# Seminar: Labour consultancy

## Prof. Luciana Mari; Prof. Matteo Corti

***COURSE AIMS AND INTENDED LEARNING OUTCOMES***

The seminar aims to illustrate the basics of *Labour Consultancy*, an economic-legal discipline that deals with the administration and management of human resources. The *Labour Consultant* is the professional figure who links employers, employees and public administration. The seminar, consisting of a theoretical and practical part, will especially analyse the legal, philosophical, and cultural principles underlying the *Labour Consultant* profession, along with its aims and exercise methods.

Participants will therefore be guided in the examination of practical cases relating to the management of employment relationships and will learn to correctly apply normative precepts and the provisions of collective bargaining, as well as to consider the socio-anthropological dimension that characterises the organised systems.

At the end of the seminar, students will know the founding principles of the profession of *Labour Consultant* and will be able to carry out some simple operations related to the management of human resources.

***COURSE CONTENT***

The Labour Consultant profession

The management of human resources in an organised system: organisational well-being

Employment relationship activities: remuneration policies, management of corporate crises, employee conflict

Practical exercises on:

establishment of an employment relationship (from the definition of the collective agreement, the social security and contractual framework, to the definition of any tax and/or social security benefits);

creation of the LUL (employment ledger), as an analysis of the employment relationship (the development of pay, absences, the use of social safety nets, the difference between taxable social security and tax base, and the impact on tax returns);

recruitment of workers (from the drafting of the employment contract to the mandatory notification to the Employment Centre);

change in working conditions (such as, change of place of work, of working hours, salary increases ...);

termination of employment relationship (the impact of notice in resignation and dismissal, differences in the two types of terminations and the implications of the severance pay).

***READING LIST***

Materials made available by the lecturer on *Blackboard*.

***TEACHING METHOD***

The seminar will be divided into frontal lectures and an interactive part, with exercises and workshops aimed at a practical understanding of the subject and the acquisition of a basic familiarity with Career counselling.

***ASSESSMENT METHOD AND CRITERIA***

The students’ participation in the seminar will be verified through an attendance record: the awarding of the expected ECTS will be possible only if the students’ attendance is at least 75%. Students will also be required to carry out practical exercises, aimed at testing the achievement of the expected learning outcomes.

***NOTES AND PREREQUISITES***

The seminar, consisting of 10 hours of frontal lectures, awards 1 ECTS. The lectures will be held in the second semestre, according to a programme published on Prof. Matteo Corti’s webpage. Prerequisite for the seminar is at least institutional knowledge of Labour Law, therefore participation is only allowed to students who have already taken the Institutions of Labour Law exam (Legal Services course) or the Labour Law exam (Jurisprudence course), or are attending the course.

Further information can be found on the lecturer's webpage at http://docenti.unicatt.it/web/searchByName.do?language=ENG or on the Faculty notice board.