Course Specifications
Valid as from the academic year 2019-2020

Due to Covid19, the education and evaluation methods may vary from the information displayed in the schedules and course details. Any changes will be communicated on Ufora.

Course size
(nominal values; actual values may depend on programme)

<table>
<thead>
<tr>
<th>Credits</th>
<th>Study time</th>
<th>Contact hrs</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.0</td>
<td>150 h</td>
<td>30.0 h</td>
</tr>
</tbody>
</table>

Course offerings and teaching methods in academic year 2019-2020

A (semester 2) English
on campus seminar: coached exercises 2.5 h
on campus lecture 27.5 h

Lecturers in academic year 2019-2020

Van Overmeiren, Filip RE23 lecturer-in-charge

Offered in the following programmes in 2019-2020

<table>
<thead>
<tr>
<th>Programme</th>
<th>crds</th>
<th>offering</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master of Science in Teaching in Social Sciences (main subject Laws)</td>
<td>4</td>
<td>A</td>
</tr>
<tr>
<td>Master of Laws in Laws</td>
<td>4</td>
<td>A</td>
</tr>
<tr>
<td>Master of Laws in European Union Law</td>
<td>4</td>
<td>A</td>
</tr>
<tr>
<td>Master of Laws in International Business Law</td>
<td>4</td>
<td>A</td>
</tr>
<tr>
<td>Master of Laws in International and European Law</td>
<td>4</td>
<td>A</td>
</tr>
<tr>
<td>Exchange Programme in Law</td>
<td>4</td>
<td>A</td>
</tr>
</tbody>
</table>

Teaching languages

English

Keywords

international employment, migrant workers, posting, social dumping, salary split, European labour law, European social security law

Position of the course

To get students acquainted with the different social law aspects that go together with international employment. The starting point is both the employee and the employer. Students have to approach a number of international social law problems which have to be solved from a legal, comparative and European legal angle. This course wants to get students acquainted with the social legal position of a migrant person (employed or self-employed) who is internationally employed, as well as with the question how enterprises adapt human resources policies to a further context of globalisation. Which rights and obligations are migrant workers/employers confronted with as a result of the application of EU law? The course aims to provide students with an overview of how European law influences national social law and social policy.

Contents

This course is based on a number of lectures, where the theoretical content is clarified on the basis of some practical examples. The intention is that students will apply the subject matter in a practical context. With respect to the content, the course will look at different elements of social law, situated in an international context. A wide range of subjects are studied, such as wage policy, salary split, applicable labour law, applicable social security law, delocalisation and social dumping, migration, posting, fundamental social rights, resignation in an international context, equal treatment, international restructuring of companies, etc. Very important is the impact of the internal market on social law. The students also get an overview of the way how social law and social policy develops in the European Union, who are the main players and of the conflict between national and European interests. In the framework of this course a close collaboration will also exist with a number of foreign universities outside of our network, allowing a comparative point of view and exchange of ideas. Also representatives of EU and national organisations involved in the development of EU

(Approved)
social law and policy will be involved.

**Initial competences**

This course wants to give students further knowledge of the influence of and the relation between, on the one hand, national social law (labour law and social security law) and, on the other hand, European and international law, and more in particular with regard to the problems of international employment. In this respect, this course further builds up the general knowledge of the students of social law and the basic principles of international and European law.

**Final competences**

1. Being able to detect and analyse problems related to international employment, in particular with regard to multinationals.
2. Being able to link and solve problems related to international employment, in particular with regard to multinationals.
3. Being able to assess and analyse the influence which topical problems and public debates have on European integration.
4. Being able to detect and analyse the influence which the tension between the European and the national law level has on the development of law.
5. Being able to apply national law in a European law context.
6. Being able to analyse, to take a critical view of and to solve social-legal problems related to international employment and the aspects of working in international enterprises, thereby applying national law and the international law and comparative law perspective.
7. Being able to analyse a concrete social law-related issue with cross-border elements in an international context.
8. Being able to formulate an opinion with regard to a concrete social law-related issue with cross-border elements in an international context.
9. Being able to apply the applicable international, European law, national and conflict rules to a concrete situation (case).
10. Being able to elaborate a case on international employment, and to present this thereby providing arguments.
11. Being able to take a critical view of and to present before an audience the public debates concerning European social law.
12. Being able to take a stance on public debates concerning European social law and being able to provide arguments and defend this stance in a clear manner.

**Conditions for credit contract**

Access to this course unit via a credit contract is unrestricted: the student takes into consideration the conditions mentioned in 'Starting Competences'.

**Conditions for exam contract**

Access to this course unit via an exam contract is unrestricted.

**Teaching methods**

On campus lecture, on campus seminar: coached exercises

**Extra information on the teaching methods**

Lectures, a few practical cases, alternated with some guest lectures. The different subjects that will be given from a theoretical point of view in the form of lectures, will be supplemented by a number of practical cases, seeking interaction with the students.

**Learning materials and price**

- A website with supplementary teaching and learning material (texts concerning European social law and legal literature, videos etc)
- The extensive powerpoints of the lectures on Minerva

**References**

**Course content-related study coaching**

- Teaching methods on the basis of interaction, aimed at dynamically obtaining of insights and skills
- Skills to analyse and identify the different parts and problems of the cases. The course is structured around concrete practical cases and video materials
- Some guest lectures that allow the students to get acquainted with problems and the way social law/social policy is enacted on a European level
- Students may always make an appointment, either by email or via the secretarial office
- Questions may always be asked after the course.

**Evaluation methods**

end-of-term evaluation and continuous assessment

(Approved)
Examination methods in case of periodic evaluation during the first examination period
Oral examination, assignment

Examination methods in case of periodic evaluation during the second examination period
Oral examination, assignment

Examination methods in case of permanent evaluation

Possibilities of retake in case of permanent evaluation
Examination during the second examination period is possible in modified form

Extra information on the examination methods
Combination of end-of-term assessment and a parallel assignment

End-of-term assessment: There will in principle be three questions. First, students will have to answer a theoretical question. They will be presented with a statement which they are to confirm, deny or explain by adding nuance. They thereby base themselves on a chapter of the course. In addition, students will be presented with two cases in which they will be involved as e.g. an employee or advisor. They are to apply the theory and find a solution to the problem presented. This will be practised during courses. These questions will be answered orally. Students will not get preparation time in advance, but will get ample time to analyse the case in writing; they will have a few minutes to look at the case and then given an answer. Students will be allowed to bring legal texts.

Parallel assignment: Written assignment including an oral presentation (the level of the assignment can be adapted to the students' background, taking the group of LMM students into account)
The resit consists of an alternative exam form chosen in mutual agreement.

Calculation of the examination mark
Periodic evaluation (80%) and the written assignment (20%)

Facilities for Working Students
End-of-term assessment. No special arrangements for working students. Students may ask the professor or assistant questions about the course at any time.