

## **COURSE OF STUDY: Economics and Business Administration (class L18)**

**ACADEMIC YEAR: 2023/2024**

**ACADEMIC SUBJECT: Labour Law**

<b>General information</b>	
Year of the course	3th
Academic calendar (starting and ending date)	II semester- from February 19th 2024 to May 31st 2024
Credits (CFU/ETCS):	8
SSD	IUS/07
Language	Italian
Mode of attendance	optional but strongly recommended attendance

<b>Professor/ Lecturer</b>	
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Virtual room	
Office Hours (and modalities: e.g., by appointment, on line, etc.)	Wednesday 11.30-13.00 (meeting in presence or on line)

<b>Work schedule</b>			
<b>Hours</b>			
Total	Lectures	Hands-on (laboratory, workshops, working groups, seminars, field trips)	Out-of-class study hours/ Self-study hours
200	64		136
<b>CFU/ETCS</b>			
8	8		

<b>Learning Objectives</b>
<p>The teaching of labour law aims to make students acquire knowledge of the main regulations governing the standard and non-standard employment contract (so-called flexible contracts) in relation to its various stages of development. Particular attention will be paid to the tools that govern the labour market, with reference both to finding employment (active labour policy and employment policies), and to the protections provided in the event of job loss (social shock absorbers).</p> <p>More precisely, the course aims to provide students with the basic notions of labour law so that:</p> <ul style="list-style-type: none"> <li>• acquire knowledge and understand the mechanisms underlying the employment relationship and the labour market;</li> <li>• are able to apply this knowledge and understanding in solving legal and applicative problems, are able to analyse, evaluate and comment in an aware and critical way, with independent judgement, on the main legal institutions;</li> </ul>

	<ul style="list-style-type: none"> <li>know how to develop communication skills, participating with awareness and language skills in the debate proposed in the classroom on the legal issues that will be proposed by the teacher during the discussion of the individual topics;</li> <li>know how to develop their learning skills in relation to the study of other legal disciplines, establishing connections with other subjects with which labour law has similarities.</li> </ul>
<b>Course prerequisites</b>	To take the exam of Labour Law it is necessary to have passed the exam of Private Law
<b>Teaching strategies</b>	Frontal teaching with the aid of projections and discussion in the classroom. Specific seminars are planned with university professors and professional experts.
<b>Expected learning outcomes in terms of</b>	The course is aimed at ensuring that the student acquires:
<b>Knowledge and understanding on:</b>	<ul style="list-style-type: none"> <li>systematic knowledge of labour law in the regulatory, doctrinal and jurisprudential aspects in the national and European dimension.</li> <li>knowledge of the regulation of the individual employment relationship</li> <li>the ability to understand the regulatory evolution on the subject and the ratio legis</li> <li>the ability to understand the interaction mechanisms between the relevant legal and contractual sources</li> </ul>
<b>Applying knowledge and understanding on:</b>	<ul style="list-style-type: none"> <li>the ability to develop the aptitude for researching and using the sources of law, interpreting regulatory texts and applying them to concrete cases.</li> <li>the ability to analyze and identify the main forms of work and the legal relationship between employer and employee</li> <li>the ability to develop a critical approach with respect to the legal policy options and the regulatory techniques being studied, in order to increase their independence of judgement.</li> </ul>
<b>Soft skills</b>	<ul style="list-style-type: none"> <li><b><i>Making informed judgments and choices</i></b> The course will allow the student to acquire: <ul style="list-style-type: none"> <li>the ability to master the regulatory and contractual sources and to navigate among the various institutes</li> <li>an adequate ability to analyze (critically) with regard to the topics covered by the programme</li> <li>deal autonomously with some of the main legal and social issues in the field of labour law</li> </ul> </li> <li><b><i>Communicating knowledge and understanding</i></b> At the end of the course, the student must have acquired the appropriate legal vocabulary in the field of labour law</li> <li><b><i>Capacities to continue learning</i></b> Through an in-depth study of the subject, students will: <ul style="list-style-type: none"> <li>assimilate the regulatory contents and acquire the necessary skills for the analysis of future legislative interventions</li> <li>consolidate the technical-juridical study method necessary for the approach to the problems studied</li> </ul> </li> </ul>
<b>Syllabus</b>	
<b>Content knowledge</b>	<ul style="list-style-type: none"> <li>The sources of law and the principles of labour law;</li> </ul>

	<ul style="list-style-type: none"> <li>• The employment relationship: Salaried Employment, Self-employment, Employer-organised Work</li> <li>• The execution of the contract: job, qualifications, categories; rights and duties of the worker; powers and duties of the employer</li> <li>• Working time</li> <li>• Remuneration</li> <li>• Health and safety in the workplace</li> <li>• Illness, injury, pregnancy and puerperium</li> <li>• Flexible working schemes: fixed-term employment, part time work, job on call, Voucher-based working, agency work, remote work</li> <li>• Training contracts: apprenticeship and stage</li> <li>• Individual dismissal</li> <li>• Collective dismissal</li> <li>• Social safety nets</li> <li>• Workplace Inspections</li> <li>• Outsourcing</li> <li>• The labour market: active labour policies; incentives for employment; the start of work in public and private employment services; conditionality;</li> <li>• Placement of disabled people;</li> </ul>
<b>Texts and readings</b>	<ul style="list-style-type: none"> <li>• Ghera E., Garilli A., Garofalo D., Lineamenti di diritto del lavoro, Giappichelli, third edition, 2023</li> <li>• For preparation support: Job code chosen by the student, in updated edition</li> </ul>
<b>Notes, additional materials</b>	<p>The following are excluded from the program:</p> <ul style="list-style-type: none"> <li>• Section C of Chapter II;</li> <li>• paragraphs 17; 18; 19 and 20 of Section C of Chapter IV;</li> <li>• paragraphs 5 and 7 (including sub-paragraphs) of Section A of Chapter VI</li> <li>• paragraphs 20, 21 and 23 of Section C of Chapter VI</li> </ul> <p>The teacher reserves the right to indicate additional teaching materials during the course.</p> <p>Direct consultation of regulatory, collective contractual and jurisprudential sources is required.</p>
<b>Repository</b>	

<b>Assessment</b>	
Assessment methods	Oral exam at the end of the course with interview
Assessment 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>Communication skills</b></li> </ul>

	<p>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</p> <ul style="list-style-type: none"> <li>• <b>Capacities to continue learning</b></li> </ul> <p>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.</p>
Final exam and grading criteria	<p>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 according to the following criteria:</p> <ul style="list-style-type: none"> <li>• insufficient level: the candidate does not achieve any of the learning outcomes foreseen in the point "knowledge and understanding" (Insufficient grade)</li> <li>• sufficient level: the candidate achieves, in particular, the learning outcomes foreseen in the point "knowledge and understanding" (vote from 18 to 21);</li> <li>• fully sufficient level: the candidate achieves, in particular, the learning outcomes foreseen in the points "knowledge and understanding " and "Applying knowledge and understanding" (vote from 22 to 24)</li> <li>• Good level: the candidate achieves, in particular, the learning outcomes foreseen in the points "Knowledge and understanding" and "Applying knowledge and understanding" and "Autonomy of judgment" (vote from 25 to 26)</li> <li>• very good level: the candidate achieves, in particular, the learning outcomes foreseen in the points "Knowledge and understanding" and "Applying knowledge and understanding" and "Autonomy of judgment" and "Communication skills" (vote from 25 to 29)</li> <li>• excellent level: the candidate fully achieves the learning outcomes foreseen in the points "Knowledge and understanding" and "Applying knowledge and understanding" and "Autonomy of judgment" and "Communication skills" and "Capacities to continue learning" (vote from 30 to 30 L). In particular the vote "30 cum laude" will be awarded to students who demonstrate excellent analytical and synthesis skills and have carried out important in-depth studies.</li> </ul>
Further information	