

General information	
Academic subject	Labour law
Degree course	Economics and Business Administration (class L18)
Academic Year	3th
European Credit Transfer and Accumulation System (ECTS)	8
Language	Italian
Academic calendar (starting and ending date)	II semester- from February 20th 2023 to June 1st 2023
Attendance	optional but strongly recommended attendance

Professor/ Lecturer	
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Virtual headquarters	
Tutoring (time and day)	Wednesday 11.30-13.00 (meeting in presence or on line or by appointment)

Syllabus	
<b>Learning Objectives</b>	The aim of the course is to provide students with the basic knowledge of the European, national and regional labour regulatory framework in the field of active labor policy and employment policy, as well as the individual and collective discipline of the employment relationship of employment relationship, with particular attention to contractual types. Particular attention will be paid to the tools that govern the labor market, with reference both to finding employment (active labor policy), and to the protections provided in the event of loss of employment (social safety nets). Further hints will also be reserved for employment policy instruments.
<b>Course prerequisites</b>	Basic knowledge of Italian civil and constitutional law
<b>Contents</b>	<ul style="list-style-type: none"> <li>• The sources of law and the principles of labour law;</li> <li>• The beginnings and the historical-legal evolution of Italian labour law;</li> <li>• The employment relationship: autonomy, subordination, "parasubordination", "hybrid" forms;</li> <li>• The establishment of the relationship: the object of the contract; types of contract, formal and substantial constraints, test pact, term,</li> <li>• The execution of the contract: tasks, qualifications, categories; rights and duties of the worker; powers and duties of the employer, suspension of the relationship; anti-discrimination discipline;</li> <li>• Working time</li> <li>• Wage</li> <li>• Health and safety in the workplace</li> <li>• Flexible contracts: fixed-term contracts, part time work, job on call; apprenticeship, collaborations, occasional ancillary work, work administration; seasonal workers</li> <li>• Termination: individual and collective dismissals</li> <li>• Resignations and transactions;</li> <li>• Social shock absorbers;</li> <li>• Inspections</li> <li>• Outsourcing</li> </ul>

	<ul style="list-style-type: none"> <li>• The labour market: active and passive labour policies; incentives for employment; the start of work in public and private employment services; conditionality;</li> <li>• Placement of disabled people;</li> <li>• Trade union freedom; collective bargaining; the right to strike</li> <li>• Social security contribution elements</li> </ul>
<b>Books and bibliography</b>	<ul style="list-style-type: none"> <li>• Ghera E., Garilli A., Garofalo D., Lineamenti di diritto del lavoro, Giappichelli, latest edition;</li> <li>• Labour law Code to choose, latest edition.</li> </ul>
<b>Additional materials</b>	Other readings will be suggested by the teacher during classroom lessons.

<b>Work schedule</b>			
Total	Lectures	Hands on (Laboratory, working groups, seminars, field trips)	Out-of-class study hours/ Self-study hours
<b>Hours</b>			
200	64	0	136
<b>ECTS</b>			
8	8		
<b>Teaching strategy</b>			
Classroom lectures, case study exercises, seminars on specific topics			
<b>Expected learning outcomes</b>			
<b>Knowledge and understanding on:</b>	Students will gain a systematic knowledge of Labor Law, in regulatory, doctrinal and jurisprudence aspects, in a national and European dimension. They will develop new skills in legislation applying to enterprise, job market and regulating working relationships		
<b>Applying knowledge and understanding on:</b>	Students will be able to research and use sources of law; to interpret legal texts and apply them to actual cases. The course encourages student's ability to identify the main forms of legal business organization and the kind of legal relation between employer and worker		
<b>Soft skills</b>	<p><b>Making informed judgments and choices:</b> The attendance of the course will allow students to acquire an adequate level of knowledge of regulatory texts and tools for critical analysis of the issues covered by the program, so as to enable them to deal independently with legal and social issues</p> <p><b>Communicating knowledge and understanding</b> The student must acquire, at the end of the course, the legal lexicon necessary to govern the labour law regulatory material.</p> <p><b>Capacities to continue learning</b> Through an in-depth study of the subject, students will have to assimilate the normative contents and acquire the necessary skills for the analysis of future legislative interventions, as well as consolidate the technical-legal study method necessary for the approach to the problems studied</p>		

<b>Assessment and feedback</b>	
Methods of assessment	Oral exam at the end of the course with interview

Evaluation criteria	<ul style="list-style-type: none"> <li>• <b>Knowledge and understanding</b> Assessment of the ability to define and describe topics covered by the course (minimum level of learning)</li> <li>• <b>Applying knowledge and understanding</b> Assessment of the ability to apply the knowledge acquired to real cases and to identify elements of correlation between different topics in the field of labour law</li> <li>• <b>Autonomy of judgment</b> Assessment of the ability to critically analyze the topics covered by the course and to debate the issues related to them by formulating conclusions and reasoned judgements</li> <li>• <b>Communicating knowledge and understanding</b> Assessment of the ability to express oneself orally in terms of linguistic appropriateness and fluency in legal lexicon, conceptual organization, logical-argumentary process and clarity</li> <li>• <b>Communication skills</b> Assessment of the ability to effectively convey the concepts and content learned during the course</li> <li>• <b>Capacities to continue learning</b> Assessment of the ability to use the study methodology used during the course to analyze and solve problems in the field of labour law different from those addressed in the case studies dealt with during the lessons.</li> </ul>
Criteria for assessment and attribution of the final mark	The final exam will be held in the form of oral and provides an evaluation in thirtieths; the exam is passed with a mark equal or greater than 18/30. The vote is given to the student proportionally to his preparation and his performance
<b>Additional information</b>	