# Advanced Labour Law

## Prof. Pietro Antonio Varesi

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

The course aims to provide students with the essential knowledge of:

* Trade union law, with a focus on the regulation of the system of industrial relations, the organisation and actions of trade unions, the repression of anti-labour activities, collective labour agreements;
* the most recent reforms in the field of labour law, with a focus on the regulation of the organisation of labour market, employment services, and other active labour market policies;
* the forms of income support in case of termination of the employment relationship or unemployment.

The course will cover topics related to Social security law.

 At the end of the course, students will be able to:

* know the foundations of the Italian trade union law, with a focus on the structure of the contract system, the relationship between the different levels of collective agreements, the applicability of collective labour agreements;

-know the public institutions and the private individuals involved in the regulation of active labour market policies and the provision of services;

- know the regulation of the main active labour market policy tools;

- know the social security system and the different forms of income support in case of unemployment or work-related difficulties.

The acquisition of the skills illustrated above will allow students, once they enter the labour market, to join the systems of business/territorial industrial and labour relations as legal professionals (consultants, experts, public officials).

***COURSE CONTENT***

**Part 1 TRADE UNION LAW**

Trade Union Law.

* Evolution of Trade Union Law;
* Trade Union organisation in the current law;
* Trade Union organisation in workplaces;
* Trade Union rights;
* Anti-union repression;
* The collective bargaining agreement;
* Collective conflict (strikes and lockouts)

**Part 2** **LABOUR MARKET LAW**

Labour market organisation and active labour market policies

* The European employment strategy.
* Decentralisation of powers from the State to regions and local authorities.
* The hybrid system of employment services.
* Vocational training.
* Training and orientation apprenticeships.
* Socially useful jobs.
* Economic and regulatory incentives to foster the recruitment of disadvantaged workers.

***READING LIST***

1. Tursi–P.A. Varesi, *Istituzioni di diritto del lavoro*, CEDAM, Padua, last edition, part 1, 2, 3, and 4.

M. Magnani, *Diritto sindacale*, Giappichelli, Turin, Fourth edition, 2021, p. 1-220.

***TEACHING METHOD***

Classroom lectures combined with seminars and/or conventions.

***ASSESSMENT METHOD AND CRITERIA***

The assessment of the acquisition of the learning outcomes will be carried out through an oral exam, assessed in thirtieths, consisting in a set of questions aimed to evaluate the students’ knowledge of the topics covered by the course.

Students will have not less than a total of 20 minutes to answer the questions.

During the oral exam, students will be assessed not only on the accuracy of the answers in terms of content, but also on their expression and reasoning skills, and their ability to be concise.

***NOTES AND PREREQUISITES***

Students are expected to have basic knowledge of Labour Law.

Information on office hours available on the teacher's personal page at http://docenti.unicatt.it/.