UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Collective Bargaining and Labor Relations

2627-1-K0102D016

Aims

The course aims to provide students with fundamental knowledge of the system of trade union relations and collective bargaining within public employment, with particular reference to the healthcare sector. Upon completion of the course, students will be able to understand the relevant regulatory and contractual framework, interpret the main provisions of national collective labour agreements, and recognize the role of industrial relations in the management of human resources and healthcare organizations.

Contents

Introduction to labour union law and the system of industrial relations. Collective bargaining within the National Health Service. The National Collective Labour Agreement for the healthcare sector. Rights and duties of employees and employers. Trade union relations, participation, information sharing, and consultation processes. Human resource management and work organization.

Detailed program

The course explores the principles of labour union law and the regulatory framework governing employment relationships within public administrations, with particular reference to the National Health Service. Students will examine the system of sources regulating collective bargaining, the role of ARAN (Agency for the Negotiation Representation of Public Administrations), trade unions, and workplace union representation. The course will analyze the structure and contents of the National Collective Labour Agreement for the healthcare sector, with particular attention to contractual provisions concerning employment relationships, working hours, professional assignments, performance evaluation, training, leave entitlements, responsibilities, and the professional development and enhancement of healthcare workers. The course will also address the main tools of industrial

relations, including information, consultation, and decentralized collective bargaining, highlighting their role in managing organizational change, preventing conflicts, and fostering a positive organizational climate that supports quality healthcare services and the well-being of professionals.

Prerequisites

As defined by the Academic Regulations.

Teaching form

Two interactive, four-hour face-to-face sessions delivered through lecture-based teaching.

Textbook and teaching resource

National Collective Labour Agreement (CCNL) currently in force for healthcare sector employees.

Semester

First year. Elective course.

Assessment method

No assessment is provided.

Office hours

By appointment, arranged via email with the teacher.

Sustainable Development Goals

GOOD HEALTH AND WELL-BEING | QUALITY EDUCATION | DECENT WORK AND ECONOMIC GROWTH | PEACE, JUSTICE AND STRONG INSTITUTIONS