Syllabus

Course Description

Course Title	Labour and Social Security Law
Course Code	53152
Course Title Additional	
Scientific-Disciplinary Sector	GIUR-04/A
Language	Italian
Degree Course	Master in Social Work and Social Policy
Other Degree Courses (Loaned)	
Lecturers	Dr. Michele Mazzetti, Michele.Mazzetti@unibz.it https://www.unibz.it/en/faculties/economics-management/academic-staff/person/50364 Prof. Matteo Borzaga, matteo.borzaga@unibz.it https://www.unibz.it/en/faculties/economics-management/academic-staff/person/27982
Teaching Assistant	
Semester	Second semester
Course Year/s	1
CP	6
Teaching Hours	30
Lab Hours	10
Individual Study Hours	110
Planned Office Hours	58
Contents Summary	The module covers the fundamentals of labor law and social security, including employment contracts, protections, equal opportunities, discrimination, parity rules, and recent legislative developments at national and European levels.
Course Topics	The course provides an in-depth analysis of key regulations in labor law and social security, including laws, regulations, and EU

	directives governing employment relationships, protections, working hours, and social security systems. It covers recent reforms, EU directives, and national legislative changes, with practical case studies. The aim is to prepare students for real-world management of labor law and social security issues, emphasizing anti-discrimination, equality, and fair working conditions. The course also enhances skills in interpreting and practically applying legal norms in professional contexts.
Keywords	Labour law, Social security, Equal treatment and non-discrimination, working conditions
Recommended Prerequisites	Students may also participate without specific knowledge of law; however, it is advisable to be familiar with the basics of private and public law.
Propaedeutic Courses	
Teaching Format	Remote lecture with both lecture-style teaching and practical workshop activities.
Mandatory Attendance	In accordance with the regulation
Specific Educational Objectives and Learning Outcomes	- Understand legal frameworks of employment relationships - Analyze social security rights and benefits - Critically reflect on labor market regulation - Acquire knowledge of workers' rights and duties - apply labor law regulations in practical cases - evaluate social security rights and benefits - develop well-founded arguments on labor market regulation - reflect on labor and social protection mechanisms - Recognize and analyze discrimination mechanisms - Apply equal opportunity laws - Develop strategies for diversity and inclusion - Promote critical reflection on empowerment processes - analyze cases of workplace discrimination - apply equal opportunity laws in practice - develop actions to promote equality - reflect on challenges and solutions for inclusion
Specific Educational Objectives and Learning Outcomes (additional info.)	- Interpret and use EU and national sources on labour and social security law - Identify and assess remedies and protections in cases of labour rights violations and discrimination

	- Draft short legal analyses/arguments on practical cases (case brief, memo) using appropriate legal terminology
Assessment	Written exam and class participation (30% of the final grade)
Evaluation Criteria	Class participation (30% of the final grade) For the written exam: - Legal knowledge and completeness - Adherence to the prompt and identification of relevant issues - Compliance with the required structure (Introduction–Main body–Comparison) and ability to summarise - Legal reasoning and argumentation - Clarity, logical coherence and grammatical accuracy
Required Readings	• Chiaromonte, Monaco, Vallauri, Elementi di diritto del lavoro, Giappichelli, 2025
Supplementary Readings	• Ales, Canavesi, Casale, Casilo, Esposito, Ludovico, Vianello, Profili giuridici della sicurezza sociale, Giappichelli, 2024 • Mazzotta, Manuale di diritto del lavoro, CEDAM, 2025
Further Information	
Sustainable Development Goals (SDGs)	Gender equality, Reduced inequalities, Decent work and economic growth

Course Module

Course Constituent Title	Labour and Social Security Law
Course Code	53152A
Scientific-Disciplinary Sector	GIUR-04/A
Language	Italian
Lecturers	Dr. Michele Mazzetti, Michele.Mazzetti@unibz.it https://www.unibz.it/en/faculties/economics-management/academic-staff/person/50364
Teaching Assistant	
Semester	Second semester
CP	5
Responsible Lecturer	

Teaching Hours	30
Lab Hours	0
Individual Study Hours	95
Planned Office Hours	15
Contents Summary	Introduction to labor law and social security: legal foundations, protection mechanisms, and recent developments in the European context.
Course Topics	Analysis of labor law regulations, collective agreements, dismissal protection, and worker participation. Overview of social security systems, benefits, and entitlements. Discussion on labor market regulation and welfare systems.
Teaching Format	Remote lecture with a lecture-style format and active student participation.
Required Readings	• Chiaromonte, Monaco, Vallauri, Elementi di diritto del lavoro, Giappichelli, 2025
Supplementary Readings	• Ales, Canavesi, Casale, Casilo, Esposito, Ludovico, Vianello, Profili giuridici della sicurezza sociale, Giappichelli, 2024 • Mazzotta, Manuale di diritto del lavoro, CEDAM, 2025

Course Module

Course Constituent Title	Equal Opportunities (lab.)
Course Code	53152B
Scientific-Disciplinary Sector	GIUR-04/A
Language	Italian
Lecturers	Prof. Matteo Borzaga, matteo.borzaga@unibz.it https://www.unibz.it/en/faculties/economics-management/academic-staff/person/27982
Teaching Assistant	
Semester	Second semester

CP	1
Responsible Lecturer	
Teaching Hours	0
Lab Hours	10
Individual Study Hours	15
Planned Office Hours	3
Contents Summary	Practical lab on equal opportunities and anti-discrimination in labor law and social security. Focus on case analysis and empowerment.
Course Topics	Analysis of real cases of workplace discrimination, study of equal opportunity laws, development of strategies to promote diversity and inclusion. Reflection on barriers and best practices.
Teaching Format	Lectures and discussions with students.
Required Readings	To be indicated at the beginning of the lab.
Supplementary Readings	To be indicated at the beginning of the lab.