

**Master's Degree (Second Cycle Degree) in  
Administrations and Complex Organizations Science (ACOS)  
(Degree Code: LM-63 – Public Administration)**

Teaching

**Labour Law (Advanced Course)**

Academic Year, Course Year, Semester, ECTS Credits

**A.Y. 2021/2022, II Course Year, II Semester, 8 ECTS Credits**

**Prof. Anna Trojsi**

<b>Course Information</b>	Labour Law (Advanced Course) – Master's Degree (Second Cycle Degree) in Administrations and Complex Organizations Science (ACOS) Scientific Area: IUS/07 – Labour Law
<b>Professor Info and Contacts</b>	Prof. Anna Trojsi Full Professor of Labour Law (Scientific Area: IUS/07) Department of Law, Economics and Sociology – University “Magna Græcia” in Catanzaro Office Room n. 1 (Ground Floor, Level 0) <u>E-mail:</u> trojsi@unicz.it Office hours for student reception are posted on the website of the Department of Law, Economics and Sociology, in the Professor's page. The Professor can also be contacted before and after lessons and exams.
<b>Course Outline Description</b>	The Course aims to study two specialistic parts of Labour Law, i.e. Trade Union Law and Public Labour Law.
<b>Course Goals and Expected Learning Outcomes</b>	Students will gain a systematic and advanced knowledge of juridical sources, evolution and legal system in force on the subjects of Trade Union Law and of Public Labour Law, in theoretical, regulatory, doctrinal, jurisprudential and applicative aspects. <u>Knowledge and understanding:</u> The student will understand the main principles and rules on the subjects of employment relationships in public services and of industrial relations. <u>Applied knowledge and understanding:</u> The student will learn to apply the methodological background and knowledge of Labour Law, and so to resolve, from a legal point of view, practical work or trade unions issues in all organizational contexts, both public and private ones, also in the field of human resources management. <u>Autonomy of evaluation:</u> The student will be able to critical evaluation of the legal issues, in the field of Labour Law, concerning administrations and complex organizations. He/She will also be able to provide the most appropriate legal solutions to adapt public and private organizational systems, especially public services, trade unionism and industrial relations systems. <u>Communication skills:</u> The student will be able to ask questions and to propose solutions,

	<p>using an appropriate technical-legal language, especially in the field of Labour Law. So he/she will be able to speak and to deal with specialized interlocutors, such as decision-makers, trade unionists and staff, as well as with stakeholders at all.</p> <p><u>Learning skills:</u></p> <p>The Course will provide the student with an advanced methodological knowledge and a complete autonomy of theoretical and practical learning in a significant field of legal sciences applied to public and private organizational systems, such as Labour Law. The student will be able to research and to understand legal sources, bibliographical references and judgements, essential for holding specialistic or management functions. The student could attend seminars, conferences, training and other educational-scientific events, in the field of Labour Law.</p>
<b>Program (contents/topics, methods)</b>	<p>Part I (<u>Trade Union Law</u>): Historical evolution and sources of Trade Union Law. – Trade unions and employers’ organizations. Trade union representativeness. – Industrial relations systems and company union representatives. Trade union rights in the workplace. – The protection against anti-union actions. – Collective bargaining and collective agreement, in private and public sector. – The strike, also in public services.</p> <p>Part II (<u>Public Labour Law</u>): Historical and regulatory evolution, framework, general principles, legal and contractual sources’ system of Public Labour Law. – Recruitment. – Professional classification, job duties and incompatibilities. – Salary. – Flexible employment contracts. Flexible working organization. Self-employment, coordinated and continuous working collaborations, occasional jobs in Public Administration. – Telecommuting and smart working. – The sanctioning power of the public employer. – Termination of employment relationships. The dismissal. – Public management.</p>
<b>Estimated student workload for self-study</b>	<p>Attending students: about 152 hours.</p> <p>Non-attending students: about 200 hours.</p>
<b>Teaching Methods</b>	Lectures in Italian language. Possible integrative teaching and seminars.
<b>Learning resources</b>	<p><u>Textbooks:</u></p> <ul style="list-style-type: none"> <li>• M. Magnani, <i>Diritto sindacale</i>, Giappichelli Publishing, Turin, 2021 (except: Chapter VII; Chapter VIII, Section III).</li> <li>• L. Fiorillo, <i>Il diritto del lavoro nel pubblico impiego</i>, Piccin Publishing, Padua, 2019 (except: Chapters 4, 7 and 13).</li> </ul> <p><u>Further recommended readings:</u></p> <p>They will be recommended by the Professor during the lessons.</p> <p><u>Other teaching materials:</u></p> <p>Consultation of laws and regulatory acts, collective agreements and judgements. Further learning or bibliographic resources could be recommended by the Professor during the lessons.</p>
<b>Support Activities</b>	They will be carried out during the lessons and the teaching

	activities, including possible integrative ones and seminars, also with experts in the field, as well as during the office hours for students' reception and tutoring.																												
<b>Attendance</b>	Attendance of the Course is not compulsory.																												
<b>Assessment Method</b>	<p>See Article 22 of the University's General Teaching Regulation.</p> <p>The Course doesn't include, as a rule, intermediate assessment tests. The Professor could carry out learning verifications during the lessons.</p> <p>The final exam will be <b>oral</b>.</p> <p>The final exam will be passed if the candidate will achieve a minimum grade of 18/30. The grade will be proportional to the skills shown by the student, as contents (overall knowledge of the subject; systematic analysis, as well as synthesis, of topics; study of references, especially bibliographical ones) and as exposure (correct technical-legal language).</p> <p>The final exam will be graded according to the following table:</p> <table><tr><th><b>Grade</b></th><th><b>Knowledge and understanding of the topics</b></th><th><b>Ability to Analyze and synthesize</b></th><th><b>Use of references, especially bibliographical ones</b></th></tr><tr><td>Failed</td><td>Significant shortcomings and inaccuracies</td><td>Irrelevant. Generalizations. Inability to synthesize</td><td>Completely inappropriate</td></tr><tr><td>18-20</td><td>Sufficient. Some shortcomings</td><td>Sufficient</td><td>Sufficient</td></tr><tr><td>21-23</td><td>Basic</td><td>Ability to correct analysis and synthesis</td><td>Use of standard references</td></tr><tr><td>24-26</td><td>Good</td><td>Good</td><td>Able</td></tr><tr><td>27-29</td><td>Very good</td><td>Very good</td><td>Very good</td></tr><tr><td>30-30L</td><td>Excellent</td><td>Excellent</td><td>Significant insights</td></tr></table>	<b>Grade</b>	<b>Knowledge and understanding of the topics</b>	<b>Ability to Analyze and synthesize</b>	<b>Use of references, especially bibliographical ones</b>	Failed	Significant shortcomings and inaccuracies	Irrelevant. Generalizations. Inability to synthesize	Completely inappropriate	18-20	Sufficient. Some shortcomings	Sufficient	Sufficient	21-23	Basic	Ability to correct analysis and synthesis	Use of standard references	24-26	Good	Good	Able	27-29	Very good	Very good	Very good	30-30L	Excellent	Excellent	Significant insights
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