



Syllabus

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: 4

Number of credits: 5 Language: English

Course leader

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Contact Information

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Description of the discipline

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

The objective of the course is to provide students with the knowledge, skills and abilities to effectively implement the acquired theoretical knowledge in practice.

Course structure

Hours. (lecture / practical)	Topic	Learning outcomes	Control measures
2 / 1	Topic 1. The human right to work and international guarantees of its enforcement.	Understand international standards of the right to work. Know the guarantees of labor rights under the laws of Ukraine and foreign countries.	survey testing
2 / 1	Topic 2. Sources of international legal regulation of labor.	Know the main types of sources of international legal labor regulation. Understand the relationship between international and national labor legislation	survey testing
2 / 1	Topic 3. Labor law as a branch of law.	Know the concept, subject matter of labor law, peculiarities of regulation of labor relations	survey testing
2 / 1	Topic 4. Collective agreements in Labor	Understand the importance of social dialogue in labor relations. Know the procedure for concluding a	survey testing

	law of Ukraine and foreign countries.	collective bargaining agreement	
2 / 2	Topic 5. Legal regulation of employment and unemployment in Ukraine and foreign countries.	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 / 2	Topic 6. Labor contract under the laws of Ukraine and foreign countries	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 / 1	Topic 7. Working time and rest time in the labor law of Ukraine and foreign countries.	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 / 1	Topic 8. Remuneration of labor under the laws of Ukraine and foreign countries.	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 / 1	Topic 9. Labor discipline and disciplinary responsibility in the labor law of Ukraine and foreign countries.	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
4 / 1	Topic 10. Material responsibility of the parties to an labor contract the laws of Ukraine and foreign countries.	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 / 1	Topic 11. Legal regulation of labor	Know: the guarantees of employees' rights to occupational safety and health, the procedure for	surveys, case

	protection in Ukraine and foreign countries.	organizing occupational safety and health at an enterprise, institution, organization, and the procedure for conducting investigations of accidents, occupational diseases and accidents at work.	studies, testing
4 / 1	Topic 12. Labor disputes (conflicts) and the procedure for their resolution under the laws of Ukraine and foreign countries.	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.

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 (illness, international internship), training can take place online with the consent of the course instructor.

Evaluation

The final score (on a 100-point scale) in the discipline «Comparative Labor Law» is determined as a weighted average, depending on the proportion of each component of the credit:

Module. 1		Module. 2	Module. 3
40%	40%	5%	15%
Current evaluation	Modular control 1	Trainings	Self-study work
The grade is determined as the arithmetic mean of the grades received during the practical classes (classes 1-7)*.	Modular control covers topics 1 through 12 and involves completing 10 test tasks and two tasks.	The grade is determined as the arithmetic mean of the grades received for completing the training tasks.	A grade is assigned for completing one of the tasks chosen by the applicant (preparation and defense of an abstract, scientific article, abstracts for a scientific and practical conference, etc.)

*Each student must be evaluated at least once every two classes. Missed practical classes must be worked out during consultation hours, otherwise they are considered a grade of «0» and are taken into account when determining the arithmetic mean. For applicants studying on an individual schedule, the current survey is conducted during consultations and by completing tasks in the Moodle system. The current survey is conducted by questioning, solving case studies and test tasks.

Rating scale

On the scale university	On the national scale	On the ECTS scale
90-100	Excellent	A (excellent)
85-89	Good	B (very good)

75-84		C(good)
65-74	satisfactory	D(satisfactory)
60-64		E(enough)
35-59	unsatisfactory	F (unsatisfactory with mandatory repeated course)