1. **Kent Vision Code and Title of the module**

LAWS6240 (LW624): Labour Law

1. **Division and School/Department or partner institution which will be responsible for management of the module**

Division for the Study of Law, Society and Social justice (Kent Law School)

1. **The level of the module (e.g. Level 4, Level 5, Level 6 or Level 7)**

Level 6

1. **The number of credits and the ECTS value which the module represents**

15 credits (7.5 ECTS Credits)

1. **Which term(s) the module is to be taught in (or other teaching pattern)**

Autumn term (term 1)or Spring term (term 2)

1. **Prerequisite and co-requisite modules**

None

1. **The courses of study to which the module contributes**

Compulsory to the following courses: None

Optional to the following courses: All single and joint-honours law courses

Availability as an elective module: Not available to non Law students.

1. **The intended subject specific learning outcomes.  
   On successfully completing the module, students will be able to:**
2. Demonstrate a detailed understanding of the concepts, rules and principles, and their practical application, across the breadth of labour law.
3. Critically evaluate the significance of (and misuse of) employment status as a gateway to employment rights.
4. Critically evaluate the suitability of the employment contract and other theoretical alternatives as a means of conceiving and regulating employment relationships.
5. Demonstrate an understanding of the diverse influences that shape UK labour law including the role of trade unions and the impact of EU law and jurisprudence.
6. Use the knowledge of the law gained, and of its contextual and socio-economic underpinnings, to critically analyse and evaluate labour law’s role and effectiveness in regulating employment in UK, including potential reforms.
7. Demonstrate understanding of the comparative merits of the different routes of enforcing particular employment rights.
8. Demonstrate an awareness of, and sensitivity to, the economic, social, and political context of labour law.
9. Critically evaluate the impact of labour law and policy on those with particular characteristics.
10. **The intended generic learning outcomes.  
    On successfully completing the module, students will be able to:**
11. construct well-reasoned and well-structured written arguments;
12. critically analyse legal and political responses to key issues;
13. present material with proper citations and use of references;
14. express themselves clearly, accurately and succinctly;
15. undertake research on a defined topic, using legal and non-legal sources;
16. **A synopsis of the curriculum**

This module is concerned with contemporary labour law. It combines legal analysis and the transmission of practical legal skills with a highly contextual and interdisciplinary understanding of the labour law and regulatory debates around labour regulation. To that end, workshops will feature extended discussion on key aspects of contemporary labour legislation using scholarly texts. Students will also study key legal aspects of the modern employment relationship including the contract of employment, statutory employment protection provisions (for example unfair dismissal and redundancy protection), anti-discrimination legislation and provisions for reconciling work and family life (e.g. pregnancy protection and parental leave). The module will also explore selected aspects of collective labour law including the role and status of trade unions, the legal regulation of collective bargaining and/or the regulation of industrial conflict. The module seeks to combine a detailed knowledge of fundamental key aspects of labour law with the development of broader conceptual, critical and evaluative perspectives on workplace regulation.

1. **Reading list (Indicative list, current at time of publication. Reading lists will be published annually)**

## The University is committed to ensuring that core reading materials are in accessible electronic format in line with the Kent Inclusive Practices.

## The most up to date reading list for each module can be found on the university's [reading list pages](https://kent.rl.talis.com/index.html).

Barmes, Lizzie. 2015. *Bullying and Behavioural Conflict at Work: The Duality of Individual Rights* (Oxford University Press). ISBN: 9780199691371

Biggs, Joanna. 2015. *All Day Long: A Portrait of Britain at Work* (Serpent's Tail) ISBN-10: 1781251878

Adams, Zoe, Catherine Barnard, Simon Deakin, Sarah Fraser Butlin. 2021. *Deakin and Morris’ Labour Law* (Hart Publishing). ISBN: 9781509943562

Fudge, Judy, Shae McCrystal, and Kamala Sankaran (eds). 2012. *Challenging the Legal Boundaries of Work Regulation* (Hart Publishing). ISBN 9781847319784

Standing, Guy. 2011. *The precariat: the new dangerous class* (London: Bloomsbury Academic) ISBN 9781849664547 (ebk.)

1. **Learning and teaching methods**

This module will be taught by means of workshops and private study.

Total study hours: 150

Contact hours: 20

Private study hours: 130

1. **Assessment methods.**

13.1 Main assessment methods

Coursework - Short essay (1,250 words) - 20%

Coursework - Essay, (4,000 words) - 80%

**Students must pass the 80% ‘Essay’ element in order to pass the module overall (pass compulsory component).**

13.2 Reassessment methods

Like-for-like. The reassessment will test all of the learning outcomes as the original assessment did, see section 14 below.

1. ***Map of module learning outcomes (sections 8 & 9) to learning and teaching methods (section 12) and methods of assessment (section 13)***

**Module learning outcomes against learning and teaching methods:**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Module learning outcome** | 8.1 | 8.2 | 8.3 | 8.4 | 8.5 | 8.6 | 8.7 | 8.8 | 9.1 | 9.2 | 9.3 | 9.4 | 9.5 |
| Workshops | x | x | x | x | x | x | x | x | x | x | x | x | x |
| Private Study | x | x | x | x | x | x | x | x | x | x | x | x | x |

**Module learning outcomes against learning and teaching methods:**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Module learning outcome** | 8.1 | 8.2 | 8.3 | 8.4 | 8.5 | 8.6 | 8.7 | 8.8 | 9.1 | 9.2 | 9.3 | 9.4 | 9.5 |
| Short essay (20%) | x | x | x | x | x | x | x | x | x | x | x | x | x |
| Essay (80%) | x | x | x | x | x | x | x | x | x | x | x | x | x |

1. The Division/School recognises and has embedded the expectations of current equality legislation, by ensuring that the module is as accessible as possible by design. Additional alternative arrangements for students with Inclusive Learning Plans (ILPs)/declared disabilities will be made on an individual basis, in consultation with the relevant policies and support services.

The inclusive practices in the guidance (see Annex B Appendix A) have been considered in order to support all students in the following areas:

**a) Accessible resources and curriculum**

1. Preference will be given to electronic resources that meet minimum accessibility standards and support the use of assistive technologies.
2. Module outlines will be made accessible at least four weeks before the module starts.
3. Prioritised reading lists will be made available sufficiently in advance to accommodate the provision of alternative formats and support those with a slow reading speed.
4. Lecture/seminar slides/outlines will be made available in electronic format in advance to allow all students to prepare (particularly students with notetaking difficulties).

**b) Learning, teaching and assessment methods**

The inclusive practices in the guidance (Annex B Appendix A, section b (1) and (2)) have all been considered in order to support all students in their assessments on this module.

1. **Campus(es) or centre(s) where module will be delivered:**

Canterbury

1. **Internationalisation**

The module places labour law within its historical and spatial context, contrasting developments in the UK with those of other countries. Comparative examples are utilised to illustrate the differing national characteristics of labour law and the legacy of colonialism. Normative and conceptual framing is provided to enable students to apply key insights for understanding the regulatory dilemmas that arise in the procurement and deployment of labour across countries of different levels of development. Group exercises are utilised to encourage students to bring their different backgrounds to bear in discussion.

**DIVISIONAL USE ONLY**

**Revision record – all revisions must be recorded in the grid and full details of the change retained in the appropriate committee records.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Date approved | Major/minor revision | Start date of the delivery of revised version | Section revised | Impacts PLOs (Q6 & 7 cover sheet) |
| 21/09/2017 | Minor | September 2018 | 11, 13-17 | No |
| 09/01/2019 | Major | September 2019 | 8, 9, 13.1 | No |
| 15/12/2022 | Major | September 2023 | 11, 13.1, 13.2, 14 | No |