

**MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE  
SUMY NATIONAL AGRARIAN UNIVERSITY**

**Faculty of Law  
Chair of International Relations**

**Curriculum (Syllabus) of the educational component  
INTERNATIONAL AND COMPARATIVE LABOUR LAW**

(Compulsory)

Implemented within the educational program *International Law*  
in specialty 293 “*International Law*”  
at the first (bachelor’s) level of higher education

**Information on viewing the curriculum (syllabus):**

Academic year in which changes are made	The number of the application to the curriculum with a description of the changes	The changes were considered and approved		
		Date and number of the minutes of the chair meeting	Head of Chair	Guarantor of the educational program

1. GENERAL INFORMATION ABOUT THE EDUCATIONAL COMPONENT					
1.	<b>Title of the EC</b>	INTERNATIONAL AND COMPARATIVE LABOUR LAW			
2.	<b>Faculty / Chair</b>	Faculty of Law, International Relations Chair			
3.	<b>Status of the EC</b>	Compulsory			
4.	<b>Program / Specialty (programs), the component of which is EC for (to be filled in for compulsory EC)</b>	Educational and professional program “International Law” in specialty 293 “International Law”			
5.	<b>EC can be suggested for (to be filled in for optional EC)</b>				
6.	<b>Level of the National Qualifications Framework</b>	The first (bachelor’s) level of higher education, NQF – 6 <sup>th</sup> level			
7.	<b>Semester and duration of module</b>	3 <sup>rd</sup> semester, 1-15 weeks 4 <sup>th</sup> semester, 1-15 weeks			
8.	<b>ECTS credits number</b>	10 credits ECTS			
9.	<b>Total hours and their distribution - -120 hours (3<sup>rd</sup> semester)</b>	Directed study			Self-directed study
		Lectures 30 hours	Workshops / seminars 30 hours	Laboratory	60 hours
	<b>-120 hours (4<sup>th</sup> semester)</b>	30 hours	30 hours		60 hours
10.	<b>Language of instruction</b>	Foreign language (English)			
11.	<b>Module Leader / Coordinator of the Educational Component</b>	Zapara Svitlana, Professor Hours of consultations – every Wednesday at 12.15, office 109 of the main building  Klietsova Nataliia, Associate Professor Hours of consultations – every Monday at 12.30, office 110 of the main building			
11.1	<b>Module leader contact information</b>	<a href="mailto:zapara2007@ukr.net">zapara2007@ukr.net</a> <a href="mailto:klietsovanataliia@gmail.com">klietsovanataliia@gmail.com</a>			
12.	<b>Module description</b>	<p><b>International and Comparative Labour Law</b> - a course designed to develop in applicants knowledge of international labour law, labour law of Ukraine and foreign countries; activities of the International Labor Organization (ILO); understanding the problem of globalization in social and labour relations.</p> <p>The course orients the student to a modern understanding of social and labour relations, labour law, employment law, teaches to analyze social relations, identify key problems and trends in social and labour relations, taking into account the dynamics of their historical development.</p> <p>In addition, the course develops students’ understanding of social conflict, competence to resolve it, in particular, provides knowledge of the procedure and features of collective bargaining, social dialogue, legal regulation of strikes, mediation.</p>			
13.	<b>Module aim</b>	<i>The purpose of the module:</i> the formation of students’ knowledge of the peculiarities of international labour law and			

		comparative labour law, the ability to analyze labour legislation of Ukraine, foreign countries, international treaties, acts of higher courts, educational and monographic literature, solve analytical problems and practical cases, respectively to the course program.
14.	<b>Module Dependencies (prerequisites, co-requisites, incompatible modules)</b>	The module in its content is basic for the vast majority of other educational components. In addition, it is related to such courses as International Human Rights Protection and EU Human Rights Practice, Comparative Law and Private International Law.
15.	<b>The Policy of Academic Integrity</b>	<p>The policy of academic integrity in teaching the course “International and Comparative Labour Law” uses the principles set by the Law of Ukraine “On Education”, the Code of Academic Integrity of Sumy NAU, other local acts (full list of regulations posted on the university website <a href="https://snaeu.edu.ua/viddil-zabezpechennya-yakosti-osviti/zabezpechennya-yakosti-osviti/akademichna-dobrochesnist/">https://snaeu.edu.ua/viddil-zabezpechennya-yakosti-osviti/zabezpechennya-yakosti-osviti/akademichna-dobrochesnist/</a>).</p> <p>Acquisition of knowledge from the course must be in compliance with the law on copyright and related rights; contain links to sources of information in the case of the use of ideas, developments, statements, information; contain reliable information about the results of their own research activities, research methods used. Inadmissible during the training (according to Article 4, Article 42 of the Law of Ukraine “On Higher Education”), is the usage of applicants:</p> <p><i>academic plagiarism</i> – publication (partially or completely) of scientific (creative) results obtained by others as the results of their own research (creativity) and / or reproduction of published texts (published works of art) of other authors without indication of authorship;</p> <p><i>self-plagiarism</i> – publication (partially or completely) of one’s own previously published scientific results as new scientific results;</p> <p><i>fabrication</i> – the fabrication of data or facts used in the educational process or research;</p> <p><i>falsifications</i> – deliberate change or modification of existing data relating to the educational process or research;</p> <p><i>write-off</i> – the performance of written work involving external sources of information other than those permitted for use, in particular when evaluating learning outcomes;</p> <p><i>deception</i> – providing knowingly false information about their own educational (scientific, creative) activities or organization of the educational process; forms of deception are, in particular, academic plagiarism, self-plagiarism, fabrication, falsification and writing off;</p> <p><i>bribery</i> – the provision (receipt) of a participant in the educational process or a proposal to provide (receive) funds, property, services, benefits or any other benefits of material or intangible nature in order to obtain an illegal advantage in the educational process;</p> <p><i>influence in any form</i> (request, persuasion, instruction, threat, coercion, etc.) on the pedagogical (scientific and pedagogical)</p>

		<p>worker in order to make a biased assessment of learning outcomes.</p> <p>For violation of academic integrity, applicants may be held subject to such academic liability as: re-assessment (test, exam, test, etc.); re-taking the educational course; deductions from educational institutions; deprivation of an academic scholarship; deprivation of tuition benefits provided by the educational institution.</p>
16.	<b>Link in Moodle</b>	<p><a href="https://cdn.snau.edu.ua/moodle/course/view.php?id=3763">https://cdn.snau.edu.ua/moodle/course/view.php?id=3763</a> (Fall and Spring Semesters).</p>

## 2. CORRELATION BETWEEN MODULE LEARNING OUTCOMES (MLOs) AND PROGRAM LEARNING OUTCOMES (PLOs)

MLOs:	PLOs								How assessed
	PLOs 1	PLOs 5	PLOs 11	PLOs 15	PLOs 16	PLOs 17	PLOs 19	PLOs 20	
On successful completion of the module the student will be able to:	Determine the persuasiveness of arguments in the process of assessing previously unknown conditions and circumstances	Give a brief conclusion on certain factual circumstances (data) with sufficient justification.	Anticipate the broad social consequences of concluding an international treaty or committing another act of a diplomatic or international legal nature, the adoption of domestic regulations, etc.	Communicate to specialists and non-specialists information, ideas, problems, solutions and personal experience on topical issues of international law	Properly use statistical information from primary and secondary sources for the professional activities	Easy use the available information technologies and databases for professional activities.	Work in a group, forming the own contribution to the tasks of the group	To show knowledge and understanding of the basic modern legal doctrines, values and principles of functioning of national and international legal systems.	
MLOs1. Understand and apply modern achievements of international, national and comparative labour law, human rights to work, social protection, experience in combating poverty, social inequality in different countries, international organizations ; be able to compare and select the best experience of foreign	X	X		X	X	X	X	X	Workshops 1,2,3,4,5, modular control, certification, exam, intermediate testing

countries in order to implement into national law.									
MLOs 2. Understand the main features of the ILO, EU labor institutions; be able to analyze and apply Conventions, ILO recommendations.				x	x	x	x	x	Workshops 6,7,8,9,10, modular control, certification, exam
MLOs 3. Use knowledge of foreign and national judicial practice in resolving labour disputes, social dialogue, mediation.			x		x		x	x	Workshops 11,12,13,14,15, modular control, certification, exam
MLOs 4. Ability to apply theoretical knowledge of international, comparative labour law in solving practical problems, providing advice on social and labor issues	x	x	x	x	x	x	x	x	Workshops 2,3,4,5,6,7,8,9,10,11,12,13,14,15 modular control, certification, exam

## 2. MODULE INDICATIVE CONTENT

Topic. List of issues to be addressed within the topic	Distribution of hours			Self- direct ed study	Recommended References <sup>1</sup>
	Directed study				
	Lect ures	Wor ksho ps		Lectu res	Workshops
<i>3<sup>rd</sup> Semester (Fall)</i>					
<p><b><i>Topic 1. The Right of a Person to Work and International Guarantees of its Provision</i></b></p> <p>The Right to Work is one of the Fundamental Human Rights: the Concept and Content. International Labour Law Standards. Significance of ILO Conventions in the Guarantee of Labour Rights. The European Union: Formation of European Union Labour Law. State Guarantees of Labour Rights under the Legislation of Ukraine. The Concept of “Families of Labour Law”. Stages of Labour Law’s Development of in EU Countries.</p>	4	4		8	6.1.1-6.1.3, 6.1.4, 6.1.6, 6.1.7-6.1.8, 6.1.12, 6.1.13, 6.2.1-6.2.7, 6.3.8, 6.4.14-6.4.15, 6.4.16, 6.4.18, 6.4.22-6.4.23, 6.4.26-6.4.27, 6.4.33, 6.4.35
<p><b><i>Topic 2. General Characteristics of International Legal Regulation of Labour, Labour Law of Ukraine and Foreign Countries</i></b></p> <p>The Concept of International Labour Law and its Significance. Globalization. Historiography of Labour Law. Labour Law as a Subject of Academic Discipline. The Place of Labour Law in the Legal System.</p>	4	4		6	6.1.1-6.1.3, 6.1.4, 6.1.6, 6.1.7-6.1.8, 6.1.12, 6.1.13, 6.2.1-6.2.7, 6.3.8, 6.4.14-6.4.15, 6.4.16, 6.4.18, 6.4.22-6.4.23, 6.4.26-6.4.27, 6.4.33, 6.4.35
<p><b><i>Topic 3. Sources of Labour Law and Modern Models of Regulation of Social and Labour Relations</i></b></p> <p>Origins and Influences of Labour Legislation. Sources of Labour Law: Concepts and Types. Modern Models of Regulation of Social and Labour Relations. Sources of Labour Law of Ukraine: General Characteristics. Legal Acts as the</p>	4	4		8	6.1.1-6.1.3, 6.1.4, 6.1.6, 6.1.7-6.1.8, 6.1.12, 6.1.13, 6.3.15-6.3.18, 6.2.1-6.2.7, 6.3.1, 6.3.8-6.3.9, 6.3.21-6.3.22, 6.3.27-6.3.28, 6.4.11-6.4.13, 6.4.14-6.4.15, 6.4.16, 6.4.18, 6.4.22-6.4.23, 6.4.26-6.4.27, 6.4.33, 6.4.35

<sup>1</sup> Specific source from the main or additional recommended literature



Main Sources of Labour Law of Ukraine.					
<p><b>Topic 4. Labour Relations. Subjects of Labour Relations</b>  Concept and System of Legal Relationships in Labour Law. Subjects of Labour Relations. Employees as Subjects of Labour Relations. Labour Personality and its Features. Employers as Subjects of Labour Relations. Employer – an Individual as a Party to an Employment Contract.</p>	4	4		6	6.1.1-6.1.3, 6.1.4, 6.1.6, 6.1.7-6.1.8, 6.1.12, 6.1.13, 6.3.15-6.3.18, 6.2.1-6.2.7, 6.3.1, 6.3.8-6.3.9, 6.3.21-6.3.22, 6.3.27-6.3.28, 6.4.1, 6.4.11-6.4.13, 6.4.14-6.4.15, 6.4.16, 6.4.18, 6.4.22-6.4.23, 6.4.26-6.4.27, 6.4.33, 6.4.35
<p><b>Topic 5. Labour Law in Europe: General Characteristics, Institutions</b>  The European Union: an Overview. Population, Migration and Cultural Diversity. Social Goals for the EU. EU Institutions and Their Competences. EU Social Policy. Legal Regulation of Working Time in the Regulations of the International Labour Organization and the United Nations Organization.</p>	2	2		8	6.1.1-6.1.3, 6.1.4, 6.1.6, 6.1.7-6.1.8, 6.1.12, 6.1.13, 6.3.15-6.3.18, 6.2.1-6.2.7, 6.3.1, 6.3.8-6.3.9, 6.3.21-6.3.22, 6.3.27-6.3.28, 6.4.11-6.4.13, 6.4.14-6.4.15, 6.4.16, 6.4.18, 6.4.22-6.4.23, 6.4.26-6.4.27, 6.4.33, 6.4.35
<p><b>Topic 6. Labour Law of Ukraine</b>  Sources of Labour Law of Ukraine. Collective Agreement. Concept of Employment Contract. Forms of Employment Contract. The Types of Employment Contract. The Terms of the Employment Contract. Salary. Working Time. Rest Time. Maternity Leave. Retirement. Labour Disputes. Comparison of the Main Institutions of Labour Law of Ukraine with the Institutions of other Countries.</p>	4	4		8	6.1.1-6.1.3, 6.1.4, 6.1.5, 6.1.6, 6.1.7-6.1.8, 6.1.11, 6.1.12, 6.1.13, 6.2.1-6.2.7, 6.3.8, 6.3.20, 6.3.23-6.3.25, 6.4.1, 6.4.14-6.4.15, 6.4.16, 6.4.18, 6.4.22-6.4.23, 6.4.26-6.4.27, 6.4.33, 6.4.35, 6.4.37, 6.5.8-6.5.9, 6.5.11-6.5.21
<p><b>Topic 7. Legal Regulation of Labor Relations in France</b>  Formation of Labor Law: Historical and Legal Aspects. Individual Employment. Unions and Collective Bargaining. Strikes and Lockouts. Wages, Hours, and Benefits. Guarantees of Rights and Restrictions on the Rights of the</p>	4	4		8	6.1.1-6.1.3, 6.1.4, 6.1.6, 6.1.7-6.1.8, 6.1.12, 6.1.13, 6.2.1-6.2.7, 6.3.2, 6.3.4, 6.3.8, 6.3.10-6.3.11, 6.3.15-6.3.16, 6.3.19, 6.4.14-6.4.15, 6.4.16, 6.4.18, 6.4.19, 6.4.22-6.4.23, 6.4.24-6.4.25, 6.4.26-6.4.27, 6.4.32, 6.4.33, 6.4.35, 6.4.38, 6.5.6

Individual when Concluding an Employment Contract in France. Comparison of the Main Institutions of Labour Law of France with the Institutions of other Countries.					
<b>Topic 8: Labour Relations in the United Kingdom</b> Formation of Labour Law: Historical and Legal Aspects. Goals and Tasks of Labour Law. Sources of the UK Labour Law. Individual Employment. Termination of Employment. Wages, Hours and Guaranteed Benefits. Labour Disputes. Trade Unions and Collective Bargaining. Strikes and Lockouts. Comparison of the Main Institutions of Labour Law of United Kingdom with the Institutions of other Countries.	4	4		8	6.1.1-6.1.3, 6.1.4, 6.1.6, 6.1.7-6.1.8, 6.1.12, 6.1.13, 6.2.1-6.2.7, 6.3.8, 6.4.1, 6.4.3, 6.4.4, 6.4.8, 6.4.14-6.4.15, 6.4.16, 6.4.18, 6.4.22-6.4.24, 6.4.26-6.4.27, 6.4.33, 6.4.35, 6.4.37, 6.5.4
<b>Total Hours/3<sup>rd</sup> Semester (Fall)</b>	<b>30</b>	<b>30</b>		<b>60</b>	
<b>4<sup>th</sup> Semester (Spring)</b>					
<b>Topic 9. Legal Regulation of Labor Relations in Germany</b> Formation of Labor Law: Historical and Legal Aspects. Sources of Labour Law. Individual Employment. Wages, Hours, and Benefits. Employee Benefits and Labor Standards. Unions and Collective Bargaining. Strikes and Lockouts. Labor Courts. Comparison of the Main Institutions of Labour Law of Germany with the Institutions of other Countries.	4	4		4	6.1.1-6.1.3, 6.1.4, 6.1.6, 6.1.7-6.1.8, 6.1.12, 6.1.13, 6.2.1-6.2.7, 6.3.8, 6.4.14-6.4.15, 6.4.16, 6.4.18, 6.4.22-6.4.23, 6.4.26-6.4.27, 6.4.33, 6.4.35, 6.4.39, 6.4.40-6.4.42
<b>Topic 10. Labor Relations in the USA</b> Formation of Labor Law: Historical and Legal Aspects. Individual Employment Law. Wages, Hours, and Benefits. Statutory Requirements for Mass Layoffs and Closures. Unions and Collective Bargaining. Strikes and Lockouts. Comparison of the Main Institutions of Labour Law of the USA with the Institutions of other Countries.	4	4		4	6.1.1-6.1.3, 6.1.4, 6.1.6, 6.1.7-6.1.9, 6.1.12, 6.1.13, 6.2.1-6.2.7, 6.3.8, 6.4.14-6.4.15, 6.4.16, 6.4.18, 6.4.2, 6.4.6-6.4.7, 6.4.12, 6.4.22-6.4.23, 6.4.26-6.4.27, 6.4.33, 6.4.35

<p><b>Topic 11. Labor Relations in China</b>  Formation of Labor Law: Historical and Legal Aspects. Individual Employment Law. Statutory Requirements for Mass Layoffs and Closures. Sources of Law. Collective Agreement. Forms of Employment Contract (Labor Contract). Conditions of Labor Contract. Additional Conditions. Non-compete agreement. Salary. Working Hours. Leave. Professional Training. Termination of Employment. Pensions. Unions and Collective Bargaining. Strikes and Lockouts. Labour disputes. Comparison of the Main Institutions of Labour Law of China with the Institutions of other Countries.</p>	4	4	4	6.1.1-6.1.3, 6.1.4, 6.1.6, 6.1.7-6.1.8, 6.1.12, 6.1.13, 6.2.1-6.2.7, 6.3.8, 6.4.14-6.4.15, 6.4.16, 6.4.18, 6.4.22-6.4.23, 6.4.26-6.4.27, 6.4.33, 6.4.35, 6.4.43-6.4.44
<p><b>Topic 12. Labor Relations in Japan</b>  The Historical and Social Context of the Formation and Development of Labor Relations in Japan. Sources of Labor Law in Japan. Bodies that Supervise and Control Labor Relations. Individual Employment Law. Alternative Labor Justice and the Procedure for Resolving Labor Disputes. Comparison of the Main Institutions of Labour Law of Japan with the Institutions of other Countries.</p>	4	4	4	6.1.1-6.1.3, 6.1.4, 6.1.6, 6.1.7-6.1.8, 6.1.12, 6.1.13, 6.2.1-6.2.7, 6.3.8, 6.4.14-6.4.15, 6.4.16, 6.4.18, 6.4.21-6.4.24, 6.4.26-6.4.27, 6.4.33, 6.4.35, 6.4.29-6.4.30, 6.4.36
<p><b>Topic 13. Social Partnership and Collective Labour Law</b>  Concept of Social Partnership. Legal Regulation of Social Partnership in Ukraine and Foreign Countries. Parties and other Subjects of Social Partnership. General Order of Collective Bargaining. European Works Councils: concepts, process of establishing, Directive on their application. Liability for the Breach of Collective Agreement.</p>	6	4	6	6.1.1-6.1.3, 6.1.4, 6.1.5, 6.1.6, 6.1.7-6.1.8, 6.1.11, 6.1.12, 6.1.13, 6.2.1-6.2.7, 6.3.6, 6.3.8, 6.3.12, 6.3.13, 6.3.14, 6.3.20, 6.3.21, 6.3.22, 6.3.23, 6.3.24, 6.3.25, 6.3.26, 6.4.10, 6.4.14-6.4.15, 6.4.16, 6.4.18, 6.4.22-6.4.23, 6.4.26-6.4.27, 6.4.33, 6.4.35

International Legal Regulation of the Order of Formation, Legalization and Termination of Trade Unions.					
<b>Topic 14. Labour Disputes</b> Types of Labour Disputes. Concept of Collective Labour Dispute. Functioning of Specialized Labour Courts in Foreign Countries. The Right to Strike and its Implementation. Labour Disputes in Ukraine. The Concept of Mediation. Peculiarities of Mediation in Accordance with EU Standards. The Approaches of Mediation's Application on Practical Tasks.	8	10		8	6.1.1-6.1.3, 6.1.4, 6.1.5, 6.1.6, 6.1.7-6.1.8, 6.1.10, 6.1.11, 6.1.12, 6.1.13, 6.2.1-6.2.7, 6.3.1, 6.3.3, 6.3.5, 6.3.6, 6.3.7, 6.3.8, 6.3.9, 6.3.12, 6.3.13, 6.3.14, 6.3.18, 6.3.20, 6.3.21, 6.3.22, 6.3.23, 6.3.24, 6.3.25, 6.3.26, 6.3.27, 6.3.28, 6.4.5, 6.4.9, 6.4.10, 6.4.11, 6.4.13, 6.4.14-6.4.15, 6.4.16, 6.4.17, 6.4.18, 6.4.20, 6.4.22-6.4.23, 6.4.26-6.4.27, 6.4.28, 6.4.31, 6.4.33, 6.4.34, 6.4.35, 6.5.1-6.5.10, 6.5.22-6.5.23
<b>Total Hours/4<sup>th</sup> Semester (Spring)</b>	30	30	30	60	
<b>Total Hours/Academic Year</b>	240	60	60	120	

#### 4. TEACHING AND LEARNING METHODS

<b>MLOs</b>	<b>Teaching Methods</b> (directed study: the work to be carried out by the module leader during classes, consultations)	<b>Hours</b>	<b>Learning Methods</b> (self-directed study)	<b>Hours</b>
MLOs 1. Understand and apply modern achievements of international, national and comparative labour law, human rights to work, social protection, experience in combating poverty, social inequality in different countries, international organizations; be able to compare and select the best experience of foreign countries in order to implement into national law..	- conducting lectures (stories) and practical (explanations) classes using multimedia, illustrations, work with books (reading, translation, drawing up a plan, reviewing, summarizing, compiling reference tables, diagrams), briefings, conversations, solving situational problems	15	- independent additional elaboration of lecture material; - elaboration of books with further compilation of abstracts, compilation of abstracts, writing essays, systematization of summary reviews, preparation of summary abstracts	15
MLOs 2. Understand the main features of the ILO, EU labor institutions; be	- conducting lectures and practical classes (narration, explanation, discussion	10	- independent additional elaboration of lecture material;	10

able to analyze and apply Conventions, ILO recommendations.	(heuristic and reproductive), work with a book (reading, translation, drawing up a plan, reviewing, summarizing, compiling reference tables, diagrams) on the use of reference lecture notes		- independent elaboration of instructions for performing certain practical works and preparation for their protection; elaboration of books with the subsequent drawing up of schemes, tables, record of own thoughts in the course of comparison, record of conclusions; - independent preparation for testing various topics on the course.	
MLOs 3. Use knowledge of foreign and national judicial practice in resolving labour disputes, social dialogue, mediation.	- conducting practical and lecture classes to acquaint students with such methods as analytical, synthesis, induction, deduction, comparative method, method of complex analysis, sociological research and historical method of using reference notes of lectures.	15	- Additional elaboration of lecture material; - preparation for the defense of practical work; - passing training testing on each of the topics; - analysis of the work done during the practical tasks and writing well-done conclusions to the work	15
MLOs 4. Ability to apply theoretical knowledge of international, comparative labour law in solving practical problems, providing advice on social and labor issues	- practical classes with the usage of technical teaching aids, brainstorming, role-playing games, solving urgent situational problems, debates, round tables, problem solving, simulation teaching methods (based on simulations of future professional activities) using reference notes of lectures.	20	- Additional elaboration of lecture material; - preparation for the defense of practical work; - passing training testing on each of the topics; - analysis of the work done during the practical tasks and writing perfect conclusions to the work	20
<b>Total hours</b>		<b>60</b>		<b>60</b>

## 5. ASSESSMENT

### 5.1. Diagnostic assessment

### 5.2. Summative assessment

#### 5.2.1. Intended learning outcomes methods:

No	Summative assessment methods	Grades	Deadline
<b>Fall Semester</b>			
1.	Workshop 1. The Right of a Person to Work and International Guarantees of its Provision	6 points /6%	Till 3 <sup>rd</sup> week
2.	Workshop 2. General Characteristics of International Legal	4 points /4%	Till 4 <sup>th</sup> week

	Regulation of Labour, Labour Law of Ukraine and Foreign Countries		
3.	Workshop 3. Sources of Labour Law and Modern Models of Regulation of Social and Labour Relations	6 points /6%	Till 6 <sup>th</sup> week
4.	Modular Control (Control Work)	4 points /4%	Till 7 <sup>th</sup> week
5.	Attestation (Intermediate Multiple Choice Test)	15 points /15%	Till 7 <sup>th</sup> week
6.	Workshop 4. Labour Relations. Subjects of Labour Relations	2 points /2%	Till 7 <sup>th</sup> week
7.	Workshop 5. Labour Law in Europe: General Characteristics, Institutions	2 points /2%	Till 9 <sup>th</sup> week
8.	Workshop 6. Labour Law of Ukraine	4 points /4%	Till 11 <sup>th</sup> week
9.	Workshop 7. Legal Regulation of Labor Relations in France	2 points /2%	Till 12 <sup>th</sup> week
10.	Workshop 8. Labour Relations in the United Kingdom	4 points /4%	Till 14 <sup>th</sup> week
11.	Modular Control (Multiple Choice Test)	6 points /6%	Till 15 <sup>th</sup> week
12.	Individual Work	15 points /15%	Till 15 <sup>th</sup> week
13.	Exam	30 points /30%	Till 15 <sup>th</sup> week
<b>Spring Semester</b>			
14.	Workshop 9. Legal Regulation of Labor Relations in Germany	6 points /6%	Till 3 <sup>rd</sup> week
15.	Workshop 10. Labor Relations in the USA	6 points /6%	Till 5 <sup>th</sup> week
16.	Workshop 11. Labor Relations in China	4 points /4%	Till 7 <sup>th</sup> week
17.	Modular Control (Control Work)	4 points /4%	Till 7 <sup>th</sup> week
18.	Attestation (Intermediate multiple choice test)	15 points /15%	Till 7 <sup>th</sup> week
19.	Workshop 12. Labor Relations in Japan	2 points /2%	Till 9 <sup>th</sup> week
20.	Workshop 13. Social Partnership and Collective Labour Law	4 points /4%	Till 11 <sup>th</sup> week
21.	Workshop 14. Labour Disputes	8 points /8%	Till 14 <sup>th</sup> week
22.	Modular Control (Multiple Choice Test)	6 points /6%	Till 15 <sup>th</sup> week
23.	Individual Work	15 points /15%	Till 15 <sup>th</sup> week
24.	Exam	30 points /30%	Till 15 <sup>th</sup> week

### 5.2.2. Grading criteria

Summative assessment method	Unsatisfactory	Satisfactory	Good	Excellent
<b>Fall Semester</b>				
<b>Workshop 1. The Right of a Person to Work and International Guarantees of its Provision</b>	<i>0-0,5 points</i>	<i>0,5-3 points</i>	<i>3-5 points</i>	<i>5-6 points</i>
	Practical work haven't done or have done incorrectly	Not all sources of the ILO are listed, there are mistakes in filling in the proposed tables	All the necessary sources are given, the structure of the ILO, but there are insignificant mistakes in judgments about the value, positive or negative characteristics of the ILO, the student is guided in the submitted material	All captured tables and tasks are performed correctly, there are no critical remarks on the main characteristics, the student is guided in all the material
<b>Workshop 2. General</b>	<i>0-0,5 points</i>	<i>0,5-1 points</i>	<i>1-2,5 points</i>	<i>2,5-4 points</i>

<b>Characteristics of International Legal Regulation of Labour, Labour Law of Ukraine and Foreign Countries</b>	Practical work haven't done or have done incorrectly	Not all tasks of practical work have been fulfilled, the purpose and results of the ratification procedure of international agreements have been determined incorrectly.	Tasks are performed with minor mistakes, the student is not sufficiently oriented in the theoretical material, for example, confused in the stages of ratification of international treaties	All tasks of practical work are completed, the student is well oriented in the theoretical material
<b>Workshop 3. Sources of Labour Law and Modern Models of Regulation of Social and Labour Relations</b>	<i>0-0,5 points</i>	<i>0,5-2 points</i>	<i>2-4,5 points</i>	<i>4,5-6 points</i>
	Practical work haven't done or have done incorrectly	The student performs tasks on the categories of sources of modern labor law, but can not identify which conventions are fundamental, in which countries they are ratified or not, and can not explain why	The student performs the assigned tasks on different classifications of conventions, is able to analyze the content of fundamental conventions, the student is guided in the theoretical material with small inaccuracies	All tasks of practical work are completed, the student is well oriented in the theoretical material
<b>Modular Control (Control Work)</b>	<i>0-1 points</i>	<i>1-2 points</i>	<i>2-3 points</i>	<i>3-4 points</i>
	Depends on the number and quality of correct answers to questions	Depends on the number and quality of correct answers to questions	Depends on the number and quality of correct answers to questions	Depends on the number and quality of correct answers to questions
<b>Attestation (Intermediate Multiple Choice Test)</b>	<i>0-3 points</i>	<i>3-7 points</i>	<i>7-13 points</i>	<i>14-15 points</i>
	Depends on the number of correct answers to the test	Depends on the number of correct answers to the test	Depends on the number of correct answers to the test	Depends on the number of correct answers to the test
<b>Workshop 4. Labour Relations. Subjects of Labour Relations</b>	<i>0-0,5 points</i>	<i>0,5-1 points</i>	<i>1-1,5 points</i>	<i>1,5-2 points</i>
	Practical work haven't done or have done incorrectly	Not all tasks of practical work are fulfilled, a clear idea of the difference between an employment contract and an employment	Tasks are performed with minor mistakes, the student has a clear idea of the difference between an employment	All tasks of practical work are completed, the student is well oriented in the theoretical material

		agreement, a difference in the types of employment contracts that lead to changes in the current international labour relations is not formed.	contract and an employment agreement, but is confused about the types of employment contracts that lead to changes in current international labour relations, can clearly form CV for employment in international companies.	
<b>Workshop 5. Labour Law in Europe: General Characteristics, Institutions</b>	<i>0-0,5 points</i>	<i>0,5-1 points</i>	<i>1-1,5 points</i>	<i>1,5-2 points</i>
	Practical work haven't done or have done incorrectly	Not all tasks of practical work are completed, the student has an incomplete understanding of the difference between labour migration in Germany, Ukraine, Great Britain and other European countries.	The tasks are performed with minor mistakes, the student is not sufficiently oriented in the theoretical material, in particular, can not systematize the basic legislation governing the migration processes of some European countries.	All tasks of practical work are completed, the student is well oriented in the theoretical material
<b>Workshop 6. Labour Law of Ukraine</b>	<i>0-0,5 points</i>	<i>0,5-1 points</i>	<i>1-2,5 points</i>	<i>2,5-4 points</i>
	Practical work haven't done or have done incorrectly	Not all tasks of practical work have been fulfilled, not all differences between labour and civil legislation of Ukraine have been identified	Tasks are performed with minor mistakes, the student identifies the main differences between labour and civil legislation of Ukraine, but is confused in solving situational problems of employment, dismissal, irregular working hours etc.	All tasks of practical work are completed, the student is well oriented in the theoretical as well as in practical material



<b>Workshop 7. Legal Regulation of Labor Relations in France</b>	<i>0-0,5 points</i>	<i>0,5-1 points</i>	<i>1-1,5 points</i>	<i>1,5-2 points</i>
	Practical work haven't done or have done incorrectly	Tasks are performed with shortcomings. Not all the differences between the labour legislation of France and Ukraine are analyzed, the procedure of dismissal of employees under the legislation of France is not sufficiently substantiated.	The work is done correctly, the student is guided in the theoretical material on the differences between labour legislation of France and Ukraine, but there are mistakes in the context of solving situational problems on labour issues under French legislation	All tasks of practical work are completed, the student is well oriented in the theoretical material
<b>Workshop 8. Labour Relations in the United Kingdom</b>	<i>0-0,5 points</i>	<i>0,5-1 points</i>	<i>1-2,5 points</i>	<i>2,5-4 points</i>
	Practical work haven't done or have done incorrectly	Tasks are performed with shortcomings. Not all differences between the labour legislation of Great Britain and Ukraine are analyzed, the procedure of dismissal of workers under the legislation of Great Britain is not sufficiently substantiated.	The work is done correctly, the student is guided in the theoretical material on the differences between labour legislation of Great Britain and Ukraine, but there are mistakes in the context of solving situational problems on labour issues under British legislation	All tasks of practical work are completed, the student is well oriented in the theoretical material
<b>Modular Control (Multiple Choice Test)</b>	<i>0-1,5 points</i>	<i>1,5-3 points</i>	<i>3-4,5 points</i>	<i>4,5-6 points</i>
	Depends on the number of correct answers to the test	Depends on the number of correct answers to the test	Depends on the number of correct answers to the test	Depends on the number of correct answers to the test
<b>Individual Work</b>	<i>0-3 points</i>	<i>3-7 points</i>	<i>7-13 points</i>	<i>13-15 points</i>
	The task does not correspond to the logic, structure of the work and the topic, goal, plan and task, the amount of	In the task there is a correspondence between logic, structure of work and theme, goal, plan and task, the amount of information used is	The task has a correspondence between logic, structure of work and theme, goal, plan and task, the amount of information used	In the task there is a correspondence between logic, structure of work and theme, goal, plan and task,

	information used is unsatisfactory, the methodological apparatus is not used, there are no personal approaches to the tasks.	insufficient, not the whole methodological apparatus is used, there are no personal approaches to the tasks. There is no depth and understanding of the problem, the student's ability to think critically is not manifested. The results of the obtained conclusions are not explained.	is sufficient, the methodological apparatus is used, but there are no personal approaches to the tasks. The depth and understanding of the problem can be traced, the student's ability to think critically is manifested. Not all the results of the obtained conclusions are explained.	the amount of information used is significant, the most used methodological apparatus, there are personal approaches to the tasks. There is depth and understanding of the problem in the work, the student's ability to think critically is manifested. All the results of the obtained conclusions are explained.
<b>Exam</b>	<i>0-5 points</i>	<i>5-15 points</i>	<i>15-27 points</i>	<i>27-30 points</i>
	The student is not sufficiently oriented in the theoretical material, the analytical task is not performed	The student is not sufficiently oriented in the theoretical material, the analytical task is performed with mistakes	The student is sufficiently oriented in the theoretical material, the analytical task is performed with minor remarks	The student is well oriented in the theoretical material, the analytical task is completed
<b>Spring Semester</b>				
<b>Workshop 9. Legal Regulation of Labor Relations in Germany</b>	<i>0-0,5 points</i>	<i>0,5-2 points</i>	<i>2-4,5 points</i>	<i>4,5-6 points</i>
	Practical work haven't done or have done incorrectly	Tasks are performed with shortcomings. Not all differences between the labour legislation of Germany and Ukraine have been analyzed, and the procedure for paying sick leave to an employee under German legislation has not been sufficiently substantiated.	The work is done correctly, the student is guided in the theoretical material on the differences between labour legislation of Germany and Ukraine, but there are mistakes in the context of solving situational problems on labour issues under German legislation	All tasks of practical work are completed, the student is well oriented in the theoretical material

<b>Workshop 10. Labor Relations in the USA</b>	<i>0-0,5 points</i>	<i>0,5-2 points</i>	<i>2-4,5 points</i>	<i>4,5-6 points</i>
	Practical work haven't done or have done incorrectly	Tasks are performed with shortcomings. Not all differences between the labour legislation of the USA and Ukraine are analyzed, the procedure of employment of employees under the US legislation is not sufficiently substantiated.	The work is done correctly, the student is guided in the theoretical material on the differences between US labour law and Ukrainian one, but there are mistakes in the context of solving situational problems on labour issues under US legislation	All tasks of practical work are completed, the student is well oriented in the theoretical material
<b>Workshop 11. Labor Relations in China</b>	<i>0-0,5 points</i>	<i>0,5-1 points</i>	<i>1-2,5 points</i>	<i>2,5-4 points</i>
	Practical work haven't done or have done incorrectly	Tasks are performed with shortcomings. Not all differences between the labour legislation of China and Ukraine are analyzed, the procedure for resolving labour disputes regarding dismissal of an employee under Chinese legislation is not sufficiently substantiated.	The work is done correctly, the student is guided in the theoretical material on the differences between labour legislation of China and Ukraine, but there are mistakes in the context of solving situational problems on labour issues under Chinese legislation	All tasks of practical work are completed, the student is well oriented in the theoretical material
<b>Modular Control (Control Work)</b>	<i>0-1 points</i>	<i>1-2 points</i>	<i>2-3 points</i>	<i>3-4 points</i>
	Depends on the number and quality of correct answers to questions	Depends on the number and quality of correct answers to questions	Depends on the number and quality of correct answers to questions	Depends on the number and quality of correct answers to questions
<b>Attestation (Intermediate Multiple Choice Test)</b>	<i>0-3 points</i>	<i>3-7 points</i>	<i>7-13 points</i>	<i>14-15 points</i>
	Depends on the number of correct answers to the test	Depends on the number of correct answers to the test	Depends on the number of correct answers to the test	Depends on the number of correct answers to the test
<b>Workshop 12. Labor Relations in Japan</b>	<i>0-0,5 points</i>	<i>0,5-1 points</i>	<i>1-1,5 points</i>	<i>1,5-2 points</i>
	Practical work haven't done	Tasks are performed with	The work is done correctly, the	All tasks of practical work

	or have done incorrectly	shortcomings. Not all the differences between the labour legislation of Japan and Ukraine have been analyzed, and the procedure for granting leave to employees under Japanese legislation has not been sufficiently substantiated.	student is guided in the theoretical material on the differences between labour legislation of Japan and Ukraine, but there are mistakes in the context of solving situational problems on labour issues under Japanese legislation	are completed, the student is well oriented in the theoretical material
<b>Workshop 13. Social Partnership and Collective Labour Law</b>	<i>0-0,5 points</i>	<i>0,5-1 points</i>	<i>1-2,5 points</i>	<i>2,5-4 points</i>
	Practical work haven't done or have done incorrectly	Tasks are performed with shortcomings. Not all provisions of the Law of Ukraine "On Social Dialogue in Ukraine" are analyzed, the priorities of Directive 98/59/EU of 20.07.1998 are not defined	The work is done correctly, the student is guided in the theoretical material on the provisions of the Law of Ukraine "On Social Dialogue in Ukraine", Directive 98/59/EU of 20.07.1998, but there are mistakes in the context of solving situational problems of the ILO Convention № 98 "On the right to organize and conduct collective bargaining"	All tasks of practical work are completed, the student is well oriented in the theoretical material
<b>Workshop 14. Labour Disputes</b>	<i>0-0,5 points</i>	<i>0,5-2 points</i>	<i>2-6,5 points</i>	<i>6,5-8 points</i>
	Practical work haven't done or have done incorrectly	Tasks are performed with shortcomings. Insufficient amount of legislative base for resolving labour disputes under the legislation of Ukraine and some European countries is analyzed	The work is done correctly, the student is guided in the theoretical material on the provisions of labour disputes under the laws of Ukraine and around the world, the student rationally forms a	All tasks of practical work are completed, the student is well oriented in the theoretical material

			speech in a court to resolve the labour dispute, but confused in labour legislation	
<b>Modular Control (Multiple Choice Test)</b>	<i>0-1,5 points</i>	<i>1,5-3 points</i>	<i>3-4,5 points</i>	<i>4,5-6 points</i>
	Depends on the number of correct answers to the test	Depends on the number of correct answers to the test	Depends on the number of correct answers to the test	Depends on the number of correct answers to the test
<b>Individual Work</b>	<i>0-3 points</i>	<i>3-7 points</i>	<i>7-13 points</i>	<i>13-15 points</i>
	The task does not correspond to the logic, structure of the work and the topic, goal, plan and task, the amount of information used is unsatisfactory, the methodological apparatus is not used, there are no personal approaches to the tasks.	In the task there is a correspondence between logic, structure of work and theme, goal, plan and task, the amount of information used is insufficient, not the whole methodological apparatus is used, there are no personal approaches to the tasks. There is no depth and understanding of the problem, the student's ability to think critically is not manifested. The results of the obtained conclusions are not explained.	The task has a correspondence between logic, structure of work and theme, goal, plan and task, the amount of information used is sufficient, the methodological apparatus is used, but there are no personal approaches to the tasks. The depth and understanding of the problem can be traced, the student's ability to think critically is manifested. Not all the results of the obtained conclusions are explained.	In the task there is a correspondence between logic, structure of work and theme, goal, plan and task, the amount of information used is significant, the most used methodological apparatus, there are personal approaches to the tasks. There is depth and understanding of the problem in the work, the student's ability to think critically is manifested. All the results of the obtained conclusions are explained.
<b>Exam</b>	<i>0-5 points</i>	<i>5-15 points</i>	<i>15-27 points</i>	<i>27-30 points</i>
	The student is not sufficiently oriented in the theoretical material, the analytical task is not	The student is not sufficiently oriented in the theoretical material, the analytical task is performed with mistakes	The student is sufficiently oriented in the theoretical material, the analytical task is performed with	The student is well oriented in the theoretical material, the analytical task is completed

	performed		minor remarks	
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### 5.3. Formative assessment

No	Formative Assessment elements	Date
1	Oral interview after studying each topic	After finishing the topic
2	Passing the test on attestation and modular control with feedback from the modular leader	According to the schedule of the educational process
3	Passing the test after the end of the study of each topic for independent control of knowledge and preparation for the credit (exam)	Regulated by the student independently
4	Protection of workshops	In a week after their sending to the module leader
5	Oral feedback from the module leader while working on practical work during classes	During the whole semester

## 6. LEARNING RESOURCES (LITERATURE)

### 6.1. Key resources:

- 6.1.1. Blanpain R., Bisom-Rapp S., Corbett W. R., Josephs H. K., Zimmer M. J. The Global Workplace International and Comparative Employment Law. Cases and Materials. Second Edition: Law and Business in New York, 2012. 991 p. (771-812).
- 6.1.2. Bronstein A. International and Comparative Labor Law Current challenges International labour Organization. 2009. 285 p.
- 6.1.3. Finkin M. W., Mundlak G. Comparative Labor Law. Cheltenham, UK Northampton, MA, USA, 2015. 491 p.
- 6.1.4. Андрійв В. М. Міжнародне трудове право: навчальний посіб. Київ: ВД «Дакор», 2017. 574 с.
- 6.1.5. Бесчастний В. М. Нариси з міжнародного та зарубіжного трудового права і права соціального забезпечення: монографія. Харків : Право, 2017. 176 с.
- 6.1.6. Бойко, М. Д. Порівняльне трудове право: навчальний посібник. Київ: Атіка, 2007. 384 с.
- 6.1.7. Венедіктов С. В. Правове регулювання трудових відносин: вітчизняний та зарубіжний досвід: навч. посіб. Київ: Алерта, 2012. 367 с.
- 6.1.8. Венедіктов С. В., Спіцина Г. О. Трудове право в державах Європи: підручник. Київ: Ніка-Центр, 2017. 184 с.
- 6.1.9. Венедіктов С. В. Трудове право Сполучених Штатів Америки: монографія. Київ: Ніка-Центр, 2018. 168 с.
- 6.1.10. Ёдгоров Х. Альтернативные механизмы разрешения споров: обзор зарубежного опыта. Ташкент. 2017. 216 с. URL: [http://www.uz.undp.org/content/dam/uzbekistan/docs/Publications/democraticgovernance/Alternative\\_dispute\\_resolution\\_mechanisms/un\\_uzb\\_Alternative\\_dispute\\_resolution\\_mechanisms\\_rus.pdf](http://www.uz.undp.org/content/dam/uzbekistan/docs/Publications/democraticgovernance/Alternative_dispute_resolution_mechanisms/un_uzb_Alternative_dispute_resolution_mechanisms_rus.pdf) (дата обращения: 22.05.2021)
- 6.1.11. Запара С. І. Захист права на працю: теоретичні засади становлення та розвитку: монографія. Суми: СНАУ, 2013. 380 с.
- 6.1.12. Киселев И. Я. Сравнительное и международное трудовое право. Учебник для вузов. Москва: Дело, 1999. 728 с.
- 6.1.13. Іншин М. І., Мацюк А. Р., Соцький А. М., Щербина В. І. Курс порівняльного права: підручник у 2 томах / За ред. акад. А. Р. Мацюка. 2-ге. вид., змін. і доп. Харків: Діса плюс, 2015. Т. 1. 1056 с. та Т 2. 744 с.

### 6.2. Methodical Guidelines:

- 6.2.1. Zapara S., Klietsova N. Lecture Notes of “International and Comparative Labour Law” Courses, for the 2<sup>nd</sup> year Students Full-time and Distance Learning, Specialty 293 “International Law”, Educational Degree: Bachelor. Sumy, 2020. 100 p.
- 6.2.2. Klietsova N. V., Zapara S. I. International and Comparative Labour Law. Methodological guidelines for practical classes of “International and Comparative Labour Law” courses, for the 2<sup>nd</sup> year (Autumn/Spring) students full-time and distance learning, specialty 293 “International Law”, educational degree: bachelor. Sumy, 2020. 100 p.
- 6.2.3. Klietsova N. V., Zapara S. I. International and Comparative Labour Law. Methodological guidelines for independent study of “International and Comparative Labour Law” courses, for the 2<sup>nd</sup> year (Autumn/Spring) students full-time and distance learning, specialty 293 “International Law”, educational degree: bachelor. Sumy, 2020. 52 p.
- 6.2.4. Klietsova N. V., Zapara S. I., Kurylo O. M. International and Comparative Labour Law. Guidelines for the Preparation of a Modular Term Paper on Subject “International and Comparative Labour Law”, for the 2<sup>nd</sup> year Students Full-time and Distance Learning, Specialty 293 “International Law”, Educational Degree: Bachelor. Sumy, 2020. 36 p.

- 6.2.5. Educational and Methodical Complex on the Subject “International and Comparative Labour Law”, on the Moodle Platform, SNAU. 2020. URL: <https://cdn.snau.edu.ua/moodle/course/view.php?id=3763>
- 6.2.6. Мацко А. С., Шашкова-Журавель І. О. Методичні матеріали щодо забезпечення самостійної роботи студентів з дисципліни “Порівняльне трудове право” (для бакалаврів). Київ: МАУП, 2016. 26 с. URL: <http://maup.com.ua/assets/files/lib/metod/7109.pdf>
- 6.2.7. Менджул М. В., Рогач О. Я. Порівняльне трудове та соціальне право: методичний посібник для студентів за напрямом підготовки «Міжнародне право». Ужгород: ДВНЗ «УжНУ», 2015. 52 с. URL: <http://www.uzhnu.edu.ua/uk/infocentre/get/4237>

### 6.3. Other Sources (Regulations):

- 6.3.1. Charter of Fundamental Rights of the European Union: International Document of 07 December 2000 # 994\_524 / European Union. URL: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A12012P%2FTXT> (Last accessed: 30.03.2021).
- 6.3.2. Code du travail. Version consolidée au 1 avril 2020. URL: <https://www.legifrance.gouv.fr/affichCode.do?cidTexte=LEGITEXT000006072050> (Last accessed: 04.04.2021).
- 6.3.3. Collective Bargaining Convention of 03 June 1981 # 154 / Geneva, International Labour Organization. URL: [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C154](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C154) (Last accessed: 21.03.2021).
- 6.3.4. Constitution de 1946, IV<sup>e</sup> République. URL: <https://www.conseil-constitutionnel.fr/les-constitutions-dans-l-histoire/constitution-de-1946-ive-republique> (Last accessed: 04.04.2021).
- 6.3.5. Council Directive 94/45/EC of 22 September 1994 / European Parliament, Council of the European Union. URL: <https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=celex%3A31994L0045> (Last accessed: 30.03.2021).
- 6.3.6. Directive 2002/14/EC of 11 March 2002 / European Parliament, Council of the European Union. URL: <https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX%3A32002L0014> (Last accessed: 30.03.2021).
- 6.3.7. European Social Charter (Revised): European Treaty Series of 03 May 1996 # 163 / Strasbourg, Council of Europe. URL: <https://rm.coe.int/168007cf93> (Last accessed: 30.03.2021).
- 6.3.8. International Labour Organization. URL: <https://www.ilo.org/global/lang--en/index.htm>
- 6.3.9. Labour Relations (Public Service) Convention of 27 June 1978 # 151 / Geneva, International Labour Organization. URL: [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C151](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C151) (Last accessed: 21.01.2021).
- 6.3.10. LOI n° 2008-1258 du 3 décembre 2008 en faveur des revenus du travail (1). NOR: MTSX0815247L. Version consolidée au 04 avril 2020. URL: <https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000019865548&categorieLien=cid> (Last accessed: 04.04.2021).
- 6.3.11. LOI n° 2008-789 du 20 août 2008 portant rénovation de la démocratie sociale et réforme du temps de travail (1). NOR: MTSX0813468L. Version consolidée au 04 avril 2020. URL: <https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000019347122> (Last accessed: 04.04.2021).
- 6.3.12. On Social Dialogue in Ukraine : Law of Ukraine dated 23.12.2010. No. 2862-VI. URL: <https://www.ilo.org/dyn/natlex/docs/MONOGRAPH/86106/96949/F605352508/UKR86106%20English.pdf> (Last accessed: 30.03.2021).
- 6.3.13. On the approximation of the laws of the Member States relating to collective redundancies: Directive 98/59/EC of 20 July 1998 / Council of the Europe. URL: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31998L0059&from=EN> (Last accessed: 30.03.2021).



- 6.3.14. Right to Organize and Collective Bargaining: Convention, 1949. No. 98 / International Labour Organization. URL: [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C098](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C098) (Last accessed: 30.03.2021).
- 6.3.15. Termination of Employment: Convention from 22.06.1982. No. 158 / International Labor Organization. URL: [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C158](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C158) (Last accessed: 04.04.2021).
- 6.3.16. Termination of Employment: Recommendation from 22.06.1982. No. 166 / International Labor Organization. URL: [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:R166](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R166) (Last accessed: 04.04.2021).
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