

**COURSE OF STUDY** Laurea Triennale in Economia e Commercio

**ACADEMIC YEAR** 2023/2024

**ACADEMIC SUBJECT** Diritto del Lavoro –Labour Law

General information	
Year of the course	<i>II year</i>
Academic calendar (starting and ending date)	<i>First semester (09-2023/12-2023)</i>
Credits (CFU/ETCS):	6
SSD	<i>IUS/07</i>
Language	<i>Italian</i>
Mode of attendance	<i>Optional</i>

Professor/ Lecturer	
Name and Surname	Vito Pinto
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Telephone	
Department and address	<i>Dipartimento di Economia e Finanza, 6° piano, Largo Abbazia Santa Scolastica</i>
Virtual room	<i>Teams Room, codice c6t0yt0</i>
Office Hours (and modalities: e.g., by appointment, on line, etc.)	Friday from 9 to 13, unless otherwise communicated by the Professor

Work schedule			
Hours			
Total	Lectures	Hands-on (laboratory, workshops, working groups, seminars, field trips)	Out-of-class study hours/ Self-study hours
200	56		144
CFU/ETCS			
8	8		

<b>Learning Objectives</b>	<i>The course aims to teach the fundamental elements of legislation applicable to employment relationships in the private employment sector and to provide the necessary skills for the interpretation and for the application of the aforementioned rules as well as for the understanding of collective union dynamics.</i>
<b>Course prerequisites</b>	<i>To take the Labor Law exam, you must have taken the exams of Private Law and Public Law according to the propaedeutic aspects sanctioned by the Didactic regulation of the degree course</i>

<b>Teaching strategie</b>	<i>Frontal teaching</i>
<b>Expected learning outcomes in terms of</b>	
<b>Knowledge and understanding on:</b>	<ul style="list-style-type: none"> <li>○ Acquisition of basic knowledge of labor law and trade union law</li> <li>○ Ability to understand the evolution of legislation and its <i>ratio</i></li> <li>○ Acquisition of the ability to frame empirical problems on their own and to identify the correct legal solution</li> </ul>
<b>Applying knowledge and understanding on:</b>	<ul style="list-style-type: none"> <li>○ Knowledge of the discipline in its collective and individual dimension</li> <li>○ Knowledge of the European social dialogue</li> </ul>

<b>Soft skills</b>	<ul style="list-style-type: none"> <li>• <i>Making informed judgments and choices</i> <ul style="list-style-type: none"> <li>○ Master the regulatory and contractual sources</li> <li>○ Master to navigate between the different institutes</li> </ul> </li> <li>• <i>Communicating knowledge and understanding</i> <ul style="list-style-type: none"> <li>○ Mastering the technical legal language of labour law and trade union law</li> </ul> </li> <li>• <i>Capacities to continue learning</i> <ul style="list-style-type: none"> <li>○ Acquisition of skills and basic tools for constant updating of skills in the field</li> </ul> </li> </ul>
<b>Syllabus</b>	
<b>Content knowledge</b>	<p><i>Labor law. Origin and evolution of labor law. State sovereignty and global economic dynamics. The subordination and qualification of relationships of work. The employment contract. The job market. Flexible working relationship. The powers of the employer. The duties required of the worker and their change. Time and place of work performance. The insertion of the worker in the organization of others. Social security protection against occupational accidents and compensation for damages. The salary. Equality of treatment and fight against discrimination in the workplace. The guarantees of worker rights. The suspension of the employment relationship. The transfer of the employment contract and company transfer. The end of the relationship Work. Collective redundancies and collective staff reductions. The remedies against unlawful dismissal. Protection against unemployment and income of citizenship.</i></p> <p><i>The trade union law. Trade union law and industrial relations. Trade union freedom. The trade union organisation. Union representation and representativeness. The employee representation in the workplace. The repression of conduct anti-union (notes). The collective agreement: historical profiles and typology. The collective contract of common law. Collective bargaining: historical evolution. The relationships between collective agreements. Contracting and the law. Self-defence and the right to strike. The strike and essential public services.</i></p>
<b>Texts and readings</b>	<ol style="list-style-type: none"> <li>1) <i>DI STASI, GIUBBONI S., PINTO V., Lezioni di diritto del lavoro, il Mulino, 2022, limited to the chapters of the First Parts (sources, principles, trends) and Part Three (the regulation of individual relationships and the protections of worker);</i></li> <li>2) <i>GIUGNI G., Diritto sindacale, Bari, Cacucci, 2015, limited to chapters I, II, III, IV, V (with the exclusion of paragraph 5), VI section B (with the exception of paragraph 7), VII, VIII, XI, XII, XIII.</i></li> </ol>
<b>Notes, additional materials</b>	<i>Consulting an up-to-date collection of the labor legislation</i>
<b>Repository</b>	<i>The teaching material can be purchased in all legal bookstores.</i>

<b>Assessment</b>	
<b>Assessment methods</b>	<i>Oral exam</i>
<b>Assessment criteria</b>	<ul style="list-style-type: none"> <li>• <i>Knowledge and understanding</i> <ul style="list-style-type: none"> <li>○ The candidate fully achieves the learning outcomes</li> </ul> </li> <li>• <i>Applying knowledge and understanding</i> <ul style="list-style-type: none"> <li>○ The candidate fully achieves the results described in the previous points relating to the knowledge and ability to understand the phenomena and regulations of European labour law</li> </ul> </li> <li>• <i>Autonomy of judgment</i> <ul style="list-style-type: none"> <li>○ The candidate develops the learned contents by himself</li> </ul> </li> <li>• <i>Communicating knowledge and understanding</i> <ul style="list-style-type: none"> <li>○ The candidates uses appropriate legal language</li> </ul> </li> <li>• <i>Communication skills</i> <ul style="list-style-type: none"> <li>○ The candidate is clear and precise in expressions and communications</li> </ul> </li> <li>• <i>Capacities to continue learning</i></li> </ul>

Final exam and grading criteria	<ul style="list-style-type: none"> <li>○ The candidate achieves the capacity to continue learning</li> </ul> <p><i>The final mark is given out of thirty. The exam is considered passed when the grade is greater than or equal to 18.</i></p> <p><i>Evaluation criteria and scores are determined according to the following scale:</i></p> <ul style="list-style-type: none"> <li>- <i>insufficient level: the candidate does not reach any of the learning outcomes foreseen in the point "knowledge and understanding" (insufficient mark);</i></li> <li>- <i>sufficient level: the candidate achieves, in particular, the learning outcomes foreseen in the point "knowledge and understanding" (score from 18 to 21);</i></li> <li>- <i>fully sufficient level: the candidate achieves, in particular, the learning outcomes envisaged in the points "knowledge and understanding" and "applied knowledge and understanding" (score from 22 to 24);</i></li> <li>- <i>good level: the candidate achieves, in particular, the learning outcomes foreseen in the points "knowledge and understanding"; "applied knowledge and understanding" and "autonomy of judgement" (score from 25 to 26);</i></li> <li>- <i>very good level: the candidate achieves, in particular, the learning outcomes foreseen in the points "knowledge and understanding"; "applied knowledge and understanding"; "autonomy of judgment" and "communication skills" (score from 27 to 29);</i></li> <li>- <i>excellent level: the candidate fully achieves the learning outcomes foreseen in the points "knowledge and understanding"; "applied knowledge and understanding"; "autonomy of judgement"; "communication skills" and "ability to learn" (grade from 30 to 30L).</i></li> </ul>
<b>Further information</b>	