



<b>Title</b>	<b><u>Italian – Hungarian comparative Labour Law</u></b>
<b>Lecturers and contact email address:</b>	<p><b>Prof. Andrea Sitzia, Università degli Studi di Padova</b> <a href="mailto:andrea.sitzia@unipd.it">andrea.sitzia@unipd.it</a></p> <p><b>Dr. Zoltán Petrovics - Eötvös Loránd Tudományegyetem, assistant professor - Department of Labour and Social Law; Nemzeti Közszolgálati Egyetem, Associate Professor</b> <a href="mailto:petrovics.zoltan@ajk.elte.hu">petrovics.zoltan@ajk.elte.hu</a></p> <p><b>Dr. Dóra Szakács - Eötvös Loránd Tudományegyetem - university lecturer; Department of Labour and Social Law</b> <a href="mailto:doorii.szakacs@gmail.com">doorii.szakacs@gmail.com</a></p> <p><b>Dr. Antal Nagy Eötvös Loránd Tudományegyetem - PhD student; Department of Labour and Social Law</b> <a href="mailto:anagy160@gmail.com">anagy160@gmail.com</a></p> <p><b>Dr. Benedek Szablics; Eötvös Loránd Tudományegyetem - PhD student; Department of Labour and Social Law</b> <a href="mailto:szablicsbenedek@gmail.com">szablicsbenedek@gmail.com</a></p> <p><b>Dr. István Horváth – Eötvös Loránd Tudományegyetem Head of Department, Department of Labour and Social Law; <a href="mailto:horvath.istvan@ajk.elte.hu">horvath.istvan@ajk.elte.hu</a></b></p>
<b>Brief description</b>	<p>After 1945, the development of Hungarian and Italian law - in a period of great importance for modern labour law - fundamentally diverged. Italy embarked on the road to civil democracy in 1945, becoming one of the founding members of the European Community. The conditions and requirements of the social market economy had a decisive impact on labour law. Unlike Hungary, which became a member of the Soviet bloc after 1945, labour law was socialist in approach. The state's legislative role in the regulation was dominated by its ownership approach, given that the vast majority of employers were socially owned. Thus, a significant part of the legal institutions related to the social market economy did not function or functioned only formally.</p> <p>“Jumping to today”, both countries are members of the EU, and Hungarian and Italian legislation and labour relations have to</p>

	<p>comply with the same international legal requirements. The market requirements affecting labour law are similar.</p> <p>The course presents and compares the main legal institutions governing labour law in these two countries with different backgrounds. In this way, students can compare how Hungarian and Italian labour law comply (or not?) with the common requirements of EU directives and International Labour Organization conventions. On the other hand, the course will present and compare how the two countries have developed labour law in the absence of international regulation. And important non-state regulation in labour law is compared. In particular, the regulatory role of collective agreements and the importance of social partnership.</p>
<p><b>Schedule</b></p>	<p><u>10 March - 10.00 to 11.30 and 12 to 13.30</u></p> <ul style="list-style-type: none"> <li>- The structure of labour law - an overview of the laws applicable to the private, non-profit and public sectors (civil service)</li> <li>- Regulation of traditional and atypical employment relationships,</li> <li>- Privacy protection</li> </ul> <p><u>11 March - 10.00 to 11.30 and 12 to 13.30</u></p> <p>Is time money?</p> <ul style="list-style-type: none"> <li>- The legislative role of the state in regulating working time and rest time (leave) and state intervention in pay conditions</li> <li>- Supply chain regulation – Who is actually the employer?</li> </ul> <p><u>12 March - 10.00 to 11.30 and 12 to 13.30</u></p> <p>Termination of employment - protection of employees</p> <p><u>13 March - 10.00 to 11.30 and 12 to 13.30</u></p> <p>Labour relations</p> <ul style="list-style-type: none"> <li>- Social dialogue at national and sectoral level</li> <li>- Trade union and employee participation rights (e.g. works council)</li> <li>- The conclusion and regulatory role of collective agreements</li> <li>- The right to strike</li> </ul>

<p><b>Materials/Recommended readings</b></p>	<p><u>Materials:</u>  The parts of Hungarian and Italian labour law covered by the course  International labour conventions and European Union directives related to the curriculum</p> <p><u>Recommended readings</u>  Zoltán Petrovics: Protection against dismissal in the digital age. Hungarian Labour Law E-Journal, 2003/1. 91-102. 06_ZPetrovics_hllj_uj_2023_1.pdf</p> <p>Zoltán Petrovics: Tendencies on Termination of Employment in Central Eastern Europe. In: Imre Szabó (ed.): Central European Legal Studies - Vol 1. Selected essays on current legal issues from a comparative legal approach. Oradea, Partium, 2023. 75-86.</p> <p>Zoltán Petrovics: Crucial Point: Several Issues of the Termination of Employment. ELTE Law Journal, 2021/1. 57-74. View of No. 1 (2021)</p> <p>Zoltán Petrovics: Break out of the Box: A Proposal on How to the Interpret Termination without Notice on the Grounds of Objective Impossibility in Hungarian Labour Law. Hungarian Labour Law E-Journal, 2021/1 46-61. 03_Petrovics_ENG_hllj_uj_2021_1.pdf 124.</p> <p>Zoltán Petrovics: Some Questions on Cancellation of the Employment Contract. In: Tibor Nochta (ed.): Central European civil law studies 2024. Oradea, Partium, 2024. 115-129.</p> <p>István Horváth: Trapped by the Ghost of the Past: Amortization and Problems concerning the Collective Dimension in Hungarian Labour Law; E-Journal of International and Comparative Labour Studies, Volume 12 No. 03/2023; Adapt University Press; 68-82. o.</p>
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<b>Assessment/Exam</b>	<b>„Take home”- solution.</b> After the last lecture of the course students'll receive a task related to the topic of the course, which must be sent to the Department of Labor Law and Social Law within 14 days at the following e-mail address: <a href="mailto:nemethne.krisztina@ajk.elte.hu">nemethne.krisztina@ajk.elte.hu</a> . Thereafter the students will receive their marks in 10 days
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