Module 25

6.25.1. Employment Law

Module title	Employment Law
Module NFQ level (only if an NFQ level can be demonstrated)	8
Module number/reference	BS25
Parent programme(s)	Bachelor of Arts (Honours) in Business Studies
Stage of parent programme	Stage 4
Semester (semester1/semester2 if applicable)	Semester 1
Module credit units (FET/HET/ECTS)	ECTS
Module credit number of units	10
Duration of the module	One Academic Semester, 12 Weeks Teaching.
Average (over the duration of the module) of the contact hours per week	4

Analysis of required learning effort									
Effort while in contact with staff									
Classroom and demon-strations		**Mentoring and small-group tutoring**		**Other (specify)**		**Directed e-learning (hours)**	**Independent learning (hours)**	**Other hours (specify)**	**Work-based learning hours of learning effort**	**Total effort (hours)**
Hours	**Minimum ratio teacher/learner**	**Hours**	**Minimum ratio teacher/learner**	**Hours**	**Minimum ratio teacher/learner**					
48	1:40	24	1:20				178			250

Allocation of marks (within the module)					
	Continuous assessment	**Supervised project**	**Proctored practical examination**	**Proctored written examination**	**Total**
Percentage contribution	30%			70%	**100%**

Minimum intended module learning outcomes

On the successful completion of this module, students should be able to:

MIMLO 25.1   Delineate the nature, principles, and functions of employment law in Ireland and its main sources.

MIMLO 25.2   Describe the main statutory employment rights afforded to Irish citizens, mechanisms and institutions pertaining to their enforcement, and the impact of key Irish and EU laws and regulations on the employment contract.

MIMLO 25.3   Explain the nature and scope of the employment relationship in its legal and business context, and critically assess the impact of legal provisions related to collective bargaining and trade union membership, dismissal and redundancy, equality and discrimination, and maternity and paternity leave.

MIMLO 25.4   Identify and evaluate the impacts of human rights and data protection legislation on the employment relationship.

MIMLO 25.5   Explain and apply relevant statutory provisions to individual case studies.

Module content, organisation and structure

Indicative Syllabus

Sources, institutions and enforcement systems

   Sources of employment law, Irish primary and secondary legislation, European Union directives and regulations, decided cases.
   Institutions and enforcement systems: courts and tribunals, equal opportunities and disability rights, available remedies for individuals to enforce their rights

Nature and scope of the employment relationship

   Employees and independent contractors: test used to make this distinction, vicarious liability, cases illustrating problem areas.
   The contract of service: content and layout, basic contractual principles and the difference between express and implied terms, the nature and scope of these terms for both employer and employee.

Legal provisions concerned with discrimination and health and safety

Discrimination: the continuing development of an anti-discrimination law, groups who are protected by law and those who remain disadvantaged, direct and indirect discrimination, the issue of positive promotion of equal opportunities and diversity in the workplace.

Human rights and data protection

The impact of human rights on the employment relationship: respect for private life and freedom of belief and expression, data protection principles and the rights of data subjects

Reading lists and other information resources

Title	Author	Publisher	Year
Essential:			
Employment Law	Bell A.C	Sweet & Maxwell	2003
Bowers on Employment Law	Bowers, J.	Oxford University Press	
Industrial Relations in Ireland: Theory and Practice	Gunnigle, P., Flood, P., MacMahon, G., and Fitzgerald, G.	Gill and MacMillan	2013
Human Resource Management	Keogh, M.	Gill and Macmillan	2008
Human Relations 1st Edition	DeCenzo	Prentice Hall	2002