

**UNIVERSITY OF BOLTON**

**BOLTON LAW SCHOOL**

**LAW PATHWAYS**

**SEMESTER 2 EXAMINATION 2018/19**

**INDIVIDUAL EMPLOYMENT LAW**

**LAW7014**

Date: Friday 24 May 2019

Time: 2.00 – 4.30

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**INSTRUCTIONS TO CANDIDATES:** There are 5 questions on this paper.  
Answer 3 questions.  
All questions carry equal marks.

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LLM Law  
School of Law  
Semester 2 Examination 2018/2019  
Individual Employment Law  
Module No. LAW7014

1. Introducing the Trade Union Bill at its second reading, the Secretary of State stated the following:

“[T]his Bill is not a declaration of war on the trade union movement. It is not an attempt to ban industrial action. It is not an attack on the rights of working people... It is simply the latest stage in the long journey of modernisation and reform. It will put power in the hands of the mass membership; bring much-needed sunlight to dark corners of the movement; and protect the rights of everyone in this country—those who are union members and those who are not, and those hard-working men and women who are hit hardest by industrial action” (HC Hansard, 14 September 2014, col 761 per Sajid Javid).

**Critically evaluate this statement in light of the limits placed on the right to strike by the Trade Union Act 2016.**

2. Critically discuss whether Individual Employment Law is displacing the Role of Trade Unions or whether they are still necessary.
3. Kahn-Freund famously stated the aim of labour law as being a function to offset the inherent imbalance of bargaining power between employers and employees (Sanders, 2017).

**Critically discuss this view in light of the current legal issues concerning precarious employment contracts.**

4. Critically discuss how the cases *Rockfon*, *Athinaiki* and *USDAW* have affected the UK approach to collective redundancies.
5. The growing use of social media provides a series of challenges to the employment relationship. One such challenge is the potential of social media platforms to blur the lines between one’s private life and working life.

**Critically evaluate the threats presented by social media in light of the laws on termination of employment contracts.**

**END OF QUESTIONS**