UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Labour Law

2627-2-E141PV011

Learning objectives

The Labour Law course aims to analyse the legal rules governing the employment relationship and industrial relations, including through the analysis and classroom discussion of case law.
More specifically, in line with the Dublin descriptors, the course pursues the following objectives:
Dd1: knowledge of the main labour law institutions;
Dd2: familiarity with the most relevant statutory and contractual sources of labour law, so as to identify the regulatory framework within which the institution under consideration is situated
Dd3: development of critical thinking through in-class discussion of the most relevant current cases that have labour law implications.
Dd4: development of communication skills in the use of appropriate labour law terminology
Dd5: development of the ability to learn about the main labour law institutions and trade union law

Contents

The study of labour law covers two distinct yet interrelated aspects: the legal framework governing individual employment relationships, and that relating to the organisation and activities of trade unions and employers.
The main focus of the labour law course will be the study of the sources and techniques governing employment relationships. An in-depth examination of certain specific institutions or areas of the subject will be undertaken with a view to acquiring
the fundamental methodological concepts necessary to understand the typical characteristics of labour law: the role and
significance of constitutional principles and mandatory protective legislation; the growing importance of EU law; the role of case law; the development, key features and legal issues of collective bargaining; the significance and limits of individual contractual autonomy. The syllabus also takes account of the most recent changes introduced
in the field of labour law and trade union law. Whilst it is essential to prepare for the course by studying the

textbook, in accordance with the guidelines provided below, at the start of the course the lecturers will select a number of topical issues to be examined in depth with the active participation of the students.

Detailed program

The sources of labour law: constitutional principles; the role of EU law; mandatory legislation
and bargaining autonomy; collective agreements and individual employment contracts.
Trade union organisation and workplace representation. Collective bargaining. Industrial action and the
right to strike.
Regulation of the labour market. Employment and other contracts involving work.
Direct and indirect use of employees. Fundamental principles and the regulation of relations between employers
and employees; protection of the individual worker. The performance of work: rights and
obligations of the parties. Termination of the employment relationship. Techniques and instruments for safeguarding rights.
The following schemes are excluded from the syllabus and will therefore not be assessed:

1. social safety nets (regulations governing the wage supplementation scheme)
2. transfer of a business or a business unit.
   The specific sections of the handbook relating to these schemes – which are therefore excluded from the examination syllabus – will nevertheless be highlighted at the start of the course and made available on the e-learning page.

Prerequisites

No specific prerequisites are required

Teaching methods

Lectures and case studies with classroom exercises
Depending on the level of participation, the lecturer estimates that there may be up to 10 hours of interactive teaching,
consisting in particular of discussions on real-life cases and the assignment of presentations to individual students or groups.

Assessment methods

a) In conjunction with the exam sessions, oral examinations will be held, consisting of interviews covering the entirety
of the syllabus taught in class, as set out in the syllabus and on the course's e-learning page. For the purposes of preparing for the syllabus, it is essential to study the specified textbook.
b) The skills assessed in each examination consist of an understanding of the syllabus and the sources that
govern the subject,
c) the assessment and grading criteria used relate to the candidate's level of knowledge of the institution under

discussion,
their ability to situate it within the multi-tiered labour law system, the candidate's reasoning ability, and the correct and appropriate use of legal terms and concepts.

Textbooks and Reading Materials

R. DEL PUNTA, Labour Law, Giuffrè Editore, Milan, latest ed.;
It is recommended that students consult the relevant legislation directly (those whose contents are described or discussed in the textbook), as well as a national collective labour agreement. The latter (which may be chosen freely from among the national collective agreements of any productive sector, for example industry or the service sector) should be used not to recapitulate its contents, but to verify (for each topic covered in the textbook) how collective bargaining supplements and specifies the statutory framework.

Sustainable Development Goals

GOOD HEALTH AND WELL-BEING | GENDER EQUALITY | DECENT WORK AND ECONOMIC GROWTH | REDUCED INEQUALITIES