



UK

SYLLABUS 2025-2026

Contract and Employment Law

MODULE SPECIFICATION

Module Code	2526_DFC_1_EN_017
Campus	Oxford
Department(s)	Law, Finance and Control
Level / Semester	Undergraduate Year 2 (U2); Equivalent to FHEQ level 5 Semester 04
Language of Instruction	English
Teaching Method	<input checked="" type="checkbox"/> In-person (face-to-face) <input type="checkbox"/> Distance learning (live online) <input type="checkbox"/> e-Learning (asynchronous) <input type="checkbox"/> Hybrid: _____
Pre-requisite(s)?	U1 – Introduction to Law
ECTS <i>Reminder: 1 ECTS = between 20 and 30hr- student workload</i>	4
Equivalent FHEQ credits	8
Study Hours	80 hours which comprise of 30 directed learning and 50 independent learning/assessment hours

MODULE DESCRIPTION

Module Aims	Students examine key principles of English contract and employment law and their practical application in business contexts. The module addresses legal responsibilities, compliance, and the drafting of employment agreements. Emphasis is on managing legal risk in the workplace.
Teaching Arrangement	The module is delivered through exercises and face-to-face sessions.

	This module will focus on English Law for our campus in Oxford. The professor will apply the general directives from the module leader concerning the subjects for the exam, but will apply the local law during the sessions.
Learning Outcomes	<p>By the end of this module, students should be able to:</p> <ol style="list-style-type: none"> 1. Analyse the key principles of contract law in England and Wales, including the formation, execution, and termination of contracts in a business context. 2. Evaluate different types of commercial contracts and their legal implications, with particular focus on employer obligations and business liability. 3. Assess the main sources and principles of employment law in the UK, from recruitment to contract termination, ensuring compliance with statutory requirements. 4. Determine the appropriate legal framework for employment contracts, considering company needs, workers' rights, and evolving labour law regulations.
Competency Goals <i>(Knowledge, expertise and interpersonal skills)</i>	PGE_U_CG01 - Manage teams
Alignment with Programme Learning Goals	PGE_U_CG01_LO02 - Support and listen to team members on a daily basis, develop individual and collective skills with the support of the Human Resource department
	PGE_U_CG01_LO04 - Manage self and others for a responsible and ethical management

SESSION TOPICS / MODULE SCHEDULE

(Please note, a session/sequence may be more than one scheduled class)

<p><u>Session 1: Contract Law (Part 1 – Preliminary Notions of Contract Law)</u></p> <p>Content:</p> <ul style="list-style-type: none"> • Presentation of the module: content, pedagogical objectives, evaluation methods • Notions of obligation • Notions of contracts • Life of the contract: <ul style="list-style-type: none"> ◦ Genesis of the contract (the negotiation phase) ◦ Birth of the contract (the meeting between the offer and acceptance) ◦ Life of the contract (performance of the contract) • Classification of different contracts: <ul style="list-style-type: none"> ◦ Unilateral/synallagmatic ◦ Contract for free/for consideration ◦ Instantaneous/sequential performance

Last reviewed: 17/09/2025

- Mutual agreement/adhesion
- Intuitu personae contracts, etc.

Session 2: Contract Law (Part 1 – Preliminary Notions of Contract Law & Part 2 – The Main Principles of Contract Law)

Content:

- Contracts and new technologies
 - The influence of new technologies on contracts:
 - Conclusion of contracts (dematerialised contract conclusion)
 - Execution of contracts (smart contract and blockchain)
- Main principles of contract law:
 - Freedom of contract
 - Binding force of the contract
 - Good faith in contracts

Assignments:

- Oral presentation (groups of 3 to 4 students, 10 minutes per group):
 - Topic will be given the week before (theme will be covered in current session)
 - Topic could be an important notion, a relevant case, interesting news, or a practical case

Session 3: Contract Law (Part 3 – Formation of the Contract)

Content:

- Meeting between the offer and acceptance
 - The offer
 - The acceptance
- Pre-contractual phase of negotiation
 - Principle of freedom of negotiation
 - Breach of negotiations
 - Distinction between contractual and extra-contractual liability and consequences
- Preliminary contracts
 - Unilateral promise to contract
 - Synallagmatic promise to contract
 - Preference pact

Assignments:

- Oral presentation (groups of 3 to 4 students, 10 minutes per group):
 - Topic will be given the week before (theme will be covered in current session)
 - Topic could be an important notion, a relevant case, interesting news, or a practical case

Session 4: Contract Law (Part 4 – Conditions of Validity of the Contract)

Content:

- Integrity of consent
 - General presentation
 - Mistake
 - Fraud
 - Violence
- Capacity

- Incapacity to exercise
- Incapacity to enjoy
- Content of the contract
 - A lawful object
 - A specific/determinable object
 - An existing/possible object
- Sanctions for failure to comply with the conditions of formation
 - Nullity of the contract
 - Expiry of the contract

Assignments:

- Oral presentation (groups of 3 to 4 students, 10 minutes per group):
 - Topic will be given the week before (theme will be covered in current session)
 - Topic could be an important notion, a relevant case, interesting news, or a practical case

Session 5: Contract Law (Part 5 – The Effects of the Contract)

Content:

- Effects of the contract between parties
 - Binding force of the contract
 - Effect of the contract in relation to other parties
- Effects of the contract on third parties
 - Relative effect of the contract
 - Limits of the relative effect of the contract
- Extinction of obligation
 - Payment
 - Set-off
 - Confusion
 - Remission of a debt
 - Restitution

Assignments:

- Oral presentation (groups of 3 to 4 students, 10 minutes per group):
 - Topic will be given the week before (theme will be covered in current session)
 - Topic could be an important notion, a relevant case, interesting news, or a practical case

Session 6: Contract Law (Part 6 – Sanctions for Non-Performance of the Contract)

Content:

- Different sanctions for non-performance of the contract:
 - Defence of non-performance
 - Compulsory performance
 - Reduction of the price
 - Termination
 - Contractual liability
- Characteristics of non-performance:
 - Total non-performance
 - Partial non-performance
- Force majeure

Assignments:

- Oral presentation (groups of 3 to 4 students, 10 minutes per group):
 - Topic will be given the week before (theme will be covered in current session)
 - Topic could be an important notion, a relevant case, interesting news, or a practical case

Session 7: Catch-Up

Content:

- Catch up on previous sessions
- Continuous assessments

Session 8: Employment Law (Part 1 - Introduction to Labour Law & Part 2 – Formation of the Employment Contract)

Content:

- Origins of labour law
- Sources of labour law
 - National sources
 - European sources
 - International sources
- Formation of the employment contract:
 - Constituent elements of the employment contract
 - Determining the status of “employee”
 - Characteristics of the employment contract
 - Case of self-employed workers and possible reclassification of the relationship as an employment contract

Assignments:

- Oral presentation (groups of 3 to 4 students, 10 minutes per group):
 - Topic will be given the week before (theme will be covered in current session)
 - Topic could be an important notion, a relevant case, interesting news, or a practical case

Session 9: Employment Law (Part 2 – Formation of the Employment Contract & Part 3 – The Different Forms of Employment Contracts)

Content:

- Conditions of validity of the employment contract
 - As to the form of the contract
 - As to the substance of the contract
- Nullity of the employment contract as a sanction for non-compliance within the conditions of validity
- Different forms of employment contracts:
 - Common law employment contract (full-time permanent contract)
 - Derogatory/atypical employment contracts
 - Employment contracts linked to work-linked training (e.g. apprenticeship, professional training contract)
 - Employment contracts linked to the modulation of working time and/or the duration of the contract (e.g. part-time, fixed-term contract)

Assignments:

- Oral presentation (groups of 3 to 4 students, 10 minutes per group):
 - Topic will be given the week before (theme will be covered in current session)
 - Topic could be an important notion, a relevant case, interesting news, or a practical case

Session 10: Employment Law (Part 4 – Performance of the Employment Contract: Permanent Contract)

Content:

- Trial period: definition, duration, termination
- Obligations of the parties
 - Obligations of the employer (e.g. provision of work, payment of salary, other legal obligations such as safety, dignity, etc.)
 - Obligations of the employee (e.g. performance of work, duty of loyalty, obligations regarding confidential information, etc.)
 - Consequences of non-compliance with obligations by the parties

Assignments:

- Oral presentation (groups of 3 to 4 students, 10 minutes per group):
 - Topic will be given the week before (theme will be covered in current session)
 - Topic could be an important notion, a relevant case, interesting news, or a practical case

Session 11: Employment Law (Part 5 – Termination of the Employment Contract: Permanent Contract)

Content:

- Types of termination and the employee's initiative
 - Resignation
 - Abusive termination
- Termination at the initiative of both parties (conventional termination)
- Termination at the initiative of the employer (dismissal for personal reasons)
 - Distinction between termination for disciplinary reasons and termination for non-disciplinary reasons
 - The dismissal procedure
 - Justification of the dismissal – a real and serious cause
 - Consequences of non-compliance with the justification of dismissal

Assignments:

- Oral presentation (groups of 3 to 4 students, 10 minutes per group):
 - Topic will be given the week before (theme will be covered in current session)
 - Topic could be an important notion, a relevant case, interesting news, or a practical case

Session 12: Employment Law (Part 6 – Collective Aspects of Labour Law)

Content:

- The social and economic committee (composition, operation, resources allocated)
- The role of staff, representatives, and trade unions (missions, powers, etc.)
- Review:

- Answer questions
- Instructions for final exam

Assignments:

- Oral presentation (groups of 3 to 4 students, 10 minutes per group):
 - Topic will be given the week before (theme will be covered in current session)
 - Topic could be an important notion, a relevant case, interesting news, or a practical case

KEY TEXTS

1. Sargeant, M. and Lewis, D. (2020) *Employment law*. 9th edn. Abingdon, United Kingdom: Routledge.

SUPPLEMENTARY TEXTS

1. N/A

MODES OF ASSESSMENT

Continuous Assessment (40%)	Written exam	20%
	Case study	20%
Final Exam (60%)	Written exam	

MODULE DESIGN TEAM

- Author: *Pierrick Harant*
- Reviewer: *Vickneswaren Krishnan*
- External Reviewer: *Punyadi Perera*