

Module code	ULAW/6/ELW/19/E	NQF level	6
Credit value	30	Study duration	18 weeks

Employment Law

Module description

This is a 30 credit level 6 module which is an elective module on the LLB. The module focuses on the nature of employment, employment contracts and rights, termination, unfair dismissal and redundancy, discrimination, protected rights, collective action and trade unions.

This module aims to:

- Provide a critical understanding of:
 - the nature and operation of employment and its termination
 - the law on discrimination and protected rights
 - the operation of trade unions and the nature of collective action
- Develop students' ability to identify key legal issues in a problem/ scenario-based question and critically apply the law to solve the problem

Learning outcomes

Students should be able to demonstrate:

- knowledge and critical understanding of the fundamental doctrines and principles of employment law
- an ability to research and critically analyse the law from primary resources on specific matters
- they can critically analyse legal issues in familiar and unfamiliar scenarios
- they can critically apply to a range of questions in a variety of legal contexts
- an ability to find relevant sources and identify their relevance, weight and quality
- they can present and sustain critical and reasoned arguments and conclusions
- they can communicate complex ideas and sustain arguments in a coherent and effective manner (using appropriate legal terminology) and organise and present information relevant to the intended audience
- they can use information technology, such as word processing, databases and the web effectively, to access legal information and produce well-presented, professional documents
- they can critically discuss legal issues with fellow students and reach a well-reasoned conclusion

Syllabus

- Structure, administration and purpose of employment law
- Nature of employment
- Contract of employment: express and implied terms
- Contract of employment: statutory requirements
- Contract of employment: competition and confidentiality
- Terminating employment
- Redundancy and unfair dismissal 1
- Redundancy and unfair dismissal 2
- Family friendly rights
- Equal pay
- Discrimination and equality law 1: history and processes
- Discrimination and equality law 2: protected characteristics
- Discrimination and equality law: harassment and victimisation
- Discrimination and equality law: indirect discrimination
- Collective bargaining and trade unions
- Industrial conflict
- Trade union law
- Human rights in employment law

Learning and teaching methods

Teaching will be delivered through the provision of specified reading materials that will be provided on the University of Essex Online learning platform, and will be supported by specified discussion forums, pre-recorded lecturecasts and biweekly live seminars (using synchronous communication software and application sharing facility).

Students will be provided with indicative guidance on and encouraged to look at relevant websites which are appropriate to the learning outcomes, and to identify and share appropriate web-based resources (as learning support references) with their fellow students.

The pre-recorded lecturecasts and the online question and answer sessions will include referenced use of selected case studies which will be drawn from the reading materials and the practice-based and professional/educational contexts and experience of the tutors.

There will be also provision for weekly meetings with tutors in their office hours supplementing online students' self-managed learning, discussing their individual queries, and directing them to require and indicative reading.

Description of unit of assessment	Length/Duration	Submission date	Weighting
2 assessed discussion activities	2 weeks	NA	20%
Mid module assignment (moot presentation) Written submission (skeleton arguments and bundle) Presentation	Written submission: Skeleton: 150 words Bundle: 1,500 Oral presentation: 12-15 minutes	Mid term	30%
End of module project	3,500 words	End term	50%