UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Labour Law - A-L

1920-2-A5810128-AL

Learning objectives

Provide basic knowledge on the actual labour market law, employee contracts law and industrial relations rules. Develop the approaches and methodologies of juridical analysis of labour market, and rules interpretation and application techniques.

Contents

The course of labour law aims to give students an understanding of the principles of two different but strictly linked aspects: legal rights and obligations regulating all aspects of the workplace relationship between employer and employee on one hand, and, on the other hand, role, regulation and actions of trade unions and employers organizations. The emphasis of the course will be put on the sources of regulation of the employment relationships. By examination and discussion of some other different issues of labour law it is intended that students will develop their skills of analysis to understand the principal characteristics of the topic: namely role of the constitutional principles; legal provisions and imperative law in employment law; important role and impact of European law; role of the judges and case law; development, characteristic and juridical problems of collective bargaining; role and limits of the contractual freedom of the parties.

Detailed program

Sources of the labour law: Constitutional principles; European Community law; legal provisions and imperative law; contractual freedom of the parties; collective agreement; individual employment contract. Trade unions organisation and representation of Trade Unions. Collective bargaining. The social conflict and the right to strike. The structure of the Labour market. Employment status: full-time permanent contract and different forms in contract relationships. Direct and indirect utilisation of workforce. Fundamental principles and terms of the relationship between employer and employee; protective rights of the worker. The content of the employment contract: legal rights and obligations

of the parties. Discipline and Dismissal. Unfair dismissal.

Prerequisites

No specific prerequisites are required

Teaching methods

Lecture-style lessons and case-analysis

Assessment methods

Oral exam. For attending students written exam (optional)

Textbooks and Reading Materials

The study of labour law needs an up-to-date textbook, considering 2015 reforms. The suggested textbook are

- R. Del Punta, Diritto del lavoro, Giuffrè, Ult. ed;

or

-M.V. Ballestrero, G. De Simone, Diritto del lavoro, Giappichelli, ult. ed.

Student has to complete the study with case-materials, reachable in elearning pages.