

UNIVERSITY OF MILAN

Two-Years Master in Human Resources Management and Labour Studies (MLS)

Courses offered to MEST-EMLS network

CALENDAR 2016- 2017

II° TERM Start: 9 January 2017 - End: 18 March 2017

Course	CFU	Professor	Class
Comparative political economy	12	Sacchi Stefano	Monday (10:30 - 14:30) – Seminar Room via Livorno
Comparative employment relations	6	Regalia Ida	Wednesday (16:30 - 18:30) - Aula 21 (Conservatorio, Building 1) Thursday (16:30 - 18:30) - Aula 21 (Conservatorio, Building 1)
Labour markets and globalization	6	Semenza Renata	Wednesday (14:30 - 16:30) - Aula Seminari - Livorno (Livorno) Thursday (14:30 - 16:30) - Aula 21 (Conservatorio, Building 1)
Comparative welfare states	6	Maurizio Ferrera and Matteo Jessoula	Monday 14:30-16:30, Aula 21 (Conservatorio, Building 1) Tuesday 14:30-16:30, Aula 21 (Conservatorio, Building 1)
Advanced Labour Law	6	Pallini Massimo	Wednesday (08:30 - 10:30) - Aula 25 (Conservatorio (Building 1)) Thursday (08:30 - 10:30) - Aula 25 (Conservatorio (Building 1)) Friday (08:30 - 10:30) - Aula 25 (Conservatorio (Building 1))

University of MILAN				
REF COURSE	TITLE	ECTS	PERIOD TEACHING	Number of hours
SPS/04	Comparative Political Economy	12	07/01 - 30/03/15	40
SPS/09	Comparative employment relations	6	07/01 - 30/03/15	40
SPS/09	Labour markets & globalization	6	07/01 - 30/03/15	40
IUS/07	Advanced Labour Law	6	07/01 - 30/03/15	40
SPS/04	Comparative Welfare States	6	07/01 - 30/03/15	40
		Tot. 36		

COMPARATIVE POLITICAL ECONOMY

This course aims at providing the tools for political understanding of social and economic policy and outcomes in advanced capitalist democracies. The issue of why different countries have in place different social and economic institutions and implement different social and economic policies is addressed looking at political variables. The relationship between states and markets is at the core of the course. In the first two modules the basic literature on comparative political economy will be reviewed, looking at topics such as the role of interests, of ideas and of different types of political institutions in explaining social and economic policies and economic performance, the relevance of collective actors, varieties of democratic capitalism and their different consequences on societal outcomes such as inequality and poverty. The last two modules will deal with the political economy of the Great Recession and of the Eurozone crisis, looking at their political and institutional roots, comparing them with the experience of previous crises in Latin America and East Asia. They address key concepts such as neoliberalism and austerity, and look at the consequences of structural reforms in social protection and labour markets.

COMPARATIVE EMPLOYMENT RELATIONS

The course on Comparative Industrial Relations – 9 ECTS – provides an advanced introduction to the broad field of employment and industrial relations in a comparative perspective. By employment and industrial relations we mean any kind of interaction between employers, workers, their collective organisations and the state, as well as other national or supranational institutions, aimed at dealing with and regulating all aspects of the employment relationship in contemporary societies.

Topics will include:

- studying industrial relations comparatively;
- an introductory scheme: context, actors, methods, rules;
- the organization of interests: problems of representation and organizational dilemmas;
- patterns of industrial relations in different European and non-European countries;

- industrial relations in a multi-level perspective;
- the development of intermediate and territorial levels of industrial relations;
- European integration and the development of IR at the European level;
- multinational companies and the development of supranational/ international industrial relations;
- new challenges and the future of IR

LABOUR MARKETS AND GLOBALIZATION

From the socio-economic perspective, the course deals with the main labour market theories and trends. It will consider - the decline in the employment-to-population rate, -the changing pattern in production (service sector), -the instability/ precarization of labour (nonstandard and informal work), -the declining wage shares and growing wage inequality; -the internationalization of the production process (importance of multinational companies); -the international migrations. After a general introduction on the meaning and definition of labour market changes in the contemporary society, the course will consider the globalization's effects on labour market, deepening specific issues, mainly related to the occupational structure and the quality of work. The teaching approach is based on the international comparison, national case studies and critical discussion on the challenges and policy implications. The course will include a part concerning methods, use of labour indicators and statistical data set on international employment and labour markets.

ADVANCED LABOUR LAW

The course analyzes how the labor market works "naturally" and how law and collective bargaining may modify and address its functioning. Thus, the main labour and welfare regulations in different countries are analyzed by a law and economic perspective. The aim is to teach students when and how to use properly economics to evaluating labor laws effects and to interpreting them.

The following matters of regulation will be examined in details: minimum wage, protection against unfair dismissal, fixed- term contract, economically dependent contracts, unemployment insurance, maternity benefits, workers representation and strikes.

COMPARATIVE WELFARE STATES

The course focuses on the politics of welfare state development, since its origins in the XIX century until the recent phase of crisis and reform.

The first module provides: a) some fundamental analytical tools for the study of social protection systems in a comparative perspective and, b) an analysis of developmental factors and dynamics;

c) a discussion of the “crisis” of the welfare state, paying special attention to its endogenous and exogenous determinants.

The second module concentrates on the recent process of change and re-adaptation, by analysing how the different welfare regimes have responded to the crisis.

Module 3 aims at providing an in-depth analysis of policy developments and political dynamics in two social policy fields: pensions and labour market/employment policy.