

Course Title	Individual Labour Law				
Course Code	LAW 319				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	3rd/6th				
Teacher's Name	Dr Ioannis Revolidis				
ECTS	6	Lectures / week	1	Laboratories / week	

Course Purpose and Objectives	
	<p>The aim of the course is to provide students with a comprehensive knowledge background to understand the core of the course, which is working relationships. In particular, the objectives of the course are:</p> <ul style="list-style-type: none">-the teaching of basic principles that govern the employee-employer relationship-the presentation, analysis and critical examination of the legal framework that affects labor relations- the critical approach to current developments in the field of work- the comparative study of both national and European labor law-the demonstration of labor law as one of the fundamental factors in the progress of any society and its connection with other branches of law, such as civil, insurance and bankruptcy

Learning Outcomes	<p>Through the procedure of teaching this course, students will be able to:</p> <ul style="list-style-type: none"> -distinguish the special employee-employer relationship and the factors that affect it - the distinct nature and content of the work in both individual and collective relationships - assimilate and consolidate the basic legislative principles in labor law distinguish both the rights and the obligations of the employee - defend both the employee and the company in any labor disputes - critically examine current developments shaping new data at work at both national and European level. 		
Prerequisites	None	Required	None

Course Content	Labor law - Individual employment relationships - Labor Law and Constitution - Sources of Labor Law - General view of the employment relationship - Discrimination - Working Conditions - Working Time - Employee and Employer Obligations - Work Solution
Teaching Methodology	Lecture: 20 hours Discussion: 12 hours

Bibliography

K. Papadimitriou, Collective Labor Law, Nomiki Bibliothiki, 2nd edition, 2019

D. Ladas, Labor Disputes, Nomiki Bibliothik, 2019

I. Lixiouriotis, Individual Labor Relations, Nomiki Bibliothik, 2017

Kazakos Aris, Collective Labor Law - Substantive Law and Procedural Issues, volume I, 2nd edition, Sakkoulas Publications, Athens - Thessaloniki, 2011

Koukiadis Ioannis, Labor Law - Collective Labor Relations, volume II, 2nd edition Sakkoulas Publications, Athens - Thessaloniki, 2011.

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Stamatina Giannakourou, "Cypriot Labor Law", Nomiki Bibliothiki, 2016.

Nikos Panagiotou "Part-time Relationship and Shareholders of Private Companies", Hippasus 2019

Louis Parlas, Cypriot Labor Law. Nicosia 2015

Zerdelis Dimitris, Collective Labor Law, 5th edition, Sakkoulas Publications, 2021.

I. Koukiadis, Individual and collective labor law - Summary, 8th edition, Sakkoulas Publications 2021.

Zerdelis Dimitris, Handbook of Labor Law - Individual Labor Relations, 6th edition, Sakkoulas Publications, 2021.



Assessment	Exam(s): 60%
	Assignment(s): 30%
	Attendance / Participation: 10%
Language	Greek

Course Title	Individual Law				
Course Code	LAW 319K				
Course Type	Compulsory				
Level	Undergraduate				
Year / Semester	3 rd / F' (Spring)				
Teacher's Name	Dr Christos Clerides / George Christofides				
ECTS	6	Lectures / week	3	Laboratories / week	

<p>Course Purpose and Objectives</p>	<p>The objectives of the Employment Law Module are:</p> <ul style="list-style-type: none"> • To learn, understand and critically examine the rules of law (comprising both the common law principles and the legislative provisions) which provide the legal framework of Employment Law in the areas covered by the syllabus (as indicated above) • To learn, understand and critically examine the considerations of policy which underlie labour Law in the areas covered by the Employment Law syllabus (as indicated above) • To consider the objectives of European Employment and Cyprus Employment Law and Policy as they relate to the areas of Employment Law covered by the syllabus, with particular reference to its theoretical underpinning, as well as the philosophies and the various conceptions of justice apparent within this area of Law, i.e. those which provide fundamental concepts and/or preliminary and/or foreground and/or background assumptions • To consider the common law areas of Employment Law together with the relevant statutory duties and European Principles • To satisfy the Qualifying Law Degree requirements as to Employment Law
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Learning Outcomes	<p>Having studied this module, students should be able to:</p> <ul style="list-style-type: none"> • Demonstrate an understanding of both the legislation and the essential principles governing the areas of the Law of Tort considered in the module; and apply the principles to a range of hypothetical legal problems. • Develop a critical awareness of the relationship between policy and principle in the areas of employment considered, together with an awareness of the development of employment law principles by the courts. • Identify legal issues arising from the facts given in the tutorial questions, and to conduct an analysis of them by selecting the relevant legal principles and applying them to resolve the problems set. 		
Prerequisites	<p>LAW112 Constitutional Law</p> <p>LAW116 fundamental Rights and Freedoms</p> <p>LAW119 General Law of Obligations</p>	Required	none

Course Content	<p>The following areas of the Employment Law (including appropriate discussion of remedies and defences) will be covered in this Module:</p> <p>The Scope and Function of the Employment Law</p> <ul style="list-style-type: none"> • An Overview • Introduction Cyprus Employment Law • Industrial Relations and Employment Law in Cyprus • Contract of Employment Vs Independent Contractors • Employers & Employees Obligations • Types of Employment Contracts (Fixed Term, Part-time Full Time Contracts) • Transfer of Undertaking • Equality and Sexual Abuse • Termination, Constructive Dismissal, Unlawful Termination, Redundancy, Joint Termination, Voluntary Termination • Charter of Fundamental Rights – Employees Rights • Remedies for Breach of Employment Contract • Employment Dispute Resolution
Teaching	Lectures: 20 hrs
Methodology	Discussion: 12 hrs

Bibliography	<ol style="list-style-type: none"> 1. Polyvios G. Polyviou "The Employment Contract in Cypriot Law", Chrysafini and Polyviou Publications, 2016 2. Stamatina Giannakourou, "Cypriot Labor Law", Law Library 2016 3. "Labor Law in Cyprus", Achilles Emilianides & Christina Ioannou (Wolters Kluwer), 2016. 4. .Christodoulos Christodoulou, Handbook of Cypriot Labor Law (2009: Epifaniou Publications) 5. Smith & Woods Employment Law 9th ed. Oxford. 6. Selwyn's Law of Employment (2012) 7. Employment Law M. Sargeant and Lewis (2012) 8. Louis Parlas, Cypriot Labor Law. Nicosia 2015 9. Louis Parlas, European Labor Law, Nicosia 2015 10. Antoniou, M The Law of Termination of Employment in Cyprus, OEB, Nicosia 2000 11. Papamiltiadis, T. "Labor Law", CJCII p.265-308 12. Michael Jefferson "Employment Law", Oxford 2016 13. Nikos Panagiotou "Part-time Relationship and Shareholders of Private Companies", Hippasus 2019. 						
Assessment	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Examination/Examinations:</td> <td style="text-align: right;">60%</td> </tr> <tr> <td>Assignment/Assignments:</td> <td style="text-align: right;">30%</td> </tr> <tr> <td>Attendance/Participation</td> <td style="text-align: right;">10%</td> </tr> </table>	Examination/Examinations:	60%	Assignment/Assignments:	30%	Attendance/Participation	10%
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