



UNIVERSITÀ DEGLI STUDI DI PALERMO

DEPARTMENT	Giurisprudenza		
ACADEMIC YEAR	2023/2024		
MASTER'S DEGREE (MSC)	LAW		
SUBJECT	GENDER EQUALITY AND LABOUR LAW		
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	22570		
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	02443 - LABOUR LAW		
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		

PREREQUISITES	Knowledge of the legal institutions and fundamental categories of private law and contracts. Knowledge of constitutional norms and principles (fundamental principles; personal rights; economic-social relations; division of powers between the state and the regions).
LEARNING OUTCOMES	<p>Knowledge and understanding</p> <ul style="list-style-type: none">- Knowledge and comprehension of the fundamental institutes of labour relations and trade union law.- To possess in depth the skills of interpretation, analysis of the case law dealt with in class, legal qualification (relating facts to facts), understanding, representation, evaluation and awareness in order to deal with interpretative and applicative problems of labour and trade union law. <p>Ability to apply knowledge and understanding</p> <ul style="list-style-type: none">- To apply the subject matter of the study to concrete cases and to be able to relate labour law institutions to national and supranational issues.- Understand the functioning mechanisms of labour and trade union law institutions. <p>Autonomy of judgement</p> <ul style="list-style-type: none">- To understand the complexity of the subject and the difficulty of solving problems, which may arise in the application of labour law.- Critically evaluating the origins of the current provisions and the numerous reforms that have taken place over the years. <p>Communication skills</p> <ul style="list-style-type: none">- To communicate acquired knowledge clearly. To be able to understand the main institutions of domestic, international and supranational sources and to orientate oneself among the most significant doctrinal contributions and the various jurisprudential orientations.
ASSESSMENT METHODS	<p>The examination consists of an interview aimed at ascertaining the candidate's level of knowledge of the programme topics, the level of mastery of the specialised language and the ability to develop critical reasoning on the basis of the theoretical knowledge acquired.</p> <p>The assessment will be carried out in accordance with the following evaluation grid:</p> <p>Outcome excellent 30-30 cum laude: very good knowledge of the topics, very good ownership of language, very good analytical ability.</p> <p>Outcome very good 26-29: good knowledge of the topics, good ownership of language, good analytical ability.</p> <p>Outcome good 24- 25: basic knowledge of the main topics, fair command of language.</p> <p>Satisfactory result 21-23: the student does not show full mastery of the main topics of the teaching, although possessing the basic knowledge.</p> <p>Outcome sufficient 18-20: minimal knowledge of the main topics of the teaching and technical language.</p> <p>Unsatisfactory result: the student does not possess acceptable knowledge of the content of the various topics in the syllabus.</p> <p>During the course, students attending the lectures will be proposed to carry out group work and/or a written paper, to be discussed in class, on the topics covered in the programme. Participation will be evaluated for the final result.</p>
EDUCATIONAL OBJECTIVES	<p>Critical awareness of the values of labour law in the current context of market globalization.</p> <p>Exposition of knowledge in a comprehensive and convincing manner.</p> <p>Knowledge of the different historical phases of labour law through the main doctrinal theses and the most significant jurisprudential orientations with regard to domestic and European law.</p>
TEACHING METHODS	<p>The course is based on lectures, during which the active and critical participation of students is required. Particular attention will be paid to the analysis of case-law and contractual-collective practice on the topics covered in the course.</p> <p>Group workshops, exercises and seminars are scheduled during the course.</p>
SUGGESTED BIBLIOGRAPHY	<p>M. Roccella, T. Treu, Diritto del lavoro dell'Unione Europea, WK Cedam, Milano, IX ed., 2023 (Cap. II, VII)</p> <p>M. Barbera, S. Borrelli, Principio di eguaglianza e divieti di discriminazione, WP C.S.D.L.E. "Massimo D'Antona".IT – 451/2022, 1-11;</p> <p>C. De Marco, Work-life balance: lo stato dell'arte e la sua applicazione nell'emergenza epidemiologica, in Diritto del mercato del lavoro, 2020, 3, 619-636;</p> <p>A. Riccobono, I congedi genitoriali nella prospettiva del Family act, in Diritto del mercato del lavoro, 2021, 391-421;</p> <p>A. Gabriele, Le discriminazioni multiple nell'intreccio delle fonti, in diritto del mercato del lavoro, 2021, 2, 359-389;</p> <p>M. Barbera, Il licenziamento alla luce del diritto antidiscriminatorio, in Rivista giuridica del lavoro, 2021, I, 139-168;</p>

	<p>S. Scarponi, L'art. 51 della Costituzione e l'accesso delle donne ai pubblici uffici e al lavoro nel settore pubblico, in WP C.S.D.L.E. "Massimo D'Antona".IT, 2019, 2, 349-356;</p> <p>F. Guarriello, Rendere trasparenti le politiche del personale aiuta a risolvere il gender pay gap?, in Lavoro e diritto, 2023, 1, 29-34;</p> <p>V. Fili, Le difficili libertà delle donne tra gender wage gap, soffitti di cristallo e bassa fecondità, in Lavoro Diritti Europa, 2021, 2-18.</p> <p>Il materiale sarà messo a disposizione dal docente nel corso delle lezioni e sarà comunque reso disponibile nella pagina del docente.</p> <p>Anche i principali contributi giurisprudenziali e normativi cui si farà riferimento durante il corso costituiscono parte essenziale del programma e verranno resi disponibili dal docente nella propria pagina.</p>
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SYLLABUS

Hrs	Frontal teaching
4	The sources of anti-discrimination law in a multilevel perspective.
6	The principle of equality and non-discrimination on reason of gender in European Union sources and in the caselaw of the Courts.
4	Gender anti-discrimination protection in domestic law. The first and second generation directives.
4	Decree no. 198/2006 (Code of Equal Opportunities between men and women).
4	Gender mainstreaming.
4	Parental leave and rebalancing of family responsibilities. Work life balance.
8	Equal pay in the EU Treaty and in secondary legislation. The jurisprudential elaboration on the principle of equal pay. Gender wage gap.
4	The protection of personal dignity at work and the suppression of sexual harassment.
4	Dismissal and anti-discrimination protection.
2	Women and digital transition.
4	Equal gender opportunities in access and careers in the civil service (female presence in the p.i.; access to the p.i. and equality; career).