

Aristotle University of Thessaloniki

Faculty of Law

Bachelor of Laws (LL.B.)

Course Syllabus

1. Course Information

- **Title:** Labour Law
- **Code:** LLB22
- **ECTS:** 6
- **Hours per week:** 4
- **Academic Year:** 3rd
- **Teaching Period:** Winter Semester
- **Mode of Delivery:** Face-to-Face
- **Language of Instruction/Assessment:** English
- **Course Type:** Mandatory

2. Course Description

This course offers a comprehensive introduction to both individual and collective labour law, focusing on the legal framework that governs employment relationships. It examines the formation, content, and termination of the individual contract of employment, as well as the rights and obligations of employers and employees. The course also introduces students to the institutional role of trade unions, social dialogue, collective agreements, and collective action. Emphasis is placed on comparative international and European labour law and its evolution through legislation and judicial interpretation, particularly in the light of international treaties, European Union law, and international labour standards. Key topics include the concept of subordination, working time, remuneration, leave entitlements, dismissal protection, equal treatment, precarious employment

relationships, and social dialogue. Comparative references to continental European and Anglo-American labour law models are used to illuminate different regulatory approaches to the employment relationship and workplace justice.

3. Keywords

Employment Relationship, Dismissal Protection, Working Time, Employee Rights, Comparative Labour Law, Social dialogue

4. Learning Outcomes

Upon successful completion of this course, students will be able to:

1. **Identify** the main legal sources, institutions, and principles governing the individual employment relationship under international, European and comparative labour law. (*Remembering*)
2. **Explain** the legal structure and essential elements of an employment contract, including the concept of subordination and the rights and duties of the parties. (*Understanding*)
3. **Apply** relevant legal rules to hypothetical disputes involving hiring, working conditions, remuneration, and termination of employment; distinguish and interpret rules belonging to different legal systems (ILO Treaties, EU law, Council of Europe conventions, national law, etc.). (*Applying*)
4. **Analyse** the legal protection of labour rights, balance workers' protection with employers' needs, and discuss the role of labour rights in the context of contemporary economic and technological challenges, including an overview of procedural and substantive employment protection models under national, EU, and international law. (*Analysing*)
5. **Critically assess** the impact of recent economic, technological, and social developments on the evolution of employment regulation in Europe and worldwide. (*Evaluating*)

5. General Skills to Be Acquired

- Apply knowledge in practice
- Retrieve, analyse, and synthesise data and information

- Advance free, creative, and causative thinking

6. Course Content (Topics)

1. **Introduction: The concept and goals of Labour Law in a changing economic and technological environment** – Origins, aims, and evolving rationale of employment regulation in national and international contexts.
2. **Sources of Labour Law: National, European, and International Norms** – Overview of the different layers of labour law sources: ILO Conventions, EU law, Council of Europe, national legislation, and collective agreements.
3. **The employment contract: The notion of subordination and personal dependence** – Legal classification of dependent work; criteria distinguishing dependent employment from independent contracting; comparative analysis and contemporary challenges.
4. **Basic concepts of the employment relationship** – Employee and employer; types of employment contracts; drafting and bargaining an employment contract; core and implied obligations of the parties; managerial prerogative; algorithmic management.
5. **Flexible employment relationships and precarious work** – Fixed-term contracts; part-time work; zero-hours contracts; gig work.
6. **Remuneration, wage protection, minimum and living wage** – Wage as a core labour right; wage-setting mechanisms; statutory minimum wage.
7. **Working time, rest periods, leave entitlements, health and safety at work** – Legal limits on working hours; overtime regulation; annual leave, parental leave, and sick leave.
8. **Equality and non-discrimination at work** – The right to equality; protected characteristics; forms of discrimination; exceptions to the principle of non-discrimination; protection against workplace harassment and mobbing.
9. **Protection against Unfair Dismissal: Procedural and Substantive Rules** – Systems of protection against dismissal; legal grounds for dismissal; protected categories; burden of proof; remedies and severance.
10. **Enterprise restructuring and employment protection** – Transfer of undertakings; collective redundancies; employer's insolvency and social protection
11. **Freedom of association and social dialogue** – Trade unions and work councils; collective bargaining and collective agreements.
12. **Collective action and the right to strike** – The right to collective action in international and European law; alternative forms of collective action; EU

fundamental economic freedoms and the right to collective action; Competition law and the right to strike.

13. Labour law vis-à-vis current global challenges: digitalisation and climate crisis

- Group discussion and/or moot-court debate: How do AI-driven digitalisation and climate change affect labour law? What is the next stage of labour protection?

7. Teaching Methods

- Lectures.
- Case law workshops.
- Student presentations and structured debate.
- Moot courts
- Guided reading and legal reasoning exercises.

8. Assessment Methods

Method	Weight	Description
Final Written Exam	70%	Essay-type and case-based questions
Mid-Term Assignment/Presentation	20%	Individual or group-based
Participation and Engagement	10%	Constructive attendance, preparedness, contribution

Note: A minimum final exam score of 50% is required to pass.

9. A. Ethics

Students are reminded that all submitted work must comply with the University's academic [integrity policy](#). Plagiarism or unauthorised collaboration will result in disciplinary measures.

B. Course Policies

- Attendance is strongly encouraged.

- All assignments must be submitted on time via the designated digital platform.
- Special accommodations will be made for students with documented learning or health needs in accordance with university policy.

10. Use of Information and Communication Technologies (ICT)

- **Use in Teaching:** (e.g. digital slides, audiovisual aids, interactive tools like Mentimeter)
- **Use in Communication:** (e.g. e-learning platform, Zoom/Google Meet for office hours)
- **Digital Resources:** (e.g. online legal databases, podcasts, video lectures)

11. Bibliography

- Books/E-Books

Ales, E., Bell, M., Deinert, O., & Robin-Olivier, S. (Eds.). (2018). *International and European labour law: A commentary*. Nomos Verlagsgesellschaft.

Blackham, Alysia., Kullmann, Miriam., & Zbyszewska, Ania. (2019). *Theorising labour law in a changing world : towards inclusive labour law (e-book)*. Hart Publishing, an imprint of Bloomsbury Publishing Plc ; Hart Publishing.

Blanpain, R. (2014). *European labour law (14th ed.)*. Wolters Kluwer Law & Business.

Bogg, A., Costello, C., & Davies, A. C. L. (2016). *Research handbook on EU labour law*. In *Research Handbook on EU Labour Law (e-book)*. Edward Elgar Publishing Ltd. <https://doi.org/10.4337/9781783471126>

Davies, A. C. L. (2009). *Perspectives on labour law (2nd ed.)*. Cambridge University Press.

Davies, A. C. L. (2012). *EU labour law*. Edward Elgar.

Davidov, G., Langille, B., & Lester, G. (Eds.). (2024). *The Oxford handbook of the law of work*. Oxford University Press.

Deliyanni-Dimitrakou, C., & Konsta, A. M. (2025). Droit européen et comparé de non-discrimination. Kallipos.

Douka, V. S. V. K. I. (2022). Labour law in Greece (3rd ed.). Wolters Kluwer.

Douka, V. S. V. K. I. . (2022). *Labour Law in Greece* (e-book) Douka, Viktoria Sp. | Koniaris, Vasilis | Dimarellis, Konstantinos I. Kluwer Law.

European Union Agency for Fundamental Rights. (2018). Handbook on European non-discrimination law.

Haar, B. ter., & Kun, Attila. (2021). *EU collective labour law* (e-book). Edward Elgar Publishing Limited.

International Labour Organization. (2019). Rules of the game: An introduction to the standards-related work of the International Labour Organization.

Jaspers, T., Pennings, F., & Peters, S. (2024). European labour law (2nd ed.). Larcier-Intersentia.

Kidner, R. (2023). *Blackstone's Statutes on Employment Law, 2022-2023* (e-book). Oxford University Press.

Servais, J.-Michel. (2022). *International labour law* (e-book). Kluwer Law International.

- Databases

Westlaw UK Academic	https://law.auth.gr/en/subscription-to-electronic-databases-2/
HeinOnline Academic Core and Kluwer Law International Journal Library	https://law.auth.gr/en/subscription-to-electronic-databases-2/
Beck-online PREMIUM	https://law.auth.gr/en/subscription-to-electronic-databases-2/
O.U.P Oxford Public International Law	https://law.auth.gr/en/subscription-to-electronic-databases-2/
O.U.P Max Planck Encyclopedia of Comparative Constitutional Law	https://law.auth.gr/en/subscription-to-electronic-databases-2/

Dalloz.fr	https://law.auth.gr/en/subscription-to-electronic-databases-2/
JURIS Zusatzmodul Hochschulen, BGB Staudinger Online	https://law.auth.gr/en/subscription-to-electronic-databases-2/
Kluwer Law Online (30 journals)	https://law.auth.gr/en/subscription-to-electronic-databases-2/
IAReporter. Investment Arbitration Report	https://law.auth.gr/en/subscription-to-electronic-databases-2/
Cambridge Core (Law)	https://www.cambridge.org/core/browse-subjects/law
EBSCO	https://research.ebsco.com/c/quc7ji/search/advanced/filters?autocorrect=y&isDashboardExpanded=true
ProQuest Central	https://www.proquest.com/central/topicpaths/AbiGlobal_business/0?accountid=8359#0
Springer link	https://link.springer.com/
Taylor & Francis e-books	<a href="https://www.taylorfrancis.com/search?subject=SC
LW">https://www.taylorfrancis.com/search?subject=SC LW
Taylor & Francis e-journals	https://www.tandfonline.com/subjects/law
The Making of Modern Law: Legal Treatises 1800-1926 (Gale)	<a href="https://go.gale.com/ps/start.do?p=MOML&u=arist
&cookieConsent=true&analyticsOptout=false&at
y=ip">https://go.gale.com/ps/start.do?p=MOML&u=arist &cookieConsent=true&analyticsOptout=false&at y=ip
Wiley online Library	<a href="https://onlinelibrary.wiley.com/action/showPublic
ations?startPage=&ConceptID=85">https://onlinelibrary.wiley.com/action/showPublic ations?startPage=&ConceptID=85

- Additional E-resources

- [Case law of the Court of Justice of the European Union \(CJEU\)](#)
- [European Court of Human Rights Factsheet on work-related rights \(ECtHR\)](#)
- [European Court of Human Rights judgments database](#)
- [European Committee of Social Rights decisions database](#)
- [ILO Freedom of association cases](#)