

COURSE OF STUDY *Legal services for immigration, human rights and interculturality*

ACADEMIC YEAR 2024 - 2025

ACADEMIC SUBJECT Labour Law of immigration

General information	
Year of the course	Second
Academic calendar (starting and ending date)	First semester (Sep. 9th, 2024 - Dec. 6th, 2024)
Credits (CFU/ETCS):	6
SSD	Labour law IUS/07
Language	<i>Italian</i>
Mode of attendance	<i>optional</i>

Professor/ Lecturer	
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Telephone	////
Department and address	DJSGE – Via Duomo nr. 259 – 74100 Taranto (TA)
Virtual room	///////
Office Hours (and modalities: e.g., by appointment, on line, etc.)	Wednesday 11:00 – 13:00

Work schedule			
Hours			
Total	Lectures	Hands-on (laboratory, workshops, working groups, seminars, field trips)	Out-of-class study hours/ Self-study hours
150	48	////	102
CFU/ETCS			
6	6	////	////

Learning Objectives	The teaching aims to provide the student/student with the basic knowledge of the European, national and regional regulatory framework on Labor Law, also with reference to the discipline applicable to foreign workers, as well as the ability to describe and analyze the various legal institutes dealt with during the course, from a functional perspective, also in order to grasp the appropriateness of the same with respect to the phenomena that regulate.
Course prerequisites	Basic knowledge of Italian civil and constitutional law - Propaedeuticity: Institutions of private law; Constitutional law

Teaching strategie	Lectures, analysis of case law and collective agreements, in-depth seminars. Frontal teaching will be the main teaching method, necessary to acquire knowledge related to the topics covered by the course. On some of them (such as, for example: classification, working hours, remuneration, just to mention some of the most relevant) the examination of case law and the provisions of some collective agreements is functional to show how in practice the legal provisions are applied.
Expected learning outcomes in terms of	

Knowledge and understanding on:	<ul style="list-style-type: none"> ○ The teaching aims to provide the student/student with basic knowledge of the European, national and regional regulatory framework of labor law, including with reference to the regulations applicable to foreign workers, as well as the ability to describe and analyze the various legal institutions covered during the course
Applying knowledge and understanding on:	<ul style="list-style-type: none"> ○ At the end of the course the student/student, through the theoretical knowledge acquired, will be able to analyze and solve some of the most significant issues related to the discipline of labour relations, including with regard to the condition of foreign workers and in intercultural contexts
Soft skills	<ul style="list-style-type: none"> • <u><i>Making informed judgments and choices</i></u> The course will enable the student/student to acquire adequate analytical (critical) skills with regard to the issues covered in the syllabus, so that he/she will be able to deal independently with some of the main legal and social issues in the field of labour law. • <u><i>Communicating knowledge and understanding</i></u> The student(s), upon completion of the course, should have acquired the appropriate legal vocabulary in the area of labour law. • <u><i>Capacities to continue learning</i></u> Consolidation of the technical-legal study method necessary for approaching the issues studied. The student(s) will be able to use the methodologies of study and analysis employed during the course to address issues in the field of labour law other than those covered, with special emphasis on the skills necessary for the analysis of future legislative interventions.
Syllabus	
Content knowledge	<p>The general principles of labor law;</p> <ul style="list-style-type: none"> - the origins and historical-legal evolution of Italian labor law; - the employment relationship: autonomy, subordination, "parasubordination," "hybrid" forms; - the constitution of the relationship: the object of the contract; contract types, formal and substantive constraints, probationary agreement, affixing of the term, residence contract and hiring procedures; flexible contracts: fixed-term contracts, flexibility of working hours, the occasional service contract, work administration; - the execution of the contract: duties, qualifications, categories; rights and duties of the employee; powers and duties of the employer; suspension of the relationship; anti-discrimination regulations; - termination: individual and collective dismissals; resignations, waivers and settlements; severance pay; social safety nets; - the labor market: active and passive labor policies; job placement in public and private employment services; conditionality; placement of the disabled; - the employment of foreigners in Italy. The principles of EU legislation: freedom of appropriation, prohibition of discrimination and equal treatment; international protection; work and forms of reception; - The work of foreigners: entry and residence for work purposes; residence permits allowing the performance of a work activity; - the consequences of the modifying and extinguishing events of the employment relationship on the residence permit; de facto performance in violation of the law; - the protection of posted workers in the context of transnational provision of services.

Texts and readings	- Ghera E., Garilli A., Garofalo D., Lineamenti di diritto del lavoro, Giappichelli, 2023; - Labor Code of your choice, latest edition
Notes, additional materials	For in-depth seminars as well as analysis of case law and collective agreements, specific course materials will be provided during the course
Repository	Teaching materials will be made available on the lecturer's personal page accessible from the Ionian Department portal

Assessment	
Assessment methods	Oral examination with discussion at the end of the course
Assessment criteria	<ul style="list-style-type: none"> • <u>Knowledge and understanding</u> Assessment of ability to define and describe the legal institutions covered by the course (minimum learning level) • <u>Applying knowledge and understanding</u> Assessment of the ability to apply acquired knowledge to real cases as well as to identify elements of correlation between different legal institute • <u>Autonomy of judgment</u> 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 • <u>Communicating knowledge and understanding</u> 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 • <u>Communication skills</u> Assessment of the ability to effectively convey the concepts and content learned during the course • <u>Capacities to continue learning</u> 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.
Final exam and grading criteria	The mark is given in thirtieths and the examination is considered passed when the mark is 18/30 or higher
Further information	
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