

Документ подписан простой электронной подписью
Информация о владельце:
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Должность: Ректор
Дата подписания: 02.06.2023 20:24:25
Уникальный программный ключ:
ca953a0120d891083f939673078ef1a989dae18a

**Federal State Autonomous Educational Institution of Higher Education
PEOPLES' FRIENDSHIP UNIVERSITY OF RUSSIA
NAMED AFTER PATRICE LUMUMBA**

LAW INSTITUTE

educational division (faculty/institute/academy) as higher education programme developer

COURSE SYLLABUS

LABOR LAW

course title

Recommended by the Didactic Council for the Education Field of:

40.03.01 LAW/ JURISPRUDENCE

field of studies / speciality code and title

The course instruction is implemented within the professional education programme of higher education:

BACHELOR OF LAWS (LLB)

higher education programme profile/specialisation title

1. COURSE GOAL(s)

The goals of the course are to deepen students' knowledge in the field of modern Labor Law of the Russian Federation and foreign countries. The course provides a comparative legal study of the sources and institutions of Labor Law of developed countries. This discipline focuses on the study of international legal regulation of labor and, above all, international labor standards that represent the synthesis of experience and achievements of modern civilization in the field of legal regulation of labor, compares international labor standards with the national Labor Law of individual countries or their unions. The basis of the material covered in the course program is formed by normative acts and educational literature related to the Labor Law of the Russian Federation, Germany, France, USA, China, as well as the Labor Law of the CIS countries, EAEU, European Union.

2. REQUIREMENTS FOR LEARNING OUTCOMES

Mastering the course (module) of Labor Law intends to train and guide students to achieve the development of following competences (competences in part):

Table 2.1. List of target competences (parts of competences)

Code (GC, GPC, PC)	Competence	Competence indicators
GC-2	GC-2. Can specify the range of tasks within the goal and choose the best ways to complete them based on the current legal norms, available resources and restrictions	GC-2.3. Identifies the available resources, restrictions and the current legal norms based on the tasks given;
GC-8	GC-8. Can create and maintain safe living environment in everyday life and in professional settings to preserve the nature, ensure the sustainable societal development, being capable of doing so in the events of a threat, emergencies and military conflicts.	GC-8.1. Analyzes the factors of detrimental influence on the life of environmental elements (devices, technological processes, materials, buildings and structures, natural and social phenomena); GC-8.2. Identifies hazardous and harmful factors within the task they are performing; GC-8.3. Identifies and eliminates the problems associated with safety violations in the workplace;
GPC-1	GPC-1. Can analyze the main patterns of formation, implementation and development of law.	GPC-1.1. Knows the basics of the history of law, its nature and patterns; GPC-1.2. Uses legal methodology in order to analyze the main patterns of formation, implementation and development of law; GPC-1.3. Formulates and explains their position to complete professional tasks using relevant legal information
GPC-2	GPC-2. Can apply the norms of substantive and procedural law to solve professional problems.	GPC-2.1. Knows the system of branches, institutions and sources of law, understands the specifics of implementation and interaction of norms of substantive and procedural law; GPC-2.2. Identifies and analyzes facts of law, legally significant facts and circumstances to apply specific norms of substantive and procedural law;
GPC-4	GPC-4. Can interpret legal norms in a professional way.	GPC-4.1. Understands the nature and significance of legal norms and their interpretation in the legal profession;

Code (GC, GPC, PC)	Competence	Competence indicators
		<p>GPC-4.2. Has mastered the skills to apply various methods of interpreting laws, identify conflicts of laws and gaps in legal regulation;</p> <p>GPC-4.3. Masters the skills of presenting the results of legal interpretation and using them in implementation of law.</p>
GPC-5	GPC-5. Can use their speaking and writing skills in a cohesive, well-reasoned and logical way with a uniform and correct use of professional legal terminology	GPC-5.3. Correctly uses legal terminology in professional communication.
GPC-6	GC-6. Can manage their time, build and implement a personal development plan based on the principles of lifelong learning.	<p>GC-6.1. Develops and uses tools and methods of time management and control to complete specific tasks, projects, goals;</p> <p>GC-6.2. Analyzes the main opportunities and tools of continuing education based on their interests and needs, considering such criteria as conditions, tools, personal opportunities, career growth stages, personal development timeframe and labor market requirements;</p> <p>GC-6.3. Sets personal development goals and professional growth priorities;</p>
GPC-8	GC-8. Can create and maintain safe living environment in everyday life and in professional settings to preserve the nature, ensure the sustainable societal development, being capable of doing so in the events of a threat, emergencies and military conflicts.	<p>GC-8.1. Analyzes the factors of detrimental influence on the life of environmental elements (devices, technological processes, materials, buildings and structures, natural and social phenomena);</p> <p>GC-8.2. Identifies hazardous and harmful factors within the task they are performing;</p> <p>GC-8.3. Identifies and eliminates the problems associated with safety violations in the workplace;</p>
PC-1	PC-1. Can draft regulatory acts, formulate legal norms for various levels of rulemaking and areas of professional activity.	PC-1.1. Identifies the societal need for legal regulations of public relations in a particular area as well as gaps and conflicts in the current legislation and has the tools to overcome and eliminate them;
PC-2	PC-2. Can apply legal norms in specific legal areas and use them in the way prescribed by law	<p>PC-2.1. Demonstrates specific knowledge of the implementation of law, knows the procedure for carrying out the duties of jurisdictional bodies responsible for the implementation of law;</p> <p>PC-2.2. Has mastered the skills of analyzing the facts of the case, qualifying the facts of law and legal relations that arise due to them, identifies legally significant circumstances;</p> <p>PC-2.3. Carries out the correct choice of the legal norm to be applied and the method of its interpretation;</p> <p>PC-2.4. Has mastered the methods of searching for cases of implementation of law and monitoring it in order to complete professional tasks;</p> <p>PC-2.5. Develops options for legal actions in strict accordance with the legislation and makes decisions in the form prescribed by law.</p>

At the end of this course, students will:

Know

- the basic legal norms of Labor Law and the procedure for implementing the legal regulation of labor relations in the Russian Federation, Germany, France, the USA, China;

Be able to

- operate the relevant conceptual apparatus;
- analyze and apply the legal norms of Labor Law of the Russian Federation, Germany, France, the USA, the People's Republic of China;
- compare approaches to the regulation of labor relations used by the legislation of the Russian Federation, Germany, France, the USA, China;
- conduct interdisciplinary researches;

Master

- the skills of work with normative legal acts in the field of Labor Law;
- the skills of performance of independent analysis of the whole range of sources of Labor Law of the Russian Federation and the above-mentioned foreign countries, preparation of essays and abstracts on the main topics of the course, as well as written solutions of practical cases.

3.COURSE IN HIGHER EDUCATION PROGRAMME STRUCTURE

The course refers to the core/variable/elective* component of (B1) block of the higher educational programme curriculum.

* - Underline whatever applicable.

Within the higher education programme students also master other (modules) and / or internships that contribute to the achievement of the expected learning outcomes as results of the course study.

Table 3.1. The list of the higher education programme components/disciplines that contribute to the achievement of the expected learning outcomes as the course study results

Competence code	Competence descriptor	Previous courses/modules*	Subsequent courses/modules*
GC-2	GC-2. Can specify the range of tasks within the goal and choose the best ways to complete them based on the current legal norms, available resources and restrictions.	Philosophy Theory of State and Law Constitutional Law Administrative Law	International Private Law / Commercial Law and Corporations
GC-8	GC-8. Can create and maintain safe living environment in everyday life and in professional settings to preserve the nature, ensure the sustainable societal development, being capable of doing so in the events of a threat, emergencies and military conflicts.	Commercial Law and Corporations Philosophy Theory of State and Law Constitutional Law Administrative Law	International Private Law / Work Experience (Pre- graduation) Internship

Competence code	Competence descriptor	Previous courses/modules*	Subsequent courses/modules*
GPC-1	GPC-1. Can analyze the main patterns of formation, implementation and development of law.	Theory of State and Law / History of State and Law of Foreign Countries / History of Russian State and Law / Civil Law / Civil and Arbitration Procedure / International Public Law / Roman Law / Comparative Civil and Commercial Law / Work Experience (Judicial) Internship	International Private Law / Commercial Law and Corporations / Work Experience (Pre-graduation) Internship /
GPC-2	GPC-2. Can apply the norms of substantive and procedural law to solve professional problems.	History of State and Law of Foreign Countries / History of Russian State and Law / Civil Law / Comparative Civil and Commercial Law Civil and Arbitration Procedure / International Public Law / Comparative Law Studies / Work Experience (Judicial) Internship /	International Private Law / Commercial Law and Corporations /
GPC-4	GPC-4. Can interpret legal norms in a professional way.	Constitutional Law Administrative Law Civil Law Basic Provisions of Civil Law Implementation and Protection of Civil Rights. Civil and Arbitration Procedure	International Private Law Commercial Law and Corporations Comparing Legal Techniques Work Experience (Judicial) Internship
GPC-5	GPC-5. Can use their speaking and writing skills in a cohesive, well-reasoned and logical way with a uniform and correct use of professional legal terminology.	Theory of State and Law History of State and Law of Foreign Countries History of Russian State and Law Foundations of Rhetoric and	International Private Law Commercial Law and Corporations Legal Research and Reasoning Comparing Legal Techniques /
GPC-6	GPC-6. Can participate in the process of drafting regulatory acts and other legal documents.	Constitutional Law Administrative Law	Civil and Arbitration Procedure Financial Law and Tax Law International Public Law Environmental Law and Land Law Labor Law International Private Law Commercial Law and Corporations
GPC-8	GPC-8. Can obtain relevant legal information in a purposeful and efficient way from various sources, including legal databases, to complete specific professional tasks using information technology and considering information security requirements.	Information Technologies in Legal Practice (Fundamentals of Legal Tech) / Civil Law / Civil and Arbitration Procedure / Computer Science / Comparative Civil and Commercial Law / Work Experience (Judicial) Internship /	International Private Law / Commercial Law and Corporations Law and Artificial Intelligence / Data Regulation and Protection in Digital Age Communications and Internet Law and Policy Legal Design

Competence code	Competence descriptor	Previous courses/modules*	Subsequent courses/modules*
			Legal Tech: Advanced Course Workshop "Procedural Documents in Civil Cases" Workshop "Negotiations and Contracts" Work Experience (Pre-graduation) Internship
PC-1	PC-1. Can draft regulatory acts, formulate legal norms for various levels of rulemaking and areas of professional activity.	Theory of State and Law / Administrative Law / Constitutional Law / Civil Law / Financial Law and Tax Law / International Public Law / Educational Internship	International Private Law Commercial Law and Corporations
PC-2	PC-2. Can apply legal norms in specific legal areas and use them in the way prescribed by law	Philosophy Theory of State and Law Constitutional Law Administrative Law	International Private Law Commercial Law and Corporations Theory of Legal Argumentation Workshop "Procedural Documents in Civil Cases" Workshop "Procedural Documents in Administrative Cases" Workshop "Procedural Documents in Criminal Cases" Workshop "Skills of Effective Workshop "Procedural Documents in International Disputes" Workshop "Procedural Documents in Constitutional Procedure" Workshop "Negotiations and Contracts"

* To be filled in according to the competence matrix of the higher education programme.

4. COURSE WORKLOAD AND ACADEMIC ACTIVITIES

The total workload of the course is 4 credits (144 academic hours).

Table 4.1. Types of academic activities during the periods of higher education programme mastering (**full-time training**) *

Type of academic activities	Total academic hours	Semesters/training modules			
		7/13	7/14	8/15	8/16
<i>Classroom learning, academic hours</i>	59	35	24		
including:					
Lectures (LC)	24	15	8		
Lab work (LW)					
Seminars (workshops/tutorials) (S)	36	20	16		

Type of academic activities		Total academic hours	Semesters/training modules			
			7/13	7/14	8/15	8/16
<i>Self-studies</i>		58	25	33		
<i>Evaluation and assessment (exam/passing/failing grade)</i>		27	12	15		
Course workload	academic hours	144	72	72		
	credits	4	2	2		

* To be filled in regarding the higher education programme correspondence training mode.

5. COURSE CONTENTS

Table 5.1. Course contents and academic activities types

Course module title	Course module contents (topics)	Academic activities types
Section 1. Labor Law of the Russian Federation	<ol style="list-style-type: none"> 1. The concept and general characteristics of the branch of Labor Law. 2. General characteristics of the subject of Labor Law. 3. Sources of Labor Law. System and hierarchy of Labor Law sources. Methods for regulating labor relations. 4. Analogy in Labor Law. Application of Civil Law to labor relations. 5. The concept, meaning and list of basic principles of Labor Law. 6. The concept and basis for the emergence of labor legal relations. Differences between labor legal relations and related legal relations in the field of labor. The parties to labor legal relations. 7. Contract of employment. The procedure of hiring an employee. Content of the employment contract. 8. Fixed-term employment contracts and other types of employment contracts. Peculiarities of concluding an employment contract with certain categories of natural persons (foreigners, the head of the organization; persons working concurrently). 9. The concept and types of changes in the employment contract. 10. Grounds for termination of the employment contract. 11. Guarantees for employees against unjustified dismissal. 	S
Section 2. International Labor Law	<ol style="list-style-type: none"> 1. General characteristics of international Labor Law. 2. Method and system of international Labor Law. 3. International Labor Organization. 4. Sources of international Labor Law. 	S
Section 3. Labor Law in the European Union	<ol style="list-style-type: none"> 1. The system and sources of the Labor Law in the European Union. 2. Collective Labor Law in the European Union. 3. Individual Labor Law in the European Union. 	S

Course module title	Course module contents (topics)	Academic activities types
Section 4. Labor Law of the Federal Republic of Germany	<ol style="list-style-type: none"> 1. The main directions of development of labor legislation of the Federal Republic of Germany: historical and legal aspect. 2. System of labor legislation and Labor Law system of the Federal Republic of Germany. 3. Individual Labor Law in Germany. 4. Collective Labor Law w in Germany. 5. Labor relations, parties to labor relations, grounds for origin of labor relations. The role of Civil Law in regulating labor relations. 6. Termination of labor relationship under the laws of Germany. 7. German Labor Procedural Law. 	S
Section 5. Labor Law of the United States of America	<ol style="list-style-type: none"> 1. Principles of Labor Law in the United States. 2. Guarantees of protection of labor rights in the United States. 3. Rights of trade unions. 4. The size of the minimum wage. 5. Occupational safety and health. 6. Working hours and leisure time. Labor of juveniles. 7. Consideration of labor disputes. 	S
Section 6. Labor Law of the People's Republic of China	<ol style="list-style-type: none"> 1. Labor law of the People's Republic of China. 2. General characteristics of main institutes of Labor Law of the People's Republic of China. 	S
Section 7. Labor Law in France	<ol style="list-style-type: none"> 1. The system and sources of Labor Law in France. Code du travail. 2. European standards for Labor Law. 3. Concept of employment contract: principles of conclusion. 4. Occupational safety and health. 5. Working hours and leisure time. Labor of juveniles. 6. Consideration of labor disputes. 	S

* - to be filled in only for **full**-time training: *LC* - lectures; *LW* - lab work; *S* - seminars.

6. CLASSROOM EQUIPMENT AND TECHNOLOGY SUPPORT REQUIREMENTS

Table 6.1. Classroom equipment and technology support requirements

Type of academic activities	Classroom equipment	Specialised educational / laboratory equipment, software, and materials for course study (if necessary)
Lecture	Classroom for lectures, equipped with a set of specialized furniture; a set of devices including portable multimedia projector, laptop, projection screen, stable wireless Internet	Multimedia projector, laptop, projection screen, stable wireless Internet connection.

Type of academic activities	Classroom equipment	Specialised educational / laboratory equipment, software, and materials for course study (if necessary)
	connection.	Software: Office 365 (MS Office, MS Teams), Chrome
Lab	Classroom for lab work, group and individual consultations, evaluation and assessment, equipped with a set of specialized furniture; a set of devices including portable multimedia projector, laptop, projection screen, stable wireless Internet connection.	Multimedia projector, laptop, projection screen, stable wireless Internet connection. Software: Office 365 (MS Office, MS Teams), Chrome
Seminars	Classroom for seminars, group and individual consultations, evaluation and assessment, equipped with a set of specialized furniture; a set of devices including portable multimedia projector, laptop, projection screen, stable wireless Internet connection.	Multimedia projector, laptop, projection screen, stable wireless Internet connection. Software: Office 365 (MS Office, MS Teams), Chrome
Computer classroom	Computer classroom for academic activity, group and individual consultations, evaluation and assessment, equipped with a set of specialized furniture; a set of devices including portable multimedia projector, 30 personal computers, projection screen, stable wireless Internet connection.	Multimedia projector, laptop, projection screen, stable wireless Internet connection. Software: Office 365 (MS Office, MS Teams), Chrome
Self-studies Classroom	Classroom for Self-studies, equipped with a set of specialized furniture; a set of devices including portable multimedia projector, laptop, projection screen, stable wireless Internet connection.	Multimedia projector, laptop, projection screen, stable wireless Internet connection. Software: Office 365 (MS Office, MS Teams), Chrome
Courtroom	Classroom for court hearing simulation equipped with a set of specialized furniture; a set of devices including portable multimedia projector, laptop, projection screen, stable wireless Internet connection.	Multimedia projector, laptop, projection screen, stable wireless Internet connection. Software: Office 365 (MS Office, MS Teams), Chrome

* It is necessary to specify a classroom for self-study of students

7. RESOURCES RECOMMENDED FOR COURSE STUDY

Main reading (sources):

1. Lebedev V. M. Philosophy of labor law: monograph. M.: Norma : INFRA-M, 2021. - 128 pp.
2. Harper M. C., Estreicher S., Griffith K. Labor Law: Cases, Materials, and Problems. – Aspen Publishing, 2021.
<https://books.google.ru/books?id=ZgVDEAAAQBAJ&lpg=PT30&ots=eWotN9G1bn&d>

[q=LABOR%20LAW%20&lr&hl=ru&pg=PT1236#v=onepage&q=LABOR%20LAW&f=false](https://books.google.ru/books?id=PeREAAAQBAJ&lpg=PA1&ots=dbXwzi5Gu7&dq=LABOR%20LAW%20&lr&hl=ru&pg=PA3#v=onepage&q=LABOR%20LAW&f=false)

3. López J. L. Inscribing Solidarity in Labor Law // Inscribing Solidarity: Debates in Labor Law and Beyond. – 2022. <https://books.google.ru/books?id=PeREAAAQBAJ&lpg=PA1&ots=dbXwzi5Gu7&dq=LABOR%20LAW%20&lr&hl=ru&pg=PA3#v=onepage&q=LABOR%20LAW&f=false>

Additional (optional) reading (sources):

1. Tarja Halonen, Ulla Liukkunen. International Labour Organization and Global Social Governance. 2021. <https://doi.org/10.1007/978-3-030-55400-2>. https://library.oapen.org/viewer/web/viewer.html?file=/bitstream/handle/20.500.12657/42935/2021_Book_InternationalLabourOrganizatio.pdf?sequence=1&isAllowed=y
2. Tomashevski K. V. M. Lebedev. Philosophy of labor law: monograph. M.: Norma : INFRA-M, 2021. - 128 pp. // Gosudarstvo i pravo – 2021. – Issue 5 C. 185-188 [Electronic resource]. URL: <https://gospravo-journal.ru/S102694520014201-2-1> DOI: 10.31857/S102694520014201-2
3. Schregle, J. and Jenks, C. Wilfred (2022) labour law. Encyclopedia Britannica. <https://www.britannica.com/topic/labour-law>
4. Labor Law: Selected Statutes, Forms, and Agreements, by Michael C Harper, Samuel Estreicher, Kati Griffith. Aspen Publishing; Supplement edition (8 Jun. 2021). 232 pages.

Internet-(based) sources:

1. Electronic libraries with access for RUDN students
 - RUDN Electronic library system <http://lib.rudn.ru/MegaPro/Web>
 - Electronic library system «University Library online» <http://www.biblioclub.ru>
 - Electronic Library «URAIT» <http://www.biblio-online.ru>
 - Electronic library system «Student. Consultant» www.studentlibrary.ru
 - Electronic library system «Lan» <http://e.lanbook.com/>
 - Electronic library system "Troitskyi most"

Internet-(based) sources (others):

1. Databases and search engines:
 - Electronic Legal and Regulatory Documentation Fund <http://docs.cntd.ru/>
 - Search system Yandex <https://www.yandex.ru/>
 - Search system Google <https://www.google.ru/>
 - SCOPUS <http://www.elsevierscience.ru/products/scopus/>
 - Google Scholar <https://scholar.google.com/>

*Training toolkit for self- studies to master the course *:*

* The training toolkit for self- studies to master the course is placed on the course page in the university telecommunication training and information system under the set procedure.

8. ASSESSMENT TOOLKIT AND GRADING SYSTEM* FOR EVALUATION OF STUDENTS' COMPETENCES LEVEL UPON COURSE COMPLETION

The assessment toolkit and the grading system* to evaluate the competences formation level (competences in part) upon the course study completion are specified in the Appendix to the course syllabus.

* The assessment toolkit and the grading system are formed on the basis of the requirements of the relevant local normative act of RUDN University (regulations / order).

DEVELOPERS:

Senior Lecturer of the
Department of Civil Law and
Procedure and Private
International Law

Irina A. Gronic

Position, Name of the Department

Signature

Full name

HEAD OF EDUCATIONAL DEPARTMENT:

Head of the Department of
Civil Law and Procedure and
Private International Law,
Full Professor

Evgenia E. Frolova

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Signature

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**HEAD OF HIGHER
EDUCATION PROGRAM:**

Director of the Law Institute



Sergey B. Zinkovskiy

Position, Name of the Department

Signature

Full name