PRIFYSGOL ABERYSTWYTH UNIVERSITY

SEMESTER TWO 2025/2026

ADRAN Y GYFRAITH A THROSEDDEG / DEPARTMENT OF LAW AND CRIMINOLOGY

LC36820: Employment Law

Time allowed : **2 HOURS**

Answer TWO questions

Candidates may bring into the examination unmarked copies of Blackstone's Statutes on Employment Law. Unmarked material which is permitted to be taken into the examination must remain unmarked for the duration of the examination. Library books are NOT permitted. Highlighting and underlining are permitted. Blank post-it notes can be used to mark pages.

Candidates are permitted to take ONE A4 page of handwritten or typed notes (both sides) into the examination.

STUDENTS MAY SUBMIT ANSWERS TO THIS PAPER IN EITHER WELSH OR ENGLISH

Once seated, students may complete the front cover of the answer book(s) and the attendance slip ONLY.

DO NOT TURN THE EXAMINATION QUESTION PAPER OVER UNTIL INSTRUCTED TO DO SO.

1. '…perhaps the best course of action is for the law to offer options to parents…without imposing any single model on parents and carers.' (Collins et al.) Explain and evaluate current work-life balance legislation in the light of this statement.

2. Explain and evaluate whether the present scheme of anti-discrimination legislation as embodied in the 2010 Equality Act requires further radical reform.

3. According to Collins et al., the exercise of the employer's power of dismissal involves a 'conflict of interest'. Explain and evaluate this statement in the light of the ways in which UK employment law regulates the issues relating to dismissal.

END OF PAPER