UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Law and Labour Market Regulation

2425-2-F6302N007

Learning objectives

Knowledge and understanding

Provide basic knowledge on the actual labour market law and employee contracts law.

Applying knowledge and understanding

Develop the approaches and methodologies of juridical analysis ok labour market, and rules interpretation and application techniques

Contents

The employment relationship management is a crucial issue for management and services design, particularly in connection with labour legislation and the relevant costs. The course aims to provide the market regulation knowledge in a legal perspective, adopting also a case law approach.

Detailed program

The programme includes the analysis of market regulation and employment relationship principles. The aim is to supply awareness about legal issues and regulation techniques of the labour market (especially: EU legislation, national legislation, collective bargaining agreements). A case-law methodology will be adopted to deepen a practical perspective on public and private services, with a particular focus on management and the relevant costs.

The following main topics will be analysed.

- Labour law evolution towards flexibility models: historical and political elements; national legal system and European legislation relationships; recent labour market reforms.
- Employment market rules: external (during the hiring phase) and internal flexibility; forms of employment relationship (non-fixed term contract, agency contract, part-time contract, apprenticeship contract, internship). Employment contract and independent contract. Work based on digital platform.
- Collective bargaining: role and consequences in term of cost regulation within market of services.
- External flexibility: contract termination, redundancies, outsourching, transfer of undertaking.
- Outsourching of services and procurement: employment protection and stability. The peculiarity on public procurement regulation.

Prerequisites

Good capacity in learning, writing and speaking, together with a general legal knowledge.

Teaching methods

The course consists of 48 hours, of which approximately 70% with didactics (frontal lessons, also with the use of slides) and 30% with interactive teaching (discussion of cases and documents, meetings with operators, exercises)

Assessment methods

Oral examination. For students who attend the course oral exam may be preceded by written test about individual topics.
There are not intermediate tests.

Textbooks and Reading Materials

Students without previous experience of labour and employment law studies are requested to refer to an updated textbook on these topics (such as A. Di Stasi, S. Giubboni, V. Pinto, Lezioni di diritto del lavoro. Il Mulino, 2022).
For attending students, publications, papers and judicial decisions will be examined during the classes and they will be objects of the final examination.
Non-attending students are requested to contact the professor by e-mail (franco.scarpelli@unimib.it) for further and more detailed information.

Sustainable Development Goals

NO POVERTY | GENDER EQUALITY | DECENT WORK AND ECONOMIC GROWTH | REDUCED INEQUALITIES