

**Bachelor Degree (First Cycle Degree) in
Organization and Management of Public and Private Companies
(Degree Code: L-16 – Administration)**

Teaching

Labour Law

Academic Year, Course Year, Semester, ECTS Credits

A.Y. 2024/2025, II Course Year, II Semester, 8 ECTS Credits (48 Hours)

Prof. Anna Trojsi

Course Information	Labour Law – Bachelor Degree (First Cycle Degree) in Organization and Management of Public and Private Companies Scientific Area: GIUR-04/A – Labour Law
Professor Info and Contacts	Prof. Anna Trojsi Full Professor of Labour Law (Scientific Area: GIUR-04/A) Department of Law, Economics and Sociology – University “Magna Græcia” in Catanzaro Office Room n. 1 (Ground Floor, Level 0) E-mail: 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.
Course Outline Description	The Course aims to study the sources of Labour Law in the multi-level legal order and the rules concerning the individual employment relationships and the labour market.
Course Goals and Expected Learning Outcomes	Students will gain a systematic knowledge of Labour Law and Labour Market Law, in theoretical, regulatory, doctrinal, jurisprudential and applicative aspects. <u>Knowledge and understanding:</u> The student will understand the multi-level legal system of Labour Law and the main principles and rules on the subjects of employment relationships in public and private organizations and of labour market governance. <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 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 public and private administrations. He/She will also be able to provide the most appropriate legal solutions to adapt public and private organizational systems. <u>Communication skills:</u> The student will be able to ask questions and to propose solutions, using an appropriate technical-legal language, especially in the field of Labour Law. <u>Learning skills:</u> The student will be able to research and interpret the juridical sources in the field of Labour Law, i.e. legal and contractual ones (individual employment contract and collective bargaining agreements), as well as internal company rules and policies, bibliographical references and judgements. The student could attend seminars, conferences, training and other educational-scientific events, in the field of Labour Law.
Program (contents/topics)	Historical evolution and multi-level sources of Labour Law. – Employment relationships. Self-employment. Coordinated and continuous working collaborations. Occasional jobs. – The individual employment contract. The trial period. – Work performances; categories of employees; job duties; the transfer of employee. – The employer’s powers and the employee’s obligations. – The worker’s protection in the organization of work (in particular, health and safety at work). Work schedule. – Salary. – Anti-discrimination law. Work-life balance. – Waivers and settlements of the employee. The certification of employment contracts. The loss of workers' rights. – Termination of employment relationships. Individual and collective dismissals. – The Redundancy Fund. – Employment services and placement of workers. – Flexible employment contracts (in particular, fixed-term, staff leasing, part-time, job on call, apprenticeship). Smart working.
Estimated Student Workload for Self-Study	Attending students: about 152 hours. Non-attending students: about 200 hours.
Teaching Method	Lectures in Italian language. Possible integrative teaching and seminars.
Learning Resources	<u>Textbook:</u>

	<p>E. Ghera, A. Garilli, D. Garofalo, <i>Diritto del lavoro</i>, Giappichelli Publishing, Turin, 2023 (except: Chapter II, Sections A and C; Chapter III, Section A; Chapter V, Section C; Chapter VII, Section D; Chapter VIII, Sections A and D; Chapter IX, Sections A and B; Chapter X, Section A, paragraphs 5, 6 and 7, and Sections B and C; Chapter XII, Section C)</p> <p><u>Further recommended readings</u>: They will be recommended by the Professor during the lessons.</p> <p><u>Other teaching materials</u>: 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>																															
Support Activities	They will be carried out during the lessons and the teaching activities, also with experts in the field, as well as during the office hours for students' reception and tutoring.																															
Attendance	Article 8, UMG General Teaching Regulation.																															
Assessment Method	<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 oral.</p> <table border="1"> <thead> <tr> <th>Grade</th> <th>Knowledge and Understanding of the Topics</th> <th>Ability to Analyze and Synthesize</th> <th>Use of References, especially Bibliographical ones</th> </tr> </thead> <tbody> <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> </tbody> </table>				Grade	Knowledge and Understanding of the Topics	Ability to Analyze and Synthesize	Use of References, especially Bibliographical ones	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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