



General information	
Academic subject	Decent work and globalization of markets
Degree course	DSS
Academic year	2°
European Credit Transfer and Accumulation System (ECTS)	6
SSD	IUS/07
Language	Italiano
Academic calendar (starting and ending date)	1° Semester from 17 /10/2024 to 16/12/2024
Attendance	Attendance is not mandatory but recommended

Professor/ Lecturer	
Name and Surname	Aurora Adriana Vimercati
E-mail	auroraadriana.vimercati@uniba.it
Telephone	0805717747
Department and address	Department of Law - 23, C.so Italia (V floor) - Bari
Tutoring (time and day)	Tuesday, from 12 a.m. to 1 p.m. Students are invited to make in advance via e-mail and to consult the Professor's institutional page for further information.

Syllabus	
<b>Learning Objectives</b>	The purpose of the course is to provide knowledge of the basic institutions of labour law by making use of a critical and interactive approach, aimed at highlighting the role and relevance of constitutional principles and rights as well as the innovative profiles of the discipline of employment relationships, from establishment to termination, with an in-depth study of the system of guarantees to safeguard the dignity of work and of those who work in contemporary organizational structures, also in the light of digitalization and globalization processes. Through the study and discussion of positive law and case law, especially with reference to anti-discrimination law and gender equality, knowledge and methodologies will be provided useful for mastering the subject, understanding its underlying problems and acquiring professional skills suitable for facilitating entry into the world of work.
<b>Course prerequisites</b>	Institutions of Private Law; Constitutional Law
<b>Contents</b>	<p style="text-align: center;">Collective labour Law</p> Introduction to the study of labour law <ul style="list-style-type: none"><li>- The sources of labour law: historical and evolutionary profiles</li></ul> Trade union organization, collective bargaining and collective conflict <ul style="list-style-type: none"><li>- The Collective Agreement</li><li>- Trade union organisation and trade union rights</li><li>- The industrial relations system and collective bargaining</li><li>- The industrial conflict</li></ul> <p style="text-align: center;">Individual employment relations</p> Subordination and the employment contract <ul style="list-style-type: none"><li>- Subordination and autonomy</li><li>- Self-employment, coordinated and continuous collaboration, hetero-organized collaborations</li><li>- The employment contract</li></ul>

	<ul style="list-style-type: none"> <li>- Flexible working conditions both in relation to the workplace location and working time,</li> </ul> <p>The fundamental rights of the worker</p> <ul style="list-style-type: none"> <li>- Equality and non-discrimination;</li> <li>- Maternity, paternity, work-life balance</li> <li>- Freedom and dignity of those who work</li> </ul> <p>Powers, rights and obligations of the parties in the employment relationship</p> <ul style="list-style-type: none"> <li>- Wages</li> <li>- Working hours</li> <li>- Health and safety of workers</li> </ul> <p>Organizational transformations of the company</p> <ul style="list-style-type: none"> <li>- Networks and business groups</li> <li>- The posting of workers</li> <li>- Temporary employment</li> <li>- Procurement</li> <li>- The transfer of the company</li> </ul> <p>Termination of employment</p> <ul style="list-style-type: none"> <li>- Unilateral withdrawal</li> <li>- Dismissal</li> <li>- Remedies fo unfair dismissal</li> <li>- Collective redundancies</li> <li>- The resignation of workers</li> </ul>
<b>Books and bibliography</b>	<p>BALLESTRERO M.V., DE SIMONE G., <i>Diritto del lavoro</i>, Giappichelli, 2022 ((with the exception of Part IV).</p> <p style="text-align: center;">Alternatevely</p> <p>DEL PUNTA R., <i>Diritto del lavoro</i>, Giuffr� 2023 (with the exception of c Chapter XII, Section V).</p>
<b>Additional materials</b>	<p>With regard to the above-mentioned texts, the reference must be made to more recent edition, if available during the academic year.</p> <p>Additional teaching material, which can be used for specific in-depth studies, will be made available on E-Learning and/or a special Team class.</p> <p>It is recommended to combine the study of manuals with the consultation of the main regulatory texts, in an updated version (cf. Normattiva.it).</p>

<b>Work schedule</b>			
Total hours	Lectures	hands-on learning (Laboratory, working groups, seminars)	Out-of-class study hours/ Self-study hours
150	40	10	100
<b>CFU/ETCS</b>			
6			

<b>Teaching strategy</b>	
	Lectures accompanied by the discussion of case law; in-depth thematic studies carried out during seminars, conferences, specialist lecture workshops.
<b>Expected learning outcomes</b>	

<b>Knowledge and understanding on:</b>	Students will acquire adequate knowledge of legal notions and basic institutes in the field of labour law and collective labour relations, also focusing on anti-discrimination law and gender equality. They will be able to acquire appropriate knowledge of the multilevel legal framework and to understand the rationale of the relevant legislation compared with sustainable development goals and technological innovation processes In the current globalization era.
<b>Applying knowledge and understanding on:</b>	Students will acquire knowledge of the fundamental principles and institutions of labour law and will be able to understand the mechanisms underlying the employment relationship and the labour market, the tools aimed at combating discrimination and ensuring respect for the dignity of the working person, the structure and mechanisms of functioning of the industrial relations system, the functions of trade union rights within the workplace and the dynamics of industrial conflict. The knowledge and methodologies acquired will allow students to orient themselves in the research and interpretation of legal sources and to develop problems solving abilities related to workforce management in the context of digitization and globalization processes.
<b>Soft skills</b>	<ul style="list-style-type: none"> <li>• <i>Making informed judgments and choices</i> Students will acquire the ability to autonomously evaluate principles and legal concepts of individual and collective labour relations being aware of constitutional principles and rights there involved.</li> <li>• <i>Communicating knowledge and understanding</i> Students will acquire an adequate mastery of technical-legal language and the ability to illustrate the essential features of the most important concepts and question in the field of labour law.</li> <li>• <i>Capacities to continue learning</i> The students will acquire a complete basic knowledge of labour law and will be able to understand and explore the further developments of regulatory and jurisprudential sources, also thanks to their active participation to the course. The notions learned will allow a continuous updating and improvement process, even autonomously.</li> </ul>

<b>Assessment and feedback</b>	
Methods of assessment	Oral exam. There will be an optional mid-term verification on parts of the programme carried out in class.
Evaluation criteria	<ul style="list-style-type: none"> <li>• <i>Knowledge and understanding</i> Degree of knowledge and understanding demonstrated with respect to the topics indicated in the program.</li> <li>• <i>Applying knowledge and understanding</i> Acquisition of relevant skills in terms of method, basic disciplinary contents, research of legislative and bargaining source as well as of jurisprudential ones in the face of the prospect of legal application.</li> <li>• <i>Autonomy of judgment</i> Ability to elaborate concepts and autonomously resolve issues related to individual labour relation as well as to the management of industrial relations at the workplace.</li> <li>• <i>Communicating knowledge and understanding</i> The capacity of understanding and the communication of knowledge,</li> </ul>

	<p>through proper technical language, will be taken into account.</p> <ul style="list-style-type: none"> <li>• <i>Communication skills</i> Mastery of legal language and ability to present comprehensively, including through the use of examples and connections, the regulation of institutions.</li> <li>• <i>Capacities to continue learning</i> Learning skills will be verified in the light of reference texts indicated in relation to the programme and in consideration of the understanding of the most relevant sources for the study of the discipline.</li> </ul>
<p>Criteria for assessment and attribution of the final mark</p>	<p>The oral exam is based on questions concerning general principles and concepts of labour law (e.g. the managerial prerogatives or trade union freedom) and on further discussion of the topics dealt with aimed at assessing whether the students have achieved the intended learning outcomes.</p> <p>Examination results are expressed in thirtieths. For the assignment of the final grade, the evaluation obtained at the end of the optional mid-term exam will be considered, if accepted by the student.</p> <p>For the attribution of the final mark, the level of preparation achieved in accordance with the aforementioned criteria will be taken into account and, in line with the expected learning outcomes, the different levels of preparation will lead to different judgments: excellent (30/30 with honors), very good (28/29), good (25/27), satisfactory (21/24), sufficient (18/20). The honors is awarded on the basis of the previous unanimous consent of the examination committee</p>
<p><b>Additional information</b></p>	