

# Syllabus

## *Course Description*

<b>Course Title</b>	Labour Law
<b>Course Code</b>	27190
<b>Course Title Additional</b>	
<b>Scientific-Disciplinary Sector</b>	GIUR-04/A
<b>Language</b>	Italian
<b>Degree Course</b>	Bachelor in Economics and Management
<b>Other Degree Courses (Loaned)</b>	
<b>Lecturers</b>	Dr. Michele Mazzetti, Michele.Mazzetti@unibz.it <a href="https://www.unibz.it/en/faculties/economics-management/academic-staff/person/50364">https://www.unibz.it/en/faculties/economics-management/academic-staff/person/50364</a>
<b>Teaching Assistant</b>	
<b>Semester</b>	First semester
<b>Course Year/s</b>	optional
<b>CP</b>	6
<b>Teaching Hours</b>	36
<b>Lab Hours</b>	-
<b>Individual Study Hours</b>	-
<b>Planned Office Hours</b>	
<b>Contents Summary</b>	<p>The Labour Law course provides students with an in-depth and analytical knowledge of the legal sources and regulatory frameworks that influence labour relations at national, European and comparative levels. Particular attention is given to recent developments in Italian labour law, with a focus on the evolution of the concept of flexibility. Through the analysis of practical cases, students learn to apply legal rules in real-life contexts, while developing the capacity for autonomous reasoning and the mastery of appropriate legal terminology.</p> <p>The course also promotes the learning skills necessary for further</p>

	academic or professional advancement in the field.
<b>Course Topics</b>	<p>Specific topics covered include:</p> <ol style="list-style-type: none"> <li>1. The historical evolution of Italian labour law and the most recent reforms.</li> <li>2. The sources of Italian labour law: ILO, EU, and ECHR.</li> <li>3. Trade union and industrial relations law.</li> <li>4. The distinction between self-employed and subordinate workers.</li> <li>5. The employment relationship.</li> <li>6. The main characteristics of the standard employment relationship.</li> <li>7. Flexibility and atypical employment contracts</li> <li>8. Anti-discrimination law.</li> </ol>
<b>Keywords</b>	Labour Law; Industrial Relations; Atypical Employment Contracts; Flexibility; Anti-Discrimination
<b>Recommended Prerequisites</b>	Knowledge of elements of private law (contracts) and public law (principles of constitutional law)
<b>Propaedeutic Courses</b>	
<b>Teaching Format</b>	Lectures and classroom exercises
<b>Mandatory Attendance</b>	Not compulsory, but recommended
<b>Specific Educational Objectives and Learning Outcomes</b>	<p>Field: Legal</p> <p>knowledge of the public and private legal system, also with reference to economic and business studies</p> <p>knowledge and ability to interpret the sources of law, with regard to the different areas of the legal system: public, private, commercial and tax, in the European, national, regional and international contexts</p> <p>knowledge of the Italian Constitution with reference to the form of government, including the regions and other territorial authorities, and the rights of citizens and businesses</p> <p>understanding of the legal framework regulating relations between private individuals and between private individuals and public bodies</p> <p>knowledge of the law of persons, property, transfer of rights over property and the law of obligations, contract and civil liability</p> <p>knowledge of company law also open to international orientations</p> <p>knowledge of the concept of tax subjects and of assessment, collection and refund procedures as well as taxpayer protection</p>

	<p>knowledge and understanding of company and corporate taxation  knowledge of the mechanisms underlying effective communication  of legal topics in three languages: Italian, German and English</p> <p><b>Area: Legal</b></p> <p>knowing how to find and use national, European and international legal sources</p> <p>knowing how to support companies and corporate bodies through knowledge of the relevant legal field</p> <p>being able to critically analyse and evaluate corporate processes and dynamics</p> <p>being able to analyse cases arising from professional experience and apply the appropriate rules of the relevant legal field</p> <p>be able to communicate the results of legal analyses prepared in accordance with international professional standards in three languages: Italian, German and English</p>
<b>Specific Educational Objectives and Learning Outcomes (additional info.)</b>	<p>Ability to integrate interdisciplinary approaches: develop the competence to connect legal tools with economic, social, and comparative dimensions, in order to understand the impact of law on the economic and social fabric.</p> <p>Dispute resolution skills: acquire the ability to apply tools for the management of labour and trade union conflicts.</p> <p>Ethical awareness and social responsibility of the legal professional: build a critical understanding of the role of lawyers in contemporary societies, with a focus on the values of legality, sustainability, and social justice.</p>
<b>Assessment</b>	<p>Students attending the course will be evaluated as follows: mid-term or final written exam: 80%; active participation in class: 20%. Students not attending the course will be exclusively evaluated based on the final written exam (100%).</p>
<b>Evaluation Criteria</b>	<p>Relevant for the assessment of the written exam: clarity of the answers, mastery of language (knowledge of the legal technical language, and grammatical and logical mastery of language), ability to summarise, evaluate, and establish relationships between topics.</p>
<b>Required Readings</b>	<p>M. L. Vallauri, M. P. Monaco, W. Chiaromonte, <i>Elementi di Diritto</i></p>

	del Lavoro, Giappichelli, Torino, latest edition
<b>Supplementary Readings</b>	M. T. Carinci, Codice del Lavoro, Giuffrè, Milano, latest edition  O. Mazzotta, Manuale di diritto del lavoro, Padova, CEDAM, latest edition (especially chap. I)
<b>Further Information</b>	During the course, specific handouts on the topics covered in class will be provided in order to facilitate understanding.
<b>Sustainable Development Goals (SDGs)</b>	No poverty, Reduced inequalities, Decent work and economic growth, Gender equality