topic 12. Labor disputes (conflicts) and the procedure for their resolution.	Understand the grounds for labor disputes and know their types. Know the procedure for resolving individual labor disputes and collective labor disputes, the procedure for declaring a strike.	surveys, case studies, testing

RECOMMENDED SOURCES OF INFORMATION

1. Universal Declaration of Human Rights, 1948: https://zakon.rada.gov.ua/laws/show/995_015#Text
2. Convention for the Protection of Human Rights and Fundamental Freedoms (with Protocols) 1950 URL: https://zakon.rada.gov.ua/laws/card/995_004
3. ILO Convention №. 111 concerning Discrimination in Respect of Employment and Occupation, 1958 URL: <http://zakon.rada.gov.ua>
4. ILO Convention №. 29 on Forced or Compulsory Labor, 1930. URL: https://zakon.rada.gov.ua/laws/show/993_136#Text
5. ILO Convention №. 168 concerning Employment Promotion and Protection against Unemployment, 1988. URL: https://zakon.rada.gov.ua/laws/show/993_182#Text
6. ILO Convention № 88 concerning the Organization of Employment Services, 1948: https://zakon.rada.gov.ua/laws/show/993_224#Text
8. ILO Convention № 2 concerning Unemployment, 1919 URL: https://zakon.rada.gov.ua/laws/show/993_143#Text
9. ILO Convention № 44 concerning Employment Benefits for Persons who are Unemployed due to Circumstances beyond their Control. URL: https://zakon.rada.gov.ua/laws/show/993_204#Text
10. ILO Recommendation № 85 concerning Wages, 1949. URL: https://zakon.rada.gov.ua/laws/show/993_228#Text
11. ILO Recommendation № 184 concerning Home-Based Work, 1995: https://vk24.ua/regulations_and_jurisprudence/rekomendacii/rekomendacia-mop-sodo-nadomnoi-praci-no-184

12. Oleksandr Voroniatnikov, Danylo Leschukh, Valentyna Sloma, Valentyna Myronenko, Yuliia Trufanova. Modern Features of The Legal Regulation of Labor Rights in Ukraine. *Res Militaris*, 2023. Vol.13, N°2, January Issue. P. 1930-1941

13. Rym O.M., Pylypenko P.D. The principles of labor law of the European Union and Ukraine: in search of harmonization. URL: https://www.researchgate.net/publication/344225780_THE_PRINCIPLES_OF_LABOUR_LAW_OF_THE_EUROPEAN_UNION_AND_UKRAINE_IN_SEARCH_OF_HARMONIZATION

14. Serhii Lukash. Place and significance of ILO regulatory documents in the system of labor law sources of Ukraine. *Entrepreneurship, economy and law*. 2022. № 1. P. 23-27.

15. Sloma V., Moskaliuk N. Legal regulation of home based work. Actual problems of jurisprudence. 2022. Issue 4 (32) pp. 140-145.

16. Yurii Chyzhmar. The role of International Labor Organization conventions in the system of sources of labor law of Ukraine. *Entrepreneurship, economy and law*. 2021. № 10. P. 16-22.

Information sources

1. The official web portal of the Verkhovna Rada of Ukraine. URL: <http://portal.rada.gov.ua/>

2. Official online representation of the President of Ukraine. URL: <http://www.president.gov.ua/>

3. The single web portal of executive authorities of Ukraine. URL: <http://www.kmu.gov.ua/>

4. Official web portal of the judicial authorities of Ukraine. URL: <http://court.gov.ua/>

5. The official web portal of the International Labor Organization. URL: <https://www.ilo.org/global/lang--en/index.htm>

Evaluation policy

Deadline and recompilation policy: Specific deadlines are set for individual assignments and tests. Rescheduling of modules takes place with the permission of the faculty directorate in the presence of valid reasons (for example, sick leave).

Academic Integrity Policy: The use of printed and electronic sources of information during control measures and examinations is prohibited.

Attendance Policy: Class attendance is a mandatory component of the assessment for which points are awarded. For objective reasons (e.g., illness, international internship), training can take place online with the consent of the course instructor.

Evaluation

Credit module 1	Credit module 2	Credit module 3	Exam	Total
20%	20%	20%	40%	100%
Oral survey during classes (5 topics) - 5 points per topic - max. 25 points. Modular control work - max. 75 points	Oral survey during classes (7 topics) - 5 points per topic - max. 35 points. Modular control work - max. 65	Preparation of CPIT - max. 40 points. Protection of CPIT - max. 40 points. Participation in trainings - max.	1. Test tasks (10 tests of 2 points each) = 20 points. 2. Theoretical question = 30 points. 3. Practical task = 50 points.	100

	points	20 points		
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Rating scale

On the scale university	On the national scale	On the ECTS scale
90-100	Excellent	A (excellent)
85-89	Good	B (verygood)
75-84		C(good)
65-74	satisfactory	D(satisfactory)
60-64		E(enough)
35-59	non-satisfactory	FX (non-satisfactory with possibility of repeated passing)