UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Labour Law

2425-2-E1401A009

Learning objectives

Learning Objectives of the course of Employment and Labor law:

- Knowledge and ability to understand. The student must demonstrate knowledge of the legal discipline applicable to the market, to the labor relationship and industrial relations in the Italian and European juridical context.
- Application skills. The student must demonstrate the ability to apply the notions learned to concrete situations.
- Autonomy of judgment. The student must demonstrate, during the lectures and the profit examination, that he or she has developed legally grounded critical positions in relation to the topics covered in the course.
- Ability in communication. The student must demonstrate that he or she has developed sufficient argumentative ability and adequate language property with regard to the topics covered in the course.
- Learning ability. The student must demonstrate that he or she has developed an adequate ability to understand the evolution of the labor and industrial relations discipline and its main interpretative issues that enables him or her to study the legal institutions with a sufficient degree of autonomy.

Contents

This course intends to provide a good knowledge of juridical regulation of the Italian labour market, Employment and Labor Law, by analysing some central and topical issues as 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.
More specifically, there are 34 2-hour frontal class lessons, and 2 2-hour remote lessons.

Assessment methods

Oral examination. Students who attend the course could pass the exam with a written text.
Expected learning outcomes:
The student, in order to successfully pass the examination, must be able to demonstrate knowledge and understanding of the legal institutes of Employment, Labor law and Industrial relations as well as to apply the knowledge acquired to the resolution of legal cases proposed by the Teacher. Students are, in addition, required to demonstrate that they have acquired sufficient critical and argumentative skills and adequate legal language property to enable them to communicate with specialized interlocutors. Finally, the student must demonstrate that he or she possesses the skills to study the discipline of Employment and labor law with a high level of autonomy.

Textbooks and Reading Materials

A textbook should also be used for the study of the subject. 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.

Direct consultation of the material on the course website is recommended, as well as main law texts on the subject (those whose contents are described or discussed in the textbook), and a national collective bargaining agreement. Students may contact the Professor directly (via e-mail contact: lorenzo.giasanti@unimib.it) for any clarification of the examination program

Sustainable Development Goals

DECENT WORK AND ECONOMIC GROWTH