

## Course of study Sociology L-40

**ACADEMIC YEAR 2025/2026**

**NAME OF THE COURSE: Labour Law Institutions**

Main information	
Course year	3rd year
Delivery period	Second semester
University credits (CFU/ETCS):	4 CFU
SSD	12/GIUR-04 LABOUR LAW
Language of delivery	Italian
Frequency modes	Attendance requirements are set out by the University's Teaching Regulations. Attendance at the course is not compulsory.

Teacher	
First and last name	Dr Mariagrazia Lamannis
Email address	m.lamannis@unicz.it
Phone	-
Office	Department of Law, Economics and Sociology.
Virtual office	None
Students reception	If not published on the DiGES website, receptions can be arranged directly with the lecturer by writing to the above e-mail address. Normally, receptions are held in room 1, level 0, DiGES building

Organization of teaching			
Hours			
Total	Lectures	Seminars or other activities	Individual study
104	24	Not quantifiable at this time (see below*)	80 (approximately and on average)
CFU/ETCS			
4	4		

<b>Learning goals</b>	The course aims to ensure that students acquire some fundamental knowledge of labour law. Therefore, starting from the system of the sources of labour law, the student will acquire the notion of "subordinate employment relationship" and then delve into the main obligations and powers of the parties. Finally, he/she will acquire some basic notions on trade union law and termination of the employment relationship.
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<b>Prerequisites</b>	None
<b>Teaching Methods</b>	<p>As this is a basic and rather short course, the course will mainly consist of lectures. However, these lectures will be dynamic and aimed at encouraging students' involvement.</p> <p>*During the course, students will be offered the opportunity to participate in some in-depth seminars, usually organised in the second semester, in collaboration with Prof. Maura Ranieri.</p>

<b>Expected earning outcomes</b>	The course aims to provide students with the basic coordinates of the sources of labour law as well as the elements of the regulation of subordinate employment and collective relations.
<b>DD1 Knowledge and understanding</b>	As anticipated, at the end of the course, the student will have acquired some fundamental knowledge of labour law. Thus, starting from the system of sources of labour law, the student will acquire the notion of 'subordinate employment relationship' and then delve into the main obligations and powers of the parties. Finally, he/she will acquire some basic notions on trade union law and termination of the employment relationship.
<b>DD2 Knowledge and understanding applied</b>	The student will be able to trace the discipline of the main labour law provisions, identifying the relevant sources and the main interpretative orientations. The seminar activities will also allow for the in-depth study of specific and topical legal issues, which will foster the development of logical-legal reasoning and, at the same time, the consolidation of the basic and cross-cutting knowledge acquired during the course.
<b>DD3-5 Soft skills</b>	At the end of the course, the student will have acquired transversal skills, which are indispensable for the achievement of the above objectives. In particular, the student will be able to - identify and interpret the legislation and case law relating to a given issue; - critically analyse a legal issue; - discuss a technical topic, with appropriate language and the ability to deal with it in logical-legal terms.
<b>Teaching content (Programme)</b>	The main topics of the course are: sources of labour law (with particular attention to constitutional principles); elements of trade union law (trade union freedom, strikes, collective agreement); subordinate employment contract; brief remarks on para-subordination; obligations and duties of the employee; powers of the employer; obligations of the employer wages and health protection in the workplace (outline); working time; non-standard contracts and working arrangements (part-time, fixed-term contract, temporary agency contract, apprenticeship, intermittent work, agile work); termination of the employment relationship .
<b>Testi di riferimento</b>	W. Chiaromonte, M.P. Monaco, M.L. Vallauri (a cura di), Elementi di diritto del Giappichelli, Torino, 2023 ( <a href="https://www.giappichelli.it/elementi-di-diritto-del-lavoro-9791221102635">https://www.giappichelli.it/elementi-di-diritto-del-lavoro-9791221102635</a> ), limited to the following chapters: Chap. 1, Cap. 2, Chap. 3, Chap. 4 e 6, Chap. 7, Cap. 8, Chap. 9 and 10, Chap. 12, Chap. 14( up to p. 246), Chap. 15.

	<p><b>OR</b></p> <p>M. Esposito, L. Gaeta, A. Zoppoli, L. Zoppoli, Diritto del lavoro e sindacale, Giappichelli, Torino, 2023 (<a href="https://www.giappichelli.it/diritto-del-lavoro-e-sindacale-9791221103113">https://www.giappichelli.it/diritto-del-lavoro-e-sindacale-9791221103113</a>), limited to the following chapters: Chap. 1, Chap. 2, Chap. 4 (up to Sect. 11), Chap. 5, Cap. 8, Chap. 9, Chap. 10, Chap. 11 e 12, Cap. 13, Cap. 14 (up to p. 344), Chap. 15, Chap. 16 (only Section 4).</p>
<b>Explanatory notes to reference texts</b>	<p>The teacher provides students with teaching materials that are used in the classroom. Material relating to seminar activities will also be made available to students. In any case, direct consultation of regulatory, collective contractual and jurisprudential sources is required during individual study.</p>
<b>Teaching materials</b>	<p>The course material will be published on the course e-learning page and/or the teacher's page on the DiGES website.</p>

<b>Evaluation</b>	
Learning verification methods	<p>The assessment modalities are set out in Article 22 of the University Teaching Regulations. The course does not normally provide for intermediate assessment tests.</p> <p><u>The final examination will be oral.</u></p>

Evaluation Criteria	<p>Consistent with the indicators indicated above, the following will contribute to the student's assessment:</p> <ul style="list-style-type: none"> <li>- knowledge of the syllabus (thoroughness of the study, degree of depth of the study, ability to relate the different knowledge);</li> <li>- ability to discursively organise knowledge;</li> <li>- ability to critically reason about the study undertaken;</li> <li>- ability to apply the knowledge acquired;</li> <li>- quality of the presentation of topics during the examination (competence in the use of specialist vocabulary, effectiveness, linearity, etc.).</li> </ul>
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Criteria for measuring learning and awarding the final mark	The assessment is carried out in thirtieths. The examination is deemed passed if the candidate achieves a minimum mark of at least 18/30. The mark is awarded to the candidate in proportion to the preparation demonstrated in terms of both content (overall knowledge of the subject matter, ability to analyse and systematically analyse and summarise the arguments) and exposition (use of appropriate and correct technical-legal language), broadly in accordance with the indications contained in the following table:			
	<b>Vote</b>	<b>Knowledge and understanding of subject</b>	<b>Analytical skills and ability to synthesize</b>	<b>Use of references</b>
	Ineligible Student	The student has significant shortcomings.	The student hasn't analytical skills and ability to synthesize and he talks in general.	The use of references is completely inappropriate.
	18-20	The student is at threshold level.	Analytical skills and ability to synthesize are just enough.	The use of references is just appropriate
	21-23	Routine knowledge.	Analytical skills and ability to synthesize are correct. The student is able to argue logically.	The use of references is standard.
	24-26	Good knowledge.	The student has analytical skills and ability to synthesize, and topics are expressed consistently.	The use of references is standard.
	27-29	Knowledge is more than good.	Analytical skills and ability to synthesize are remarkable.	The student has deepened the topics.
	30-30L	Knowledge is very good.	Analytical skills and ability to synthesize are very good.	Very important deepening.