UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

SYLLABUS DEL CORSO

Diritto del Lavoro - M-Z

2425-2-A5810128-MZ

Learning objectives

The purpose of the Course is to provide the conceptual and methodological tools necessary to understand the set of rules of labor law, to promote the analysis of the knowledge acquired, to apply it in the solution of concrete cases, also favoring a critical approach to the problematic profiles of the subject matter of the Course and the future exercise of the professional activity.
Among the Learning objectives of the course are:

A) Knowledge and Understanding
Know and understand the fundamental principles of Labor Law, the regulatory sources, worker protections, and the dynamics of employment relationships, both in the private and public sectors.
Gain awareness of the main national and European regulations on labor, safety, and social security.

B) Applied Knowledge and Understanding
Be able to identify, interpret, and apply the legal provisions governing employment relationships, with particular attention to the rights and obligations of the parties involved, collective bargaining, and labor dispute resolution.
Develop the ability to analyze and solve concrete cases in labor law, correctly applying the rules and identifying potential contradictions between existing legal provisions.
Understand the functioning of protection and dispute resolution bodies in labor matters, including labor inspectorates, social security institutions, and competent judicial bodies.

C) Independent Judgment
Acquire autonomy in critically evaluating laws and judicial interpretations in labor matters, as well as in choosing the most appropriate legal solutions for protecting workers' rights and business needs.
Be able to formulate reasoned judgments on the legality of legal provisions, administrative acts, and judicial decisions related to employment relationships.

D) Communication Skills
Develop the ability to clearly and logically present legal issues related to Labor Law, both in academic and professional settings.

Be able to communicate effectively with public and private entities, businesses, workers, and labor consultants, accurately illustrating the regulatory aspects and possible solutions to disputes.

E) Learning Skills
Be able to independently locate, analyze, and interpret legal texts, case law, and legal doctrine in labor law.
Follow and understand legislative and jurisprudential developments in labor matters, developing a critical and up-to-date approach to the discipline.
Understand the interactions between Labor Law and other branches of law, particularly constitutional, civil, European Union law anche Sports Law

Contents

The exam program includes the study of the main issues relating to labor law.

Detailed program

The exam program includes the sources of labor law, subordinate and self-employed work, the type of employment relationships (fixed-term contract, part-time contract, special contracts, etc.), health and safety at work, the development and the causes suspension of the employment relationship, the anti-discrimination right, individual and collective dismissal, the right to union freedom and collective self-protection (development and legal framework of union representation, collective bargaining and the right to strike).

Prerequisites

No prerequisites.

Teaching methods

Instruction with different teaching methods:

- lessons of 2 hours each conducted in distance learning mode;
- lessons of 2 hours each conducted in face-to-face teaching mode;
- exercises of 2 hours each conducted in face-to-face teaching mode;
- exercises of 2 hours each conducted in distance learning mode.

Assessment methods

The final exam is aimed at verifying the acquisition of the notions and the legal theoretical path covered in class.
The final exam consists of a written test composed of multiple-choice questions and open-ended questions, according to the modalities that will be communicated by the Teacher at the beginning of the Course.

In the final evaluation, the correctness of the answers to the questions submitted will be taken into account, both from the point of view of the content and from the point of view of the exposition of the logical legal reasoning relating to the topics covered in the course.

Textbooks and Reading Materials

The recommended texts are the following:
M. Magnani, Diritto del lavoro, Giappichelli, 2023*;
E. Ghera, A. Garilli, D. Garofalo, Diritto del lavoro, Giappichelli, 2023*;
A. Vallebona, Breviario di diritto del lavoro, Giappichelli, 2023*;
M. V. Ballestrero, Diritto sindacale, Giappichelli, 2023*;
A. Topo, Diritto sindacale, Giappichelli, 2023*;
T. Vettor, Conciliare vita e lavoro. La prospettiva del diritto del lavoro dopo il Jobs Act, Giappichelli, Torino, 2018

*The Professor reserves the right to report any changes to the texts indicated.

Sustainable Development Goals

GENDER EQUALITY | DECENT WORK AND ECONOMIC GROWTH