Ministry of Education and Science of Ukraine

V. N. Karazin Kharkiv National University

Department of State and Legal Disciplines

"APPROVED" by

Dean of the Faculty of Law



Vitalii SEROHIN

"31" august 2026 p.

ACADEMIC COURSE WORKING PROGRAM

INTERNATIONAL LABOR LAW

Higher education level: Second (master's)

Field of knowledge: D Business, Administration, and Law

Specialty: D9 International Law

Educational program: International Law

Type of academic discipline: Compulsory

Faculty: Law

2026/2027 academic year

The program is recommended for approval by the Academic Council of the Faculty of Law

"31" August 2026 year, protocol № 1

PROGRAM DEVELOPER: Liudmyla Kulachok-Titova, Associate Professor at the Department of State and Legal Disciplines

The program was approved at the meeting of the Department of State Law Disciplines

«31» August 2026, protocol № 15

Head of the Department of State Law Disciplines Natalia HRYSHYNA

The program has been approved by the guarantor of the educational-professional program at the second (master's) level of higher education in the specialty D9 International Law.

Head of the Educational-Professional Program
of the Second (Master's) Level of Higher Education "International Law"
Doctor of Legal Sciences, Professor

Oleksandr HAVRYLENKO

The program was approved by the Scientific and Methodological Commission of the Faculty Of Law

«31» August 2023, protocol № 1

Head of Scientific and Methodological
Commission of the Faculty Of Law

Hanna ZYBENKO

INTRODUCTION

The Syllabus For The Course "International Labor Law" Has Been Developed In Accordance With The Educational-Professional Program For Training Master's Students In The Specialty D9 "International Law."

The Subject Matter Of The Course Encompasses The Theoretical And Regulatory Foundations Of Relations Between States And Other Subjects Of International Law Regarding Labor-Related Matters.

1. Course description

1.1. Course objective:

To provide an overview of the system of international labor standards and their role in shaping national labor law. To examine the specific features of international legal regulation of labor and the functions of the un and the ilo in this sphere. To master the specifics of how labor standards are established within the council of europe and the eu, and to understand their significance for the reform of national labor law.

1.2. Key course objectives:

To build knowledge regarding the principles and sources of international labor law; to study international labor standards and human rights in the workplace; to become familiar with the activities of the international labour organization (ilo); to understand the specifics of the international legal regulation of labor relations; to study mechanisms for the international protection of labor rights; and to develop skills in applying international labor norms in practice.

1.3. Number of credits: 4.

1.4. Total number of hours: 120.

1.5. Course Characteristics	
Compulsory / Elective	
Full-time study mode	Part-time (distance) study
Year of study	
1	1
Semester	
2	2
Lectures	
28 hours	6 hours
Practical and seminar sessions	
14 hours	4 hours
Independent work	
78 hours	110 hours
Including individual assignments (essay/paper)	
1 год.	

1.6. List of competencies:

– ability for critical thinking, analysis, and synthesis (GC-1);

– ability to identify, formulate, and solve problems (GC-2);

– ability to develop and manage projects (GC-5);

– ability to conduct research at an appropriate level (GC-6);

– ability to use information and communication technologies (GC-10);

– ability to independently ensure legal representation of a client's interests and organize the provision of legal services (SC-2);

– ability to effectively ensure the alignment of Ukrainian legislation with EU law in the contexts of law-making, legal interpretation, and law enforcement, and to provide legal support for European integration and Euro-Atlantic processes across various spheres of social relations (SC-4);

– ability to solve research-oriented and/or innovative problems in the fields of international law, EU law, and comparative law (SC-10);

– ability to adhere to professional and academic integrity and to bear responsibility for the reliability of obtained research results (SC-11);

1.7. Intended learning outcomes:

In accordance with the requirements of the educational-professional program, students must achieve the following learning outcomes:

LO 2. Generate new ideas for solving practical tasks within the sphere of professional legal practice.

LO 3. Communicate fluently in the state language and a foreign language, both orally and in writing, to discuss professional matters, research findings, and innovations, as well as to search for and analyze relevant information.

LO 5. Provide legal representation for clients before international judicial bodies, national courts, international commercial arbitration tribunals, other international organizations, and state and local government authorities.

LO 8. Draft international treaties and national legislative acts; propose measures to resolve conflicts between norms of international law and to align national legal norms with international law.

LO 9. Implement norms derived from international treaties, acts of international intergovernmental organizations, and decisions of international courts into the national legal order.

LO 10. Provide legal support for the processes of aligning various branches of Ukrainian legislation with European Union law.

1.8 Prerequisites: Theory of State and Law; Labor Law.

2. Thematic Plan of the Course

The course syllabus comprises the following sections:

1. General provisions of international labor law.
2. Fundamental rights and principles in the sphere of work.
3. International labor standards.

Розділ 1. Загальні положення міжнародного трудового права

Section 1. General Provisions of International Labor Law

Topic 1. Concept of International Labor Law: Subject Matter, Method, and Principles

Concept and subject matter of international labor law. Commonalities and distinctions between national and international labor law. Specifics of the international labor law method: dispositive and imperative elements. Application of the comparative method in international labor law. Principles of international labor law. Fundamental principles of international labor law: freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced or compulsory labor; effective abolition of child labor; elimination of discrimination in respect of employment and occupation.

Topic 2. History of the Development of International Labor Law

Prerequisites for the emergence of international legal regulation of labor in the 19th century. Contributions of R. Owen, C. Hindley, and D. Legrand to initiating the concept of international legal regulation of labor. The Association for the Legal Protection of Workers. Establishment of the International Labour Organization (ILO) and the commencement of its activities. The USSR and the ILO. Activities of Albert Thomas. The Declaration of Philadelphia concerning the aims and purposes of the ILO. The ILO in the post-World War II period. Modern international legal regulation of labor relations. Conflicts between wealthy and developing nations regarding the adoption of international labor standards. Shifts in ILO policy following the Cold War. The ILO and the challenge of globalization. The Decent Work Agenda; the 2008 ILO Declaration on Social Justice for a Fair Globalization.

Topic 3. Subjects of international labor law.

Concept and types of subjects of international labor law. International organizations. The ILO: structure, International Labour Conference, International Labour Office, Governing Body of the International Labour Office. International Social Security Association. World Health Organization; World Trade Organization; Organisation for Economic Co-operation and Development; regional international organizations. International trade union organizations. International employers' associations. Non-governmental organizations associated with international labor law.

Topic 4. Sources of international labor law. Monitoring compliance with international labor standards and their effectiveness.

Concept and classification of sources of international labor law. Relationship between international and national labor law. Fundamental principles and rights at work. Direct applicability of sources of international labor law. Classification of sources based on the number of participating states. Universal and regional instruments. Instruments of the CIS, the Council of Europe, and the European Union; North American Agreement on Labor Cooperation; Mercosur. Classification by form of instrument: international treaties; *jus cogens*; national legislation; non-binding international instruments;

international collective agreements and accords; corporate instruments of multinational corporations; codes of conduct of non-governmental organizations. Classification of ILO instruments by status and content. Procedures related to ILO instruments.

Mechanism for monitoring compliance with international labor standards. Supervision. Handling of complaints. Special ILO supervisory procedures. Other methods of monitoring compliance with international labor standards. "Social clauses" of the USA and the EU. Discussion on "social clauses" within the World Trade Organization. Monitoring compliance with corporate codes of conduct. Social labeling. Effectiveness of international labor standards.

Section 2. Fundamental rights and principles at work

Topic 5. Freedom of association and the effective recognition of the right to collective bargaining.

Legal instruments regarding freedom of association and the recognition of the right to collective bargaining: UN, ILO, regional, and national instruments. "Positive" and "negative" right to association. Establishment of organizations. Right to independently draft statutes and organize activities. Protection against administrative dissolution. Right of associations to form federations and confederations.

Right to collective bargaining and the conclusion of collective agreements. Subject matter of collective bargaining; content of collective agreements. Parties to and levels of collective bargaining and agreements. Principles of negotiation, scope of application, duration, and legal force of collective agreements.

Procedures for informing and consulting with employee representatives regarding organizational management. ILO instruments and the European Social Charter. National models of employee information in European states. EU Directives on European Works Councils (1994 and 2009). EU Directive on informing and consulting employees (2002). Employee participation in company supervisory boards.

Peaceful procedures for resolving labor disputes between social partners. Strikes and other forms of industrial action by employees.

Topic 6. Abolition of all forms of forced or compulsory labour. Effective prohibition of child labour.

Legal instruments prohibiting slavery and forced labour: acts of the League of Nations, the UN, and the ILO; regional and bilateral agreements; national legislation. Forced labour, slavery, and human trafficking. Legal definitions of forced labour in ILO conventions: purpose of these definitions; scope of application; definition of forced labour. Provisions of the ILO Forced Labour Convention, 1930 (No. 29). ILO Recommendation No. 35 (1930) concerning indirect compulsion to labour.

Legal instruments regarding the labour of children and adolescents. The issue of child labour in the modern world. Defining the concept of child labour. Debate surrounding the use of child labour. The link between poverty and the use of child labour. ILO Minimum Age Convention, 1973 (No. 138) and Recommendation No. 146. Worst Forms of Child Labour Convention, 1999 (No. 182) and Recommendation No. 190.

Topic 7. Non-discrimination in the field of employment and occupation.

Legal instruments prohibiting discrimination in the sphere of employment. Modern concepts for ensuring equality in the workplace: equal treatment; differentiation versus discrimination; formal and substantive equality; open and closed lists of grounds for discrimination; direct and indirect, overt and covert discrimination. Scope of anti-discrimination legislation. The concept of discrimination as defined in ILO Convention No. 111 (1958) concerning Discrimination in Respect of Employment and Occupation,

along with the criteria for discrimination. Racial and gender discrimination; discrimination based on an employee's views. Lawful exceptions to the principle of equal treatment: specific job requirements; national security considerations; and the protection of specific categories of employees ("compensatory measures").

Chapter 3. International Labour Standards.

Topic 8. Employment.

Various approaches to the right to work. International instruments concerning the right to work and protection against unemployment. Key elements of the international legal regulation of employment issues. ILO Conventions and Recommendations on employment policy. Flexibility and stability in the labor market. The European "flexicurity" policy. ILO instruments on human resource development. The operation of employment services and agencies; the issue of temporary agency work. The right to work and the stability of employment relationships. Recommendation No. 198 of 2006 concerning the Employment Relationship. Termination of employment relationships. Preservation of employment relationships in the event of a transfer of an undertaking within the EU.

Topic 9. Remuneration.

International instruments regarding remuneration: general international legal standards; ILO instruments. Concept, form of payment, freedom of disposal, and frequency of wage payments. The employee's right to information regarding the wages due to them.

Protection of an employee's right to wages in the event of the employer's bankruptcy. History of the issue and trends in the development of national legislation. ILO Convention No. 95 (1949) concerning the Protection of Wages. ILO Convention No. 173 (1992) concerning the Protection of Workers' Claims in the Event of the Insolvency of their Employer. EU Directive 2002/74/EC. Minimum wage. The right to wage indexation.

Topic 10. Working Time and Rest Periods. Health and Safe Working Conditions (Occupational Safety and Health). Protection of Employees' Personal Data.

Working time: general standards; standard and reduced working hours; overtime work; regulation of working time for specific categories of employees. Rest periods: weekly rest; paid leave. Specific types of working arrangements: part-time work; work from home and telework; night work.

General issues of occupational safety and health. ILO instruments on occupational safety and health. Evolution of the international approach to occupational safety and health. The 1981 Acts and the 2002 Protocol; the 2006 Acts.

The human right to privacy and freedom of expression: key concepts and legal instruments. Council of Europe Recommendation No. R(89)2 and the ILO Code of Practice on the Protection of Workers' Personal Data: conceptual framework and scope of application; general principles; collection of personal data; storage; use and transfer; individual and collective rights of workers.

Topic 11. Regulation of the employment of staff in international organizations.

Regulation of employment relations between an international or intergovernmental organization and its personnel. The autonomy of an intergovernmental organization—as a subject of international private law—regarding the handling of matters pertaining to its internal operations. The specific nature of an organization's legal personality, which

remains unaffected by the place where an agreement is concluded or the place where an employee performs their duties.

Employment disputes between the UN (or its specialized agencies) and their personnel are adjudicated by the administrative tribunals of these organizations. The jurisdiction of the UN Administrative Tribunal regarding claims concerning breaches of employment contracts or the terms of employment for staff of the UN Secretariat.

Content of the Staff Regulations for employees of the International Labour Office and other international organizations that have recognized the jurisdiction of the Tribunal (UNESCO, the International Telecommunication Union, the Food and Agriculture Organization, the Universal Postal Union, etc.). The category of international civil servants and the international nature of their accountability. Procedures for hiring personnel, payment of wages and other monetary remuneration, business trips, pension provision, prohibition of restrictions on the rights of women and men to engage in work-related activities, and competitive personnel selection. Other working conditions include the granting of leave, employee disciplinary liability, working hours and rest periods, medical examinations or medical care, and the payment of various types of compensation, among others.

3. Structure of the Academic Discipline

Names of sections and topics	Number of hours											
	part-time mode						full-time mode					
	total	including					total	including				
		L	P	lab.	ind.	s. r.		L	P	lab.	ind.	s. r.
1	2	3	4	5	6	7	8	9	10	11	12	13
Chapter 1. General Provisions of International Labor Law												
Topic 1. Concept of International Labour Law: Subject Matter, Method, and Principles	20	2	1			17	20	1				19
Topic 2. History of the Development of International Labour Law	10	2	1			7	10					10
Topic 3. Subjects of International Labour Law	10	2	1			7	10	1				9
Topic 4. Sources of International Labour Law; Monitoring Compliance with International Labour Standards and Their Effectiveness	10	2	1			7	10	1				9
Total for Section 1.	50	8	4			38	50	3				47
Chapter 2. Fundamental Rights and Principles at Work												
Topic 5. Freedom of association and the	10	2	1			7	10		1			9

effective recognition of the right to collective bargaining												
Topic 6. Elimination of all forms of forced or compulsory labour. Effective abolition of child labour	10	4	2			4	10	1	1			8
Topic 7. Elimination of discrimination in respect of employment and occupation.	10	4	2			4	10	1				9
Total for Section 2	30	10	5			15	30	2	2			26
Chapter 3. International Labour Standards.												
Topic 8. Employment.	10	2	1			7	10		1			9
Topic 9. Remuneration.	10	2	1			7	10		1			9
Topic 10. Working time and rest periods. Health and safe working conditions (occupational safety). Protection of employees' personal data.	10	4	2			4	10	1				9
Topic 11. Regulation of the labor of employees of international organizations.	10	2	1			7	10					10
Total for Section 3	40	10	5			25	40	1	2			37
Total hours	**120**	**28**	**14**			**78**	**120**	**6**	**4**			**110**

1. 1. Topics of seminar (practical, laboratory) sessions

№	Topic Title	Number of hours by mode of study	
		Full-time	Part-time
1.	The Concept of International Labour Law: Subject Matter, Method, and Principles	2	
2.	History of the Development of International Labour Law	2	
3.	Subjects of International Labour Law	2	
4.	Sources of International Labour Law; Monitoring Compliance with International Labour Standards and Their Effectiveness	2	
5.	Freedom of Association and the Effective Recognition of the Right to Collective Bargaining	2	1
6.	Elimination of All Forms of Forced or Compulsory Labour; Effective Prohibition of Child Labour	4	1
7.	Elimination of Discrimination in Respect of Employment and Occupation	2	
8	Employment	2	***1***
9	Remuneration	2	***1***
10	Working Time and Rest Periods; Occupational Health and Safety; Protection of Employees' Personal Data	4	
11	Regulation of the Labour of Staff in International Organizations	2	
	Total	***28***	***4***

5. Tasks for Independent Work

№	Назва теми (види, зміст самостійної роботи)	Number of hours by mode of study	
		full-time	part-time
1.	The concept of international labor law, its subject matter, method, and principles. Study of theoretical material (lecture notes, textbooks, monographs, scholarly articles in periodicals, information resources). Preparation for seminar sessions, targeted presentations (subject to the instructor's approval), and preparation for a test and an examination..	17	19
2.	The history of the development of international labor law. Study of theoretical material (lecture notes, textbooks, monographs, scholarly articles in periodicals, information resources). Preparation for seminars, targeted presentations (subject to the instructor's approval), and preparation for tests and the examination.	7	10

3.	Subjects of international labor law. Study of theoretical material (textbooks, monographs, scholarly publications in periodicals, information resources). Study of the constituent regulatory documents of the ILO: structure, competence of its bodies, and rules of procedure. Preparation for seminars, targeted presentations (subject to the instructor's approval), and preparation for the assessment test and examination.	7	9
4.	Sources of International Labour Law. Monitoring Compliance with International Labour Standards and Their Effectiveness Study of theoretical material (lecture notes, textbooks, monographs, scholarly articles in periodicals, information resources) as well as regulatory acts of the UN, the ILO, the Council of Europe, and the EU. Preparation for seminars, delivery of specific presentations (subject to the instructor's approval), and preparation for tests and the final examination.	7	9
5.	Freedom of association and the effective recognition of the right to collective bargaining Study of theoretical material (lecture notes, textbooks, monographs, scholarly publications in periodicals, information resources) and regulatory acts of the UN, the ILO, the Council of Europe, and the EU. Preparation for seminars, specific presentations (agreed upon with the instructor), and preparation for a test and an examination.	7	9
6.	Elimination of all forms of forced or compulsory labor. Effective prohibition of child labor. Study of theoretical material (lecture notes, textbooks, monographs, scholarly publications in periodicals, information resources) and regulatory acts of the UN, the ILO, the Council of Europe, and the EU. Preparation for seminars, specific presentations (agreed upon with the instructor), and preparation for a test and an examination.	4	8
7.	Non-discrimination in the Field of Employment and Occupation Study of theoretical material (lecture notes, textbooks, monographs, scholarly articles in periodicals, information resources) as well as regulatory acts from the UN, the ILO, the Council of Europe, and the EU. Preparation for seminars, delivery of specific presentations (subject to the instructor's approval), and preparation for a test and an examination.	4	9
8.	Workload Study of theoretical material (lecture notes, textbooks, monographs, scholarly publications in periodicals, information resources) and regulatory acts of the UN, the ILO, the Council of Europe, and the EU. Preparation for seminars, targeted presentations (subject to the instructor's approval), and preparation for tests and the final examination.	7	9
9.	Remuneration of Labor. Study of theoretical material (lecture notes, textbooks, monographs, scholarly publications in periodicals, information resources) as well as regulatory acts from the UN, the ILO, the Council of Europe, and the EU. Preparation for seminar	7	9

	sessions, delivery of specific presentations (subject to the instructor's approval), and preparation for tests and the final examination.		
10.	Working hours and rest periods. Health and safe working conditions (occupational safety). Protection of employees' personal data. Study of theoretical material (lecture notes, textbooks, monographs, scholarly publications in periodicals, information resources). Preparation for seminars, targeted presentations (subject to the instructor's approval), and preparation for tests and the final examination.	4	9
11.	Regulation of the employment of staff in international organizations. Study of theoretical material (lecture notes, textbooks, monographs, scholarly articles in periodicals, information resources) as well as regulatory acts from the UN, the ILO, the Council of Europe, and the EU. Preparation for seminars, delivery of specific presentations (subject to the instructor's approval), and preparation for tests and the final examination.	7	9
	Together	***78***	***110***

6. Individual Assignments

Individual assignments develop independent work skills, facilitate a deeper study of theoretical material, and help build the ability to apply knowledge to solve relevant practical problems.

Types of individual assignments for this course include written assessments (tests/assignments) completed during class sessions or as part of independent study, as specified in the curriculum. Additionally, the syllabus requires the preparation of papers (essays) as a form of academic work. Students must complete these individual assignments independently, while having the opportunity to receive guidance from the instructor.

For these assignments, a comparative research method is recommended. Based on a knowledge of Ukrainian labor law and international labor standards, students should compare the labor legislation of a specific country (or relevant EU directives) to identify similarities and differences. This analysis should also include proposals for potential amendments to Ukrainian legislation as part of its ongoing reform.

The labor legislation of the following jurisdictions is suggested for research:

1) The European Union;
2) Canada;
3) The USA;
4) Japan;
5) China;
6) Italy;
7) Spain;
8) Germany;
9) France;
10) The United Kingdom;
11) Sweden;
12) Belgium;
13) Switzerland;

14)Finland;
15)Portugal;
16)Albania;
17)Serbia;
18)Montenegro;
19)Poland;
20)Slovakia;
21)India;
22) UAE
or any other state or union of states (subject to the instructor's approval).

The output consists of the text of the report and a presentation; the grade is assigned following the student's oral presentation during the seminar session.

7. Teaching methods

During the study of the academic discipline, a variety of teaching methods are used, the choice of which depends on the specifics of the topic, the form of the lesson, and the audience. The factor of choosing one or another teaching method is a student-centered approach, encouraging the student to analytical and research activities, correspondence of the form and method of teaching, peculiarities of a specific topic.

Explanation - verbal interpretation of concepts, phenomena, principles of operation of devices, words, terms, etc. Used mainly when teaching new material, as well as in the process of consolidation, especially when the teacher feels that the students did not understand something.

A story is a monologue form of teaching. It is used when it is necessary to present the educational material systematically and consistently - as a rule, these are lecture classes. The elements of the story are an accurate description, narration, logical substantiation of the facts. A popular science story involves a theoretical analysis of certain phenomena. Descriptive narrative is a sequential presentation of signs, features of objects and phenomena of the surrounding reality (description of the history of the emergence and development of a particular phenomenon). Each type of story should provide an educational effect of learning, be based on reliable scientific facts, emphasize the main idea, be accessible and emotional, contain conclusions and remarks.

Conversation is a teaching method in which the teacher, with the help of questions, prompts students to reproduce the acquired knowledge, form independent conclusions and generalizations based on the learned material - seminar or practical classes. According to the purpose of the educational process, the following are distinguished: an introductory interview (conducted during preparation for a seminar class or an assignment to study new material); conversation-message (based mainly on observations organized by the teacher in classes with the help of visual aids, as well as on materials from scientific research texts or documents); conversation-repetition (used to consolidate educational material); a control conversation (they resort to it when checking the acquired knowledge). According to the nature of students' activities, the following are distinguished: reproductive conversation (aimed at reproducing the learned material); heuristic, or Socratic (the teacher prompts students with questions to formulate new concepts, conclusions, rules, using the knowledge and observations they have acquired); catechetical (aimed at reproducing statements that require verbatim memorization). The effectiveness of any kind of conversation depends on the skillful formulation of questions, as well as on the quality of the answers, that is, their completeness, clarity, argumentation.

An educational discussion is a public discussion of an important issue and involves an exchange of opinions between students or teachers and students. It develops independent thinking, the ability to defend one's own views, analyze and argue statements, critically evaluate other people's and one's own judgments. During the educational discussion, scientific conclusions, data that require preparation from sources that contain more extensive information than the textbook are discussed. The discussion is aimed not only at the assimilation of new knowledge, but also at the creation of an emotionally saturated atmosphere that would contribute to a deep penetration into the truth. Such discussions can be used as part of a lecture or seminar session, or organized separately - a colloquium, a round table, etc.

8. Control methods

When studying the discipline of International Labor Law, the following types of control of learning results are used: incoming, current during the semester, control work provided for in the curriculum, final semester control in the form of an exam, timed control.

Entrance control is carried out before studying International Labor Law in order to determine the level of training of students in the disciplines that provide this course (theory of the state and law, constitutional law, labor law, international law). Entrance control is carried out at the first lesson on the tasks corresponding to the preliminary training programs. Based on the results of the entrance control, measures are being developed to provide individual assistance to students, and to adjust the educational process.

Current control is carried out at all types of classroom classes during the semester in the form of an oral survey or written control at practical, seminar classes, lectures, in the form of a colloquium, student performances when discussing issues at seminar classes, in the form of computer testing, etc. The results of the evaluation of students' work are brought to the attention of students. Written control provides a deep and comprehensive check of the mastery of the program material, with its help, a significant number of students are controlled at the same time. Oral examination is usually conducted in practical classes. It is carried out with the help of a conversation, a student's answer, interpretation of certain theories, ideas, views of professional phenomena, etc. This method, due to its specificity and nature of application, is used both daily in scheduled classes and in various inspections.

Forms of control in the discipline International Labor Law includes the completion of a written assignment (control task) as specified in the curriculum, as well as the inclusion of independently mastered material in the final semester assessment (alongside material covered during in-class instruction), among other requirements.

The final semester assessment for the course is a mandatory method for evaluating student learning outcomes. It is conducted according to the schedule established by the academic calendar and covers the scope of course material defined in the course syllabus. For the course "International Labor Law," the semester assessment takes the form of a final examination. Students are permitted to take the final examination only if they have completed all tasks required by the curriculum for this course during the semester. The examination is conducted using exam papers (question sets) approved by the department. At the beginning of the course, the instructor must inform students of the content of the examination questions and provide a sample exam paper. The maximum number of points a student can earn on the final examination is 40.

The final assessment grade is determined based on the national grading scale, calculated as the sum of points earned by the student throughout the semester—through the completion of

assessment tasks specified in the "International Labor Law" syllabus—and points earned on the final semester examination. The maximum total number of points a student can earn in the "International Labor Law" course is 100.

9. Point Allocation Scheme

Full-time mode of study
Total points – 100.
Points for the pass/fail exam (credit test) – 40.
Points earned during the semester – 60:
Points for participation in seminar discussions and completion of an individual assignment (∑40) – 40:
Calculation formula
∑40 = ∑1 / ∑2 × 8 (eight)
Note:
∑40 – sum of the maximum possible points.
∑1 – sum of points earned by the student for participation in seminar discussions.
∑2 – number of seminar sessions during the semester.
8 – coefficient.
Written test (one per semester) – 20 points.

Ongoing Assessment and Independent Work												Total	Exam	Sum
Chapter 1 Chapter 2 Chapter 3												60	40	100
T1	T2	T3	T4	T5	T6	T7	T8	T9	T10	T11	KP			
∑40											20			

T1, T2 ... T12 – section topics.

Part-time mode of study

Total points – 100.
Points for the pass/fail exam – 40.
Points earned during the semester – 60:
Points for participation in seminar sessions (∑10) – 10:
Formula
∑10 = T1 + T2
Written test (one per semester) – 50 points

Ongoing assessment, test/assignment				Exam	Total
Chapter 1	Chapter 2	Test	Total		
T1	T2	50	60	40	100
10					

The maximum number of points a student can earn during the second semester in seminar sessions for the course "International Labor Law" is 60. This is based on oral and written responses during seminars (up to 5 points per complete answer to a question, with a total cap of 40 points), a written test (up to 20 points), and the preparation and defense of a term paper (up to 10 points—optional for the student).

To be eligible to take the final assessment, a student must earn at least 10 points.

The exam is held according to the schedule and takes the form of a written test. A student can earn a maximum of 40 points on the exam.

The final grade (total points) for the course "International Labor Law" in the second semester is determined based on oral and/or written responses during seminars, the written test, the term paper, and the final assessment, amounting to a maximum of 100 points.

Criteria for Assessing Learning Achievements

In the case of non-formal education, specify the platforms, course titles, and the number of credits/points to be awarded to the student upon successful completion of the relevant courses and submission of the appropriate documentation (certificate, diploma, etc.).

During the study of this academic discipline, the use of artificial intelligence (AI) technologies is governed by the Artificial Intelligence Usage Policy of V. N. Karazin Kharkiv National University.

The following models for AI usage apply within this discipline:

1. "AI Prohibited" Model.

The use of artificial intelligence technologies is not permitted during assessment activities designed to evaluate a student's individual knowledge and competencies—specifically: oral examinations, modular tests, final exams (or pass/fail assessments) (unless otherwise specified by the instructor), and any other forms of assessment for which the instructor has restricted the use of AI.

2. "AI as an Assistant" Model.

When preparing for practical classes, completing individual assignments, writing essays, analytical reviews, or other written work, the use of AI is permitted for the following purposes: searching for and organizing information; selecting and conducting an initial analysis of academic sources; explaining complex concepts; refining the structure of a text; checking grammar, style, and formatting; and generating ideas, work outlines, or examples.

The final text of the work, conclusions, analysis, interpretation of results, and any decisions made must be prepared independently by the student.

3. "AI as a Tool" Model. For certain laboratory, practical, project-based, or research assignments, the use of artificial intelligence (AI) technologies may be a mandatory component of the task. In such cases, students may use generative AI models for: analyzing and preparing data; generating, analyzing, and optimizing software code; comparing the outputs of different AI models; creating visualizations, diagrams, or images; analyzing large datasets; and conducting experiments using modern AI tools.

All results obtained with the assistance of AI must be critically analyzed, verified, and refined by the student.

Disclosure of AI Use.

If AI technologies are used, the student is required to specify: the name of the AI service or model; the date of use; and the nature of the assistance provided (e.g., generating ideas, searching for information, analyzing data, generating code, editing text, etc.).

Upon the instructor's request, the student must provide the prompts used or explain how the AI tools were utilized.

The undisclosed use of AI technologies, or the submission of AI-generated material as one's own original academic work, is considered a violation of the principles of academic integrity, in accordance with the University's internal regulations.

Assessment Scale

Total points for all types of academic activities during the semester	Grade on the national scale	
	Four-level grading scale	Two-level grading scale
90-100	excellent	passed
70-89	good	passed
50-69	satisfactory	passed
1-49	unsatisfactory	failed

Criteria for Assessing Learning Outcomes

Based on the learning outcomes, the student must demonstrate:

for a grade of "90–100":

- a comprehensive understanding and full exploration of the topics under study;
- fluency in the specialized scientific terminology of the given field of knowledge, as well as in the general theoretical conceptual and categorical framework;
- a correct understanding of the subject of scientific inquiry and the methodological approaches specific to the field, along with their role within the broader system of methodological tools in theoretical jurisprudence;
- a clear understanding of, and fluency in, the theoretical tenets of the field and their systemic interconnections within the complex of general theoretical legal sciences;
- the ability to link theoretical postulates with the provisions of current legislation and to identify potential conflicts between them;
- the ability to interpret theoretical concepts in the context of legal practice and to formulate concrete proposals for its improvement;
- the capacity to identify scientific issues within the scope of the course and to propose solutions for them;
- a grasp of the fundamentals of scientific forecasting;

for a grade of "70–89":

- an incomplete exploration of the topic;
- minor errors in defining concepts and categories that do not fundamentally alter the essence of the subject matter;
- a lack of clarity in explaining the specific nature of the subject and the scientific methodology of the field;
- difficulty in establishing connections between theoretical knowledge and legal practice;
- errors in the use of legislative provisions to illustrate theoretical concepts; - an incomplete grasp of the theoretical and methodological toolkit for solving practical tasks;

for a grade of "50–69"

- an understanding of the studied material limited to the core tenets of the lecture course;
- the presence of one or two significant errors in the definition of concepts and categories;
- an unclear presentation of the course material, requiring constant clarification;
- significant difficulty in interpreting scientific-theoretical principles in the context of legal practice;
- significant difficulty in identifying problems within legal science and practice in the given field;

for a grade of “1–49”

- failure to address the topic;
- a complete lack of understanding of the content of scientific concepts and categories;
- the presence of a significant number of major errors that distort the scientific understanding of the issue under study;
- an inability to establish meaningful, substantive connections between legal science and legal practice.

10. Recommended Literature

Legal and Regulatory Acts

1. Constitution of the International Labour Organization / [Electronic resource] URL: http://zakon3.rada.gov.ua/laws/show/993_154

2. ILO Conventions and Recommendations. Text / Official web portal of the Federation of Trade Unions of Ukraine / [Electronic resource] URL: http://www.fpsu.org.ua/konventsiji-rekomendatsiji-mop

Core Literature

1. International Labour Law: Materials for Seminars [Electronic Resource] / Compiled by L. V. Kulachok-Titova, K. V. Fedchyshyna, D. O. Bezdieniezhna. – Kharkiv: V. N. Karazin Kharkiv National University, 2024. URL: https://ekhnuir.karazin.ua/server/api/core/bitstreams/e0a1f06c-93c9-4262-9f9c-ff39b81a6cc7/content

2. International Regulation of Labour. Electronic Study and Methodological Guide for Students of the First (Bachelor’s) Level of Higher Education, Odesa Institute of the Interregional Academy of Personnel Management (MAUP). URL: http://odessamaup.pp.ua/upload/editor/files.pdf

3. Shashkova-Zhuravel I. O. International Labour Law: Study Guide. Kyiv: "Personal" Publishing House, 2017. 190 p.

4. Andriiv V. M. International Labour Law: Study Guide. Kyiv: "Dakor" Publishing House, 2017. 574 p.

5. Chyzhmar Yu. V. National and International Labour Law. Dissertation for the Degree of Doctor of Legal Sciences. Specialty 12.00.05 – Labour Law; Social Security Law. Kyiv, 2016. 471 p. URL: https://uu.edu.ua/upload/universitet/Osobisti_zdobutki/Zahist_disertaciy_S_Ya/Chizhmar_YV_dis.pdf

6. Bilous O.Yu. International Labour Organization Conventions as Sources of Labour Law of Ukraine. Dissertation for the degree of Candidate of Legal Sciences. Specialty 12.00.05 – Labour Law; Social Security Law. Odesa, 2016. URL: http://dspace.onua.edu.ua/handle/11300/7622.

Supplementary Literature

1. Krasnov Ye. V. Fundamental Labor Rights: International Standards and the Legislation of Ukraine. Extended abstract of a dissertation for the degree of Candidate of Legal Sciences. Specialization: 12.00.03 – 12.00.05 (Labor Law; Social Security Law). Odesa, 2008. 22 p. URL: http://dspace.onua.edu.ua/bitstream/handle/11300/1677/%20%20%20%20%20%20%20.pdf?sequence=1

2. Chyzhmar Yu. V. The Essence and Content of International Labor Law. *Scientific Bulletin of Public and Private Law*, Issue 5, Vol. 1, 2018. URL: http://nvppp.in.ua/vip/2018/5/tom_1/32.pdf

3. Yatskevych I. The Concept and Specifics of the International Legal Regulation of Legal Guarantees in the Sphere of Labor. 2014. URL: https://www.researchgate.net/publication/315548631_Ponatta_ta_osoblivosti_miznarodno-pravovogo_reguluvanna_uridicnih_garantij_u_sferi_praci

4. Volokhov O. S. International Legal Regulation of Labor: Concept and Principles. URL: http://dspace.nbuv.gov.ua/bitstream/handle/123456789/64471/65-Volohov.pdf?sequence=1

5. Klemparskyi M., Nazymko O. Methods of Applying International Labor Standards and National Labor Legislation. Entrepreneurship, Economy and Law. 2021. No. 5. pp. 57–62. URL: http://pgp-journal.kiev.ua/archive/2021/5/10.pdf

6. Nazymko O. The State's Obligation to Consider International Labour Law Norms When Regulating Social-Labour Relations. Law Journal of Donbass. 2019. No. 7. pp. 65–71. URL: https://ljd.dnuvs.in.ua/wp-content/uploads/2022/01/9-nazimko.pdf

7. Shcherbyna V.I. Acts of the International Labour Organization and the Labour Legislation of Ukraine: A Comparative Legal Analysis of Norms and Standards. Public Law. Professional Legal Publication. No. 3(35). 2019. URL: https://www.publichne-pravo.com.ua/index.php?option=com_content&view=article&id=117:pp-2019-35-09&catid=91&Itemid=483&lang=uk

8. Nataliia O. Melnychuk, Liudmyla V. Kulachok-Titova and Denys H. Sevryukov et al. Conceptual principles of international cooperation in labour relations. Work Organisation, Labour & Globalisation. Vol. 16(2):158–172. DOI: 10.13169/workorgalaboglob.16.2.0158

9. Kulachok-Titova L.V. Reforming the Labour Legislation of Ukraine in Light of Compliance with International Labour Standards / L.V. Kulachok-Titova // Bulletin of the Kharkiv National... V. N. Karazin University, "Law" Series, 2018. – Issue 25. – pp. 113–117.

10. Perederii O.S., Kulachok-Titova L.V. Aspects of the Mutual Influence Between the Expansion of the European Union's Legal Space and the Reform of Ukraine's Legal System / O.S. Perederii, L.V. Kulachok-Titova // Bulletin of V. N. Karazin Kharkiv National University. – "Law" Series. – 2019. – No. 27. – pp. 33–41. URL: https://periodicals.karazin.ua/law/article/download/13187/13429/

11. Syroid T.L., Fomina L.O., Fomin P.V. Protection of Labor Rights of Employees of International Intergovernmental Organizations: Theory and Practice. Electronic Scientific Publication "Analytical and Comparative Jurisprudence", 2022, pp. 447–452. URL: http://journal-app.uzhnu.edu.ua/article/view/270795/266236

12. Kulachok-Titova L.V., Pakhomova I.A. Legal Regulation of Combating Discrimination and Mobbing in the Sphere of Labor. Bulletin of V. N. Karazin Kharkiv National University, "Law" Series, 2023. Issue 35. pp. 138–148. URL: https://periodicals.karazin.ua/law/article/view/21820

13. Kulachok-Titova L.V., Pakhomova I.A. Ensuring Population Employment: International Legal Standards and National Experience. *Bulletin of V. N. Karazin Kharkiv National University, Series "Law"*, 2023, Issue 36, pp. 122–134. URL: https://periodicals.karazin.ua/law/article/view/22829/21367

14. Kulachok-Titova L.V., Pakhomova I.A. Activities of the State Labour Service of Ukraine: Strengthening Labour Standards, Monitoring Compliance with Labour Legislation, and International Cooperation. *Bulletin of V. N. Karazin Kharkiv National University, Series "Law"*, 2024, Issue 37, pp. 125–136. URL: https://periodicals.karazin.ua/law/article/view/23445

Links to online information resources, video lectures, and other methodological materials

1. International Labour Organization. Official website. URL: http://www.ilo.org/moscow/lang--ru/index.htm

2. International Labour Organization // Permanent Mission of Ukraine to the UN and Other International Organizations. URL: http://geneva.mfa.gov.ua/ua/ukraine-io/labour

3. International Organization for Migration (IOM). Official website. URL: http://iom.org.ua/ua

11. Questions for preparation for the final assessment.

1. The concept and subject matter of international labor law. Its relationship with national labor law.
2. Specific features of the method of international labor law: dispositive and imperative elements. Similarities and differences compared to the method of labor law as a branch of a national legal system. Application of the comparative method in international labor law.
3. Principles of international labor law. Fundamental principles of international labor law. Principles of national labor law.
4. History of the development of international labor law: key stages and prominent figures.
5. Establishment and history of the International Labour Organization (ILO). The Declaration of Philadelphia regarding the aims and purposes of the ILO.
6. Contemporary international legal regulation of labor relations. Shifts in ILO policy following the end of the Cold War.
7. The ILO and the issue of globalization. The Decent Work Agenda; the 2008 ILO Declaration on Social Justice for a Fair Globalization.
8. The ILO Decent Work Country Programme for Ukraine (2020–2024).
9. Concept and types of subjects of international labor law.
10. International organizations. The ILO: structure and main areas of activity. The International Social Security Association.
11. The World Health Organization; the World Trade Organization; the Organisation for Economic Co-operation and Development; and regional international organizations as subjects of international labor law. 12. International trade union organizations and international employers' associations as participants in international relations.
13. Concept and classification of the sources of international labor law. The relationship between international and national labor law.
14. Types of sources of international labor law based on the number of participants. Universal and regional instruments.
15. Instruments of the Council of Europe and the European Union, the North American Agreement on Labor Cooperation, and Mercosur as sources of international labor law.
16. Classification of ILO instruments by status and content. Procedures related to ILO instruments.
17. Classification of the sources of international labor law by the form of the instrument: international treaties; *jus cogens*; national legislation; non-binding (recommendatory) international instruments; international collective agreements; corporate instruments of multinational corporations; and codes of conduct of non-governmental organizations.
18. Mechanism for monitoring compliance with international labor standards. Effectiveness of international labor norms.
19. Legal instruments concerning freedom of association and the recognition of the right to collective bargaining—within the UN, the ILO, and regional and national frameworks. Provisions of Ukrainian national legislation regarding freedom of association.
20. Collective bargaining and the conclusion of collective agreements as subjects of international labor norms and national legislation.
21. Peaceful procedures for resolving labor disputes between participants in social partnership. Strikes and lockouts as means of protection for employers and employees. 22. Legal instruments prohibiting slavery and forced labour: international legal acts and national legislation. Legal definitions of forced labour in ILO Conventions.
23. The issue of child labour in the modern world. ILO Minimum Age Convention, 1973 (No. 138) and Recommendation No. 146. Worst Forms of Child Labour Convention, 1999 (No. 182) and Recommendation No. 190.
24. Legal instruments prohibiting discrimination in the sphere of labour. The concept of discrimination under the ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and criteria for discrimination.
25. International instruments regarding the right to work and protection against unemployment. ILO Conventions and Recommendations concerning employment policy.

26. International instruments regarding remuneration. Legal regulation of remuneration in national legislation; minimum wage; indexation.

27. ILO instruments on occupational safety and health. The evolution of the international approach to occupational safety and health.

28. Council of Europe Recommendation No. R(89)2 and the ILO Code of Practice on the protection of workers' personal data.

29. Regulation of employment relations between international or intergovernmental organizations and their staff.

30. Labour disputes involving the UN and its specialized agencies and their staff. 31. Content of the Staff Regulations for IBP personnel. Category of international civil servants. Procedure for the recruitment of personnel.