

ANNEX 2 – COURSE DESCRIPTION

Course title	Labour Law				
Course code	LAW-423				
Course type	Compulsory				
Level	Undergraduate				
Year / Semester	4 th /H				
Teacher's name	Christina Georgiou				
ECTS	6	Lectures / week	3 hour per week	Laboratories / week	
Course purpose and objectives	<p>The purpose of the course is for students to know and understand the basic characteristics of Cyprus labour law as a special area of private law. It aims to acquaint them with the sources of Cyprus labour law but also how it was affected by EU law.</p> <p>The course will examine the basic characteristics of the individual employment contract and its distinction from the provision of services. Also, there will be a presentation of the types of employment, issues of working hours, employment conditions and will examine issues about granting of annual leave and salaries. Furthermore, there will be an analysis of particular cases of labour relations such as the principle of equality, the prohibition of discrimination, the protection of maternity, etc., with references to the case-law of the European Court of Justice. Finally, will examine cases of employment contract termination as provided by the Termination of Employment Law (Law 24/1967), referencing pertinent court decisions.</p> <p>Regarding collective labour law, the course will cover the right to freedom of association, the establishment of trade unions, and the legislative framework governing their activities. It will explore various aspects of trade union activities, such as collective bargaining, the formation of collective agreements, and the right to strike.</p>				
Learning outcomes	<p>Upon completion of the course, the student is expected to be able to:</p> <ul style="list-style-type: none"> To have a sufficient knowledge of the characteristics of Cyprus labour law. 				

	<ul style="list-style-type: none"> • To know the sources of the Cyprus labour law and to be able to interpret and apply the relevant legislation. • To be able to identify whether a legal relation is within the scope of labour law. • Gain comprehension of fundamental concepts in labour law and to be able to distinguish whether a legal relation constitutes an employment contract or a service contract. • Acquire the capacity to analyse relevant court decisions with critical thinking but also to carry out a combined evaluation of them in order to develop legal arguments in matters of labour law. • Understand and implement European legislation and case law. • To understand the functions and jurisdiction of the Labour Court. • Develop the ability to address practical issues through the application of legislation and case-law. • To acquire research skills and search for relevant decisions. 		
Prerequisites	None	Required	None
Course content	<p>The course is divided into three sections. The first concerns the introduction to labour law and its characteristics in Cyprus. The second one deals with individual labour while the third with collective labour law.</p> <p>Section A</p> <p>Object of Labour law</p> <p>Characteristics of Cyprus labour law</p> <p>Sources of Cyprus Labour Law</p> <p>The Labour Court.</p> <p>Section B</p> <p>Characteristics of the labour contract and its distinction from other legal relations.</p> <p>Rights and obligations of the employer and the employee</p> <p>Prohibition of discrimination in employment.</p> <p>Types of employment contracts.</p> <p>Salary and Working Time.</p> <p>Annual leave.</p>		

	<p>Professional and private life issues.</p> <p>Pregnancy and maternity protection.</p> <p>Changes business operations and employee protection.</p> <p>Termination of employment.</p> <p>Section C</p> <p>Freedom of association.</p> <p>Collective bargaining and collective labour agreements.</p> <p>The strike and the settlement of labour disputes.</p>
<p>Teaching methodology</p>	<p>Lectures with the help of slides and encouraging active participation and dialogue.</p> <p>Analysis of relevant decisions of the Cyprus Courts and the European Court of Justice.</p> <p>Case studies/examples.</p>
<p>Bibliography</p>	<p>S. Giannakourou, Cypriot Labour Law, 2nd ed. (Nomiki Bibliothiki 2022).</p> <p>P.G. Polyviou, The Labour Law of Cyprus - Theory and Practice (Chrysaphinis and Polyviou Publications, 2018).</p> <p>A.C. Emilianides/C. Ioannou, Labour Law in Cyprus (Kluwer Law International, 2024).</p> <p>A. Emilianidis/K. Dimarellis/X. Ioannou/ D.N. Ladas (ed.), The Harmonization of European Labor Law in the Cypriot and Greek legal order (Nomiki Bibliothiki 2024).</p> <p>D. Zerdelis, Handbook of Labour Law - Individual Employment Relationships, 8th ed. (Sakkoulas 2023).</p> <p>D. Zerdelis, Collective Labour Law, 6th ed. (Sakkoulas 2023).</p> <p>D. Zerdelis, Labour Law, 5th ed. (Sakkoulas, 2022).</p> <p>I. Koukiadis, Labour Law - Collective Employment Relationships, 3rd ed. (Sakkoulas 2021).</p> <p>I. Koukiadis, Labour Law - Individual Employment Relationships and the Law of Labour Flexibility, 9th ed. (Sakkoulas 2021).</p> <p>D. Travlos-Tzanetatos, et al., Economy - Technology - Law and Labour (Sakkoulas 2020).</p>

	<p>K. Riesenhuber, European employment law: a systematic exposition, 2nd ed. (Intersentia 2022).</p> <p>D. Cabrelli, Employment Law in Context, 4th ed. (Oxford University Press 2022).</p> <p>I. Smith/O. Warnock, Smith & Wood's Employment Law, 6th ed. (Oxford University Press 2023).</p> <p>L. Parlas, Cypriot Labour Law (Dikonomos Publications, 2015).</p>
Assessment	<ul style="list-style-type: none"> • Midterm exam 30% • Participation/Case study presentation 20% • Final exam 50%
Language	Greek

