



UNIVERSITÀ DEGLI STUDI DI PALERMO

DEPARTMENT	Giurisprudenza		
ACADEMIC YEAR	2018/2019		
MASTER'S DEGREE (MSC)	LAW		
SUBJECT	EMPLOYMENT RELATIONSHIP MANAGEMENT AND TRADE UNIONS RELATIONS		
TYPE OF EDUCATIONAL ACTIVITY	X		
AMBIT	20015-Attività formative in ambiti disciplinari affini o integrativi a quelli di base e caratterizzanti, anche con riguardo alle culture di contesto e alla formazione interdisciplinare		
CODE	18723		
SCIENTIFIC SECTOR(S)	IUS/07		
HEAD PROFESSOR(S)	DE MARCO CINZIA	Professore Ordinario	Univ. di PALERMO
OTHER PROFESSOR(S)			
CREDITS	6		
INDIVIDUAL STUDY (Hrs)	102		
COURSE ACTIVITY (Hrs)	48		
PROPAEDEUTICAL SUBJECTS			
MUTUALIZATION			
YEAR	5		
TERM (SEMESTER)	1° semester		
ATTENDANCE	Not mandatory		
EVALUATION	Out of 30		
TEACHER OFFICE HOURS	DE MARCO CINZIA Tuesday 9:30 11:30 Dipartimento di Giurisprudenza, via Maqueda n. 172, sezione Diritto privato generale, piano 1°, stanza n.53		

DOCENTE: Prof.ssa CINZIA DE MARCO

PREREQUISITES	Knowledge of the legal system and fundamental categories of general law and contracts. Knowledge of the rules and constitutional principles (Fundamental principles; human rights; economic and social relations; distribution of competences between State and Regions).
LEARNING OUTCOMES	<p>Knowledge and ability to Understand</p> <ul style="list-style-type: none"> - Knowing and understanding the fundamentals principles of the labour market. - Capacity of interpretation of case laws dealt at lesson, of legal qualification (by relating facts to cases), of evaluation and awareness to address theoretical and practical problems of labour and trade unions law. <p>Capacity to apply knowledge and understanding.</p> <p>Ability to connect the institutes of european labour law to national labour law</p> <ul style="list-style-type: none"> - Understand the operating mechanisms of legal institutions of labour law <p>Autonomy of Rating</p> <ul style="list-style-type: none"> - Capacity to solve problems which may arise in labour law standards. - Critical evaluation of the origins and of the current provisions and of the reforms of labour law occurred over the years. <p>Communicative skills</p> <ul style="list-style-type: none"> - Communicating Knowledge gained clearly. <p>Capacity of understanding the different historical phases of the labour market from the 2000s until now.</p>
ASSESSMENT METHODS	<p>Final ORAL EXAM (maximum vote 30)</p> <p>The exam consists in an interview aimed to verify the level of knowledge of the agenda; the skill in using a legal language and the ability to develop a critical reasoning on the basis of theoretical knowledge.</p> <p>The evaluation will follow the evaluation grid underscoring -</p> <p>Excellent outcome 30 -30 and praise: good knowledge of the topics, excellent property 'of language, excellent analytical skill;</p> <ul style="list-style-type: none"> - Very good outcome 26-29: good knowledge of the topics, good property 'of language, good analytical skill ; - Good outcome 24-25: Basic knowledge of the main topics, discreet language skills, - Satisfactory outcome 21-23: the student does not show complete mastery of Main topics of the course, while owns knowledge fundamental; shows still good enough - Sufficient Outcome 18-20: minimal knowledge of the main topics and technical language, - Insufficient outcome: the student does not have an acceptable knowledge of content of the various topics on the agenda. <p>Written test in progress. The written test will consist of open-ended questions (minimum three), and will last from two to four hours . The exam is aimed at verifying the knowledge of the students, their critical skills , and the ability to use legal language.</p>
EDUCATIONAL OBJECTIVES	<p>The aquirement of analytical skills of high level having regard to the analysis of the labour market and industrial relations.</p> <p>The detection of the main characteristics of the evolution of the economic contexts, of the regulation of the labour markets and its models.</p>
TEACHING METHODS	Lectures, seminars, tutorials.
SUGGESTED BIBLIOGRAPHY	<p>E . Ghera, A. Garilli, D. Garofalo, Diritto del lavoro, Giappichelli, 2017.</p> <p>Per lo studio del diritto sindacale:</p> <p>M. V. Ballestrero, Diritto sindacale, Giappichelli, 2014 o, se disponibile, ed. successiva.</p> <p>Nel corso delle lezioni verranno eventualmente distribuite delle dispense sulle tematiche affrontate, che verranno caricate sul cloud di ateneo.</p>

SYLLABUS

Hrs	Frontal teaching
3	The labour market: general framework and evolution.
3	Employment agencies, placement and temporary employment
3	Decentralization of production and disarticulation of company activity.
3	Company transfer of undertakings. The Fiat case.
3	The posting of workers.
2	The Fornero reform: the general principles.
3	Dismissals regulation within the Fornero reform.
2	Jobs Act: philosophy of a reform.
4	The contract with increasing protections.
4	Fixed-term contracts: Italian and European perspectives.
2	Economic dependent work.
4	Company agreements within art. 8 law 148/2011 and legislative decree 81/2015.

SYLLABUS

Hrs	Frontal teaching
2	Workers' representation at company level.
3	The remote control of workers: art. 4 law 300/1970.
3	The bilateral bodies.
4	Social shocks absorbers and new forms of income protection.