



Education within the reach of all  
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## Syllabus

### Course Title

### LABOR LAW

#### Objectives :

The course aims to familiarize participants with fundamental notions of law, particularly labor law and social law. It also aims to help participants understand the rights and obligations of employees and employers within a company.

#### Course Outline:

- I. General Introduction presenting the document's subject.
- II. The relationship of law with other disciplines such as ethics, history, sociology, and medicine.
- III. The major divisions of law, including natural and positive law, public and private law, as well as objective and subjective law.
- IV. Sources of positive law, including legislation, case law, legal doctrine, and custom.
- V. Different conceptions of labor, including Marxist and capitalist perspectives.
- VI. Labor law as a branch of private law, including its purpose, stakeholders such as the state, employer, and employee, principles, and the significance of labor law.

VII. Sources of labor law, such as domestic state-origin law, lack of legislative texts, domestic private-origin law, and international labor legislation.

VIII. Sources of international labor law, including the ILO, the BIT, and the stages of the formation of international labor law.

IX. Characteristics of labor law, including imperative, particularistic, expanding, and diverse or concrete law.

X. The nature of labor law.

XI. Brief presentation of the Ministry of Social Affairs and Labor, including the labor office and decentralized/deconcentrated bodies.

XII. The employment contract, including conditions for the validity of the contract, substantive and formal conditions, and elements of the employment contract.

XIII. Wage accessories, such as tips, bonuses, and premiums.

XIV. Obligations arising from the employment contract for employers and employees, including labor conflicts, strikes, and lockouts.

XV. Paid leaves, including annual, sickness, and maternity leave, as well as notice of dismissal.

XVI. Conciliation, proceedings, and procedure, as well as the labor court and appeals against labor court decisions.