UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Labour Law - M-Z

2627-2-LMG01A009-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, the following are identified:
A) Knowledge and Understanding
Know and understand the fundamental principles of Labor Law, the regulatory sources and the protections of the employment relationship.
Gain awareness of the main national, european and international regulations on Labor Law.

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 bodies, also for the purposes of resolving labor disputes, including labor inspectorates, social security institutions, and the competent judicial authorities.

C) Independent Judgment
Acquire autonomy in the critical evaluation of labor law regulations and judicial interpretations, as well as in selecting the most appropriate legal solutions to safeguard workers and business needs.
Be able to formulate well-reasoned judgments on the legitimacy of regulatory provisions and judicial decisions relating to the employment relationship.

D) Communication Skills
Develop the ability to clearly and coherently explain legal issues related to labor law, both in academic and professional contexts.

Be able to communicate effectively with public institutions, companies, labor consultants, and other entities in the world of work, accurately illustrating regulatory issues and possible solutions to disputes.

E) Learning Skills
Be able to independently find, analyze, and interpret regulatory, jurisprudential, and doctrinal texts on labor law.
Follow and understand legislative and jurisprudential developments in labor law, developing a critical and up-to-date approach to the discipline.
Understand the interactions between labor law and other branches of law, with particular reference to constitutional, international, and European Union law.

Contents

The course examines the main institutions of Labour Law, with particular focus on the regulation of the employment relationship, collective labour law and social security law.

Detailed program

The exam program covers the sources of labor law, subordinate and self-employed work, types of employment relationships (fixed-term contracts, part-time contracts, special regulations, etc.), preventive protection, the conduct and causes of suspension of the employment relationship, anti-discrimination law, individual and collective dismissal, the right to freedom of association and self-defense, etc. etc.), preventive protection, the performance and causes of suspension of the employment relationship, anti-discrimination law, individual and collective dismissal, the right to freedom of association and collective self-protection (development and legal framework of trade union representation, collective bargaining, and the right to strike) and social security regulations.

Prerequisites

Sufficient logical and general knowledge skills and reasonable learning, writing, and oral communication abilities.

Teaching methods

The Course will be taught using the following teaching methods:

- 36 two-hour lessons with classroom teaching (lectures) in person or remotely;
- 12 two-hour lessons with interactive teaching (exercises) in person or remotely.

The number of lessons/exercises carried out remotely is limited to 20% of the total number of hours of the Course.

Assessment methods

The final exam is designed to assess students' acquisition of the concepts and legal theory covered in class. The exam consists of a written test comprising multiple-choice questions and open-ended questions, in accordance with the procedures that will be communicated by the instructor at the beginning of the Course.
Students required to take the supplementary Labour Law examination in order to obtain the additional 3 CFU will sit a written examination consisting of open-ended questions on Sports Labour Law. To pass this examination, students are required to study the following monograph: T. Vettor, La Riforma del lavoro sportivo. Valori, principi e diritti nel pluralismo delle fonti, G. Giappichelli, Turin, 2025
The final assessment will be based on the accuracy of the answers provided, both in terms of their substantive content and the student's ability to develop clear, coherent and legally sound reasoning with regard to the topics covered by the final examination.
No mid-term assessments are scheduled.

Textbooks and Reading Materials

The recommended texts are the following:

T. Vettor, La Riforma del lavoro sportivo. Valori, principi e diritti nel pluralismo delle fonti, G. Giappichelli, Torino, 2025
A. Occhino, G. Zilio Grandi, Diritto del lavoro, G. Giappichelli, Torino, 2025
E. Esposito, L. Gaeta, A. Zoppoli, L. Zoppoli, Diritto del lavoro e sindacale, G. Giappichelli, Torino, 2025
M. V. Ballestrero, G. De Simone, Diritto del lavoro, G. Giappichelli, Torino, 2025
M. Magnani, Diritto del lavoro, G. Giappichelli, Torino, 2025
M. Persiani, V. Maio, Diritto sindacale, G. Giappichelli, Torino 2025
E. Ghera, A. Garilli, D. Garofalo, Diritto del lavoro, G. Giappichelli, Torino, 2026*

*The Professor reserves the right to report any changes to the above-mentioned texts.

Sustainable Development Goals

NO POVERTY | ZERO HUNGER | GOOD HEALTH AND WELL-BEING | GENDER EQUALITY | DECENT WORK AND ECONOMIC GROWTH | INDUSTRY, INNOVATION AND INFRASTRUCTURE | REDUCED INEQUALITIES