UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

# COURSE SYLLABUS

# Labour Law

**2223-2-E1401A009**

## Learning objectives

The course of employment and labor 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.

## Contents

This course intends to provide a good knowledge of juridical regulation of the Italian labour market, by analysing some central and topical issues [imperative norms, law sources, decentralisation, job placement system, contracts]

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

The emphasis of the course will be put on the sources of regulation of the employment relationships.

Namely:

Sources of the labour law: Constitutional principles; European Union 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

Frontal class room teaching and case study with classroom exercises

## Assessment methods

Oral examination. Students who attend the course could pass the exam with a written text.

## Textbooks and Reading Materials

Students can choose between:

a) R. DEL PUNTA, Diritto del lavoro, Giuffrè Editore, Milano, last edition;

or

b) M.V. BALLESTRERO, G. DE SIMONE, Diritto del lavoro, Giappichelli Editore, Torino, last edition.

## Sustainable Development Goals

DECENT WORK AND ECONOMIC GROWTH