



## **Module Specification**

# International Standards and Employment Law

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## Part 1: Information

**Module title:** International Standards and Employment Law

**Module code:** UMPDHP-15-M

**Level:** Level 7

**For implementation from:** 2023-24

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**Faculty:** Faculty of Business & Law

**Department:** FBL Dept of Business & Management

**Partner institutions:** None

**Field:** Human Resource Management

**Module type:** Module

**Pre-requisites:** None

**Excluded combinations:** None

**Co-requisites:** None

**Continuing professional development:** No

**Professional, statutory or regulatory body requirements:** None

## Part 2: Description

**Overview:** Not applicable

**Features:** Not applicable

**Educational aims:** In addition to the learning outcomes the educational experience may explore, develop, and practise but not formally discretely assess the following:

Work as a team member in activities involving colleagues from different national

backgrounds

Develop and practice analytical skills with regard to 'international' issues

Present and explain arguments verbally in respect of global standards

**Outline syllabus:** The syllabus includes:

Sources and examples of global standards and international employment law, how they are applied and their relationship to best practice.

Debates concerning the importance and effectiveness of global standards.

International employment law relating to freedom of association, collective bargaining, forced labour, child labour, discrimination, employment security (including termination of employment, flexible working), wages and working time.

The concept of 'decent work'.

Protection for vulnerable groups of workers.

### **Part 3: Teaching and learning methods**

**Teaching and learning methods:** Scheduled learning includes lectures, seminars, tutorials, project supervision, demonstration, practical classes and workshops; fieldwork; external visits; work based learning; supervised time in studio/workshop.

Independent learning includes hours engaged with essential reading, case study preparation, assignment preparation and completion etc. These sessions constitute an average time per level as indicated in the table below. Scheduled sessions may vary slightly depending on the module choices you make.

Contact Hours:

36 hours (12 x 3 hour sessions)

**Module Learning outcomes:** On successful completion of this module students will achieve the following learning outcomes.

**MO1** Identify the main sources of global standards and international employment law including ILO Conventions, EU Regulations and Directives, OECD

guidelines, and Codes established by international corporations designed to regulate their international activities, (national, regional and international) organisations of trade unions and employers, other NGOs and international trade agreements

**MO2** State the arguments for and against global standards in the context of international trade and its impact on national economies and societies

**MO3** Review critically a range of subjects covered by international labour standards, including freedom of association, collective bargaining, forced labour, child labour, discrimination, employment security (including termination of employment and flexible working), wages, working time etc.

**MO4** Understand the importance of minimum standards with regard to equity in rewards, equality of treatment and freedom of association, collective bargaining and employment rights

**MO5** Specify the concept of 'decent work'

**MO6** Relate the application of global standards and International Employment Law to the establishment of best practice within organisations in the management of HRM

**MO7** Understand the relevance of global standards and International Employment Law to a career in international business or national policy setting and administration

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umpdhp-15-m.html) via the following link <https://uwe.rl.talis.com/modules/umpdhp-15-m.html>

## Part 4: Assessment

**Assessment strategy:** The assessment will consist of two tasks. 50% will be an individual assignment (of 1,500 words) and 50% will be by online test.

The assignment will be task focused, and formative feedback will be provided in a class session where students report 'progress'.

Summative feedback relates to marking the assignment task against a clear set of pre-notified criteria.

The test is 2 hours long and relates to questions that students will receive in advance.

### Assessment tasks:

#### Written Assignment (First Sit)

Description: Task focused assignment (1,500 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

#### Examination (Online) (First Sit)

Description: 2 hours online test within 24 hour window

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

#### Written Assignment (Resit)

Description: Task focused assignment (1,500 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

**Examination (Online) (Resit)**

Description: 2 hours online test in 24 hour window

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

**Part 5: Contributes towards**

This module contributes towards the following programmes of study: