



COURSE UNIT (MODULE) DESCRIPTION

Course unit (module) title	Code
EMPLOYMENT LAW IN GLOBAL AND DIGITAL ECONOMY	

Lecturer(s)	Department(s)
Coordinator: Prof. Dr. Tomas Davulis Other(s):	Department of Private Law, Faculty of Law, Vilnius University Saulėtekio av. 9, Building 1, LT-10222, Vilnius, Room 311, tel. (+370 5) 236 61 70; e-mail: ptkatedra@tf.vu.lt

Study cycle	Type of the course unit (module)
Second	Optional

Mode of delivery	Period when the course unit (module) is delivered	Language(s) of instruction
Face-to-face	2 (spring) semester	English

Requirements for students	
Pre-requisites: None	Co-requisites (if any): None

Number of credits allocated	Total student's workload	Contact hours	Self-study hours
5	133	32	101

Purpose of the course unit (module): programme competences to be developed		
<p>The purpose of this course is to enhance students' knowledge related to dynamics of the labour market and changes in labour law (in the broad meaning involving digital platform workers and self-employed), to develop the competences of the application of legal instruments to cope with changes of work brought by the 4th industrial revolution, in particular artificial intelligence, robotization, digitalization, internet platforms, crowdwork and crowdfunding, coworking. Students will develop competencies to systemically analyse and assess complex employment law issues (both individual and collective), legal technics in regulating the work of the person as well as the impact of the protection of human rights (non-discrimination, data protection etc.) on the rapidly changing paradigm of dependant and non-dependand employment.</p>		
Learning outcomes of the course unit (module)	Teaching and learning methods	Assessment methods
Students will gain in-depth knowledge on the impact of the digitalization and technological advantages on working patterns and will be able to evaluate it's effect on business or/and social environment.	An interactive method of teaching during lectures and seminars (the analysis of problematic issues, presentations on assigned topics, group discussions, case analysis), individual studies (analysis of the relevant legal framework, policy and case-law, reading of academic literature)	Participation in class activities, written exam (essay-type questions)
Students will be able to analyse the existing European and international labour law standards and the essential characteristics of their interaction with the the national law, will be able to apply these regulations, <i>inter alia</i> case-law.	An interactive method of teaching during lectures and seminars (the analysis of problematic issues, presentations on assigned topics, group discussions, case analysis), individual studies (analysis of the relevant legal framework, policy and case-law, reading of academic literature)	Participation in class activities, written exam (essay-type questions), research paper

Students will be able to identify the legal problems related to the adaptation of the existing (in most cases) rigid employment legislation in the new rapidly changing environment and will be able to provide innovative strategies for available solutions taking into account possible social, ethical and legal consequences.	An interactive method of teaching during lectures and seminars (the analysis of problematic issues, group discussions, case analysis), individual studies (analysis of the relevant legal framework, policy and case-law, reading of academic literature)	Participation in class activities, written exam (essay-type questions), research paper
Students will be able to systemically assess what changes to the legal doctrine are necessary and feasible and to suggest how the legislation and case-law shall be adapted to ensure the development of the technologies while preserving the social rights of workers	An interactive method of teaching during lectures and seminars (the analysis of problematic issues, presentations on assigned topics, group discussions, case analysis), individual studies (analysis of the relevant legal framework, policy and case-law, reading of academic literature)	Participation in class activities, written exam (essay-type questions)
Students will be able to draft the contracts of employment, contracts of provision of services and other relevant legal documents and to advise/consult on issues related to employment in the digitalization context	An interactive method of teaching during lectures and seminars (the analysis of problematic issues, presentations on assigned topics, group discussions, case analysis), individual studies (analysis of the relevant legal framework, policy and case-law, reading of academic literature)	Presentation of the drafted legal documents, participation in class activities
Students will learn to work individually and use electronic databases, case-law databases in order to apply it in drafting analysis papers and other legal documents, as well as for research matters.	An interactive method of teaching during seminars (presentations on assigned topics, group discussions) and individual studies (experiential exercise of use of respective ICT systems) (analysis of the relevant legal framework, policy and case-law, reading of academic literature)	Presentation of the drafted legal document, research paper
Students will professionally communicate orally and in written, unambiguously and reasonably convey own well-grounded ideas, arguments and conclusions based on theoretical and practical knowledge and will be able to trigger or to contribute to the discussion with specialists and non-specialists providing their own insights in an international context.	An interactive method of teaching during seminars (the analysis of problematic issues, group discussions, case analysis), individual studies (analysis of the relevant legal framework, policy and case-law, reading of academic literature)	Participation in class activities, written exam (essay-type questions), research paper, drafting of legal document

Content: breakdown of the topics	Contact hours							Self-study work: time and assignments	
	Lectures	Consultations	Seminars	Practical sessions	Laboratory activities	Internship/work	Contact hours	Self-study hours	Assignments
1. Typology of the traditional and new relationships related to human work. Actors and the system of labour law in 21st century.	2		1				3	10	Analysis of relevant study materials, preparation of presentations on assigned topics

2. Changing nature of work and international and European law responses	2		1				3	10	Analysis of relevant study materials, preparation of presentations on assigned topics
3. Platform work and work in Gig economy, crowdwork and crowdfunding, coworking	2		1				3	10	Analysis of relevant study materials, preparation of presentations on assigned topics
4. Freedom of the contract in the dependant and non-dependant work in the new types of work relationships	4		2				6	15	Analysis of relevant study materials, preparation of presentations on assigned topics, drafting of the legal document
5. Data protection, right to privacy and non-discrimination and protection of the other human rights of the worker in digital era	4		2				6	10	Analysis of relevant study materials, preparation of presentations on assigned topics, preparation of research paper
6. Working-time, health and safety issues in the times transformation of work. Changes in the work-life patterns from international and European perspective	2		1				3	10	Analysis of relevant study materials, preparation of presentations on assigned topics, preparation of research paper
7. Crossborder work	2		1				3	11	Analysis of relevant study materials, preparation of presentations on assigned topics, preparation of research paper
8. Collective relations related to employment – collective bargaining and beyond	4		1				5	25	Analysis of relevant study materials, preparation of presentations on assigned topics, preparation of research paper, drafting of legal document
Total	22		10				32	101	

Assessment strategy	Weight, percentage	Assessment period	Assessment criteria
Written exam	50	At the end of the course	<p>The assessment will be based on the student's capability to provide arguments in writing in a clear, structured, logical manner, to base their arguments on relevant legal provisions and case-law, to explain possibly different opinions of the academic debate, to provide their own insights and to base them on their own reasonable and convincing argumentation.</p> <p>The maximum number of points that may be received for the written exam is 5 (i.e. 5 points out of the final grade, which is 10 points). In the written exam, two essay-type questions will be provided. They both will have the same weight for the exam grade – 2.5 points each:</p> <p>2.0 – 2.5 points: from excellent to good knowledge and abilities. The questions are fully answered and the arguments provided are complete, clear, coherent and persuasive. The answers are well-structured and the ideas are easy to follow.</p> <p>1.1 – 1.9 points: from good to average knowledge and abilities. The arguments provided in the answers show a good level of knowledge of the student, but the</p>

			arguments are incomplete, not clearly structured, there are some mistakes or some points are missing or are imprecise. 0.5 – 1.0 point: knowledge and abilities are below average, but they still meet minimum requirements. The answers to the questions consist of basic ideas, the arguments are mentioned, but not developed, major mistakes as regards the legal assessment are present. 0.0 – 0.4 points: failure to meet minimum requirements. The answers to the questions miss the point or are completely underdeveloped.
Participation in the class activities	20	During the semester	The assessment will be based on the student's capability to present assigned topics, orally discuss, to raise questions, to provide his or her own insights and arguments in a logical and structured manner, to critically assess the discussed issues, to provide clear arguments in support of their points made. The maximum number of points that may be received for the participation in class is 2 (i.e. 2 points out of the final grade, which is 10 points).
Drafting of the legal document	15	During the semester	The assessment will be based on the student's capability to provide consistent and well-structured legal document in the area of employment, which shall comply with the legal standards and formal requirements (clear and accurate addressing of relevant legal and factual issues, comprehensive problem analysis, proper and critical source application, internal consistency, proper language style, exact wording, source references). The maximum number of points that may be received for the drafting of the legal document is 1.5 (i.e. 1.5 points out of the final grade, which is 10 points).
The research paper	15	During the semester	The assessment consists of: - content (comprehensive problem analysis, creativity, proper source application, critical analytical thinking, conclusion/recommendation formulation); - structure and style (clear structural parts, internal consistency proper language style, exact wording, source references, appropriate and ethical citation use). The maximum number of points that may be received for the research paper is 1.5 (i.e. 1.5 points out of the final grade, which is 10 points).

Author	Year of publication	Title	Issue of a periodical or volume of a publication	Publishing place and house or web link
Compulsory reading				
R. Blanpain, F. Hendrickx	2016	New Forms of Employment in Europe		WoltersKluwer https://law-store.wolterskluwer.com/s/product/new-forms-of-employment-and-eu-law/01t0f00000J3aVM
M. Otto	2016	The Right to Privacy in Employment		Bloomsbury https://www.bloomsbury.com/uk/right-to-privacy-in-employment-9781509906130/
K. Riesenhuber	2022	European Employment Law: A systematic exposition		Intersentia https://intersentia.com/en/european-employment-law-2nd-edition.html
A.M. Swiatkowski	2021	Labour Law: Council of Europe		WoltersKluwer https://law-store.wolterskluwer.com/s/product/labour-law-council-of-europe-4th-edition/01t4R00000OjgMk
Optional reading				
G. Davidov	2016	A purposive Approach to Labour Law		Oxford Scholars https://oxford.universitypressscholarship.com/view/10.1093/acprof:oso/9780198759034.001.0001/acprof-9780198759034
N. Bruun, et. al.	2017	The European Social Charter and the Employment Relationship		Bloomsbury https://www.bloomsbury.com/uk/european-social-charter-and-the-employment-relation-9781509906338/