Course Outline

Course Code : GESS1036
Course Title : Employment Law & Policy
Semester : Semester 1, Academic Year 2026/27
Faculty : Associate Professor Ravi Chandran
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Overview

The course aims to introduce students to Employment Law in Singapore and the policies behind them. The 3 most repetitive words in the course evaluations for this course are “useful, relevant and practical”.

Course Objectives

At the end of course, students should gain a good grasp of employment law in Singapore as well as understand the policy reasons behind various employment laws or the lack of certain employment laws.

General Guide & Reading

Layman’s Guide to Employment Law (McGraw Hill) **1st Edition, 2020**

Note: It is necessary to buy the textbook in order to get a better understanding of the area

Assessment

There is no final exam for this course.

Assessment Components	Weightage
Group Assignment I	20%
Group Assignment II	10%
Class Participation	20%
Assessment I (MCQ + Scenario Questions)	20%
Assessment II (MCQ + Scenario Questions)	30%

Academic Honesty & Plagiarism

Academic integrity and honesty is essential for the pursuit and acquisition of knowledge. The University and School expect every student to uphold academic integrity & honesty at all times. Academic dishonesty is any

misrepresentation with the intent to deceive, or failure to acknowledge the source, or falsification of information, or inaccuracy of statements, or cheating at examinations/tests, or inappropriate use of resources.

Plagiarism is "the practice of taking someone else's work or ideas and passing them off as one' own" (The New Oxford Dictionary of English). The University and School will not condone plagiarism. Students should adopt this rule - You have the obligation to make clear to the assessor which is your own work, and which is the work of others. Otherwise, your assessor is entitled to assume that everything being presented for assessment is being presented as entirely your own work. This is a minimum standard. In case of any doubt, you should consult your instructor.

Additional guidance is available at:

- http://www.nus.edu.sg/registrar/administrative-policies-procedures/acceptance-record#NUSCodeofStudentConduct
- http://nus.edu.sg/osa/resources/code-of-student-conduct

Schedule and Outline

Lesson/ Week	Topic	Activity
1	Introduction	
2	Who is an employee?	Mediation
3	Contract of Employment	Tutorial 1
4	Express Terms	Tutorial 2
5	Implied Terms	Tutorial 3
6	Statutory Duties I	Tutorial 4
7	Statutory Duties II	Tutorial 5
8	Assessment I	
9	Termination	
10	Health & Safety at Work	Tutorial 6
11	Foreign Workers	Tutorial 7
12	Trade Unions	Tutorial 8
13	Wrap Up & Assessment II	