UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Rules and Management of Employment Relationships

2627-2-F6303M008

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

Autonomy of judgment
Develop the ability to identify interpretative problems of the legal discipline of labor, resolve them using the available information tools and identify cases in which it is necessary to acquire professional skills outside one's own sphere

Communication skills
Develop the ability to illustrate the interpretative and applicative issues of a legal problem, arguing the different options and highlighting the possible critical application profiles

Learning ability
Develop the ability, in relation to legal issues, to acquire sufficient preparation by distinguishing between general theoretical profiles and special and detailed rules; develop the ability to constantly update on regulatory and jurisprudential innovations

Contents

The management of employment relationships, with the constraints arising from labor law regulations (and associated costs), is one of the fundamental elements of service management. The course aims to provide knowledge of the sources and techniques for regulating the labor market and employment relationships, also

exploring—through a case-study approach—the legal frameworks most relevant to both public and private service.

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 80% with didactics (frontal lessons, also with the use of slides) and 20% with interactive teaching (discussion of cases and documents, meetings with operators, exercises)

Assessment methods

Oral examination.
There are not intermediate tests.
Oral exam, consisting of an interview on the topics covered in the reference manual and in the supplementary materials made available on the e-learning page. For attending students, the interview will also take place partly on the topics covered in the lessons and on the supplementary materials connected to the lessons and made available on the e-learning page.

For students who attend the course oral exam may be preceded by an optional written test about individual topics. There are no intermediate tests.

Textbooks and Reading Materials

It is necessary to study an updated manual of labor law, basic course.
For a more concise exposition of the subject, compared to traditional manuals, we recommend:
A. Di Stasi, S. Giubboni, V. Pinto, Lezioni di diritto del lavoro. Il Mulino, Second edition, 2025.
The digital edition is also available on Pandora Campus.
Further indications will be given during the course, distinguishing between attending and non-attending students.

Sustainable Development Goals

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