

## **Business Administration (L-18)**

### **Labour Law**

**A.Y. 2024/2025**

**2<sup>nd</sup> semester, 6 ECTS**

**Prof. Maura Ranieri**

<b>About the Course</b>	Labour Law (IUS/07), 3 <sup>rd</sup> year of bachelor's degree in Business Administration, 6 ECTS (42 hours), 2 <sup>nd</sup> semester
<b>About your Professor</b>	Prof. Maura Ranieri Department of Law, Economics and Sociology Mail <a href="mailto:ranieri@unicz.it">ranieri@unicz.it</a> Tel. 0961 3694931 Office hours are posted on Department's website, on the notices section for students or on Professor's personal page. Prof. Ranieri's office is in the building of legal, economic and social area, level 0, room n. 1.
<b>Course Outline</b>	The course is aimed to deepen the legal order that regulates individual and collective working relationships and the labour market.
<b>Goals and expected results of the course</b>	Students will gain a systematic knowledge of Labour Law, in regulatory, doctrinal and jurisprudence aspects, in a national and European dimension. They will develop new skills in the field of legislation applying to enterprise, the labour market and the regulation of labour relationships. Students will be able to research and use sources of law; to interpret legal texts and apply them to actual cases. The course encourages student's ability to identify the main forms of legal business organization and the type of legal relationship between employer and worker.
<b>Course Syllabus</b>	The main topics of the course are: source of Labor Law; employment contract; Trade unions and the Constitution; worker's obligations and employer's powers; professionalism of the workers; safety in the workplaces; salary; termination of the employment contract; outsourced work; types of work contract; Wages Guarantee Fund ( <i>Cassa Integrazione Guadagni</i> ) and instruments for entering and relocating in the labour market; discrimination at work.
<b>Required effort (estimate average) for self-study</b>	The amount of study required depends on subjective skills. The program requires about 150 hours of self-study (estimate average).
<b>Teaching Method</b>	The course consists of classroom lessons with the active presence of the students. Seminars on specific topics held by university professors and professional experts are also planned.
<b>Learning Resources</b>	<u>Suggested readings:</u> M. ESPOSITO, L. GAETA, A. ZOPPOLI, L. ZOPPOLI, <i>Diritto del lavoro e sindacale</i> , Giappichelli, Torino, last edition (Students should study only chapters: 2, 4, 5, 9, 10, 11, 12, 13, 14, 15, 16, 17 and 18);  <u>Other suggested readings:</u>

Other readings will be suggested by the teacher during the lessons.

Other study materials:  
 Direct consultation of legislation, collective bargaining agreements and case law is required.  
 The Professor may indicate additional study materials during the course.

**Support Activities**  
 The Professor provides support activities during office hours.

**Attendances Modes**  
 The attendance modes are set out in the Teaching Regulation of the University. Attendance in this course isn't mandatory.

**Evaluation Method**  
 The evaluation method is set out in the Teaching Regulation of the University, art. 22.  
 There is usually not a midterm test.  
 The Professor can check the progress of the class during the course on the basis of the number of attending students and teaching performances.  
 The final exam will be held in the form of oral and provides an evaluation in thirtieths; the exam is passed with a mark equal or greater than 18/30. The vote is given to the student proportionally to his preparation and his performance, according to the table below.

<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	The use of references is standard.

				expressed consistently.	
		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 deepenings.