

Comparative Sociology of Labor Markets

Fall 2016

Lucio Baccaro
Wednesdays 8:15-9:45
M1130

Office Hours:
Fridays 9:00-11:00
M4211

This is a course in comparative macro-sociology. It deals with the labor market from an institutional perspective.

This course will examine the major institutions of the labor market – trade unions, collective bargaining, employment protection, unemployment insurance – from a comparative perspective. It will have three parts, focused on institutions, processes of policy-making, and case studies, respectively. This third part of the course will be devoted to an examination of the Swiss, German, Italian and Irish cases.

The course's theoretical perspective is that of *comparative political economy*. This perspective plays a crucial role within contemporary debates in comparative macrosociology and socio-economics. It shares with economics an interest in economic phenomena, but looks at them from a broader viewpoint than that of the atomistic utility-maximizing individual, by adopting a richer and more complex theory of action, in which notions of equity, social comparisons, institutions, and group norms play an important role.

Structure of Class

Lectures will be given in English. Since there will be students who do not master French, participants should make an effort to express themselves in English. However, they may use French for the exams or in one-to-one interactions with the professor.

Classes will be lecture-based. Students should try to actively participate through questions and debate. Student participation would increase both the quality of teaching and of learning.

Assignments and Evaluation Criteria

The final grade will be based on the following criteria:

- 1) *A final oral exam:* The oral exam will be structured as follows: 1) each student will randomly select three questions from a list; 2) he/she will be asked to respond to those questions; 3) the total duration of the exam will be of 15 minutes. The exam is worth 95 percent of the grade. The language of the exam can be either French or English. The evening before each class, the overheads used in class will be posted on Chamilo to help with class preparation.
- 2) *Class participation:* Students are required to come to class in time, having read the assignments for the day, and ready to participate in class discussions. Cell phones should be switched off and Internet-surfing is not allowed. Also, they are expected to behave professionally and politely at all times. Class participation is worth 5 percent of the grade.

Reading Material

The readings assigned for this course are the bare minimum required to be familiar with the topics at hand. Students interested to learn more about these themes are strongly encouraged to contact Professor Baccaro as early as possible. He would be happy to provide additional bibliographic references or guidance with specific themes.

All reading materials, as well as class overheads, are available on Chamilo at the course site.

Course Content and Readings

1) Sept. 20, 2016: The Institutional Structure of Labor Markets

No readings for this class

2) Sept 27, 2016: Theoretical Perspectives I: Varieties of Capitalism

Hall and Soskice 2001

3) Oct. 4, 2016: Theoretical Perspectives II: Growth Models

Lavoie and Stockhammer 2012

Storm and Naastepad 2012

4) Oct. 11, 2016: Employment Protection and Unemployment Insurance

Piore 1978
Ozkan 2014

5) Oct. 18, 2016: Industrial Relations Institutions

Avdagic and Baccaro 2014
Baccaro and Howell 2011

6) Oct. 24, 2016: Employment Contracts and Employment Security

Baccaro, et al. 2016
Cappelli and Keller 2013

7) Nov. 1, 2016: Classic Corporatism

Schmitter 1974
Lehmbruch 1984

8) Nov. 15, 2016: Labor Market Processes II: Competitive Corporatism and Social Pacts

Streeck and Schmitter 1991
Baccaro and Lim 2007

9) Nov. 22, 2016

Class discussion and revision
(readings to be assigned)

10) Nov. 29, 2016: The Swiss case (Guest Lecturer: Prof. Daniel Oesch, Université de Lausanne)

Flückiger 1998
Oesch 2011

11) Dec. 6, 2016: The German case

Baccaro and Howell 2016: Chapter on Germany
Streeck 2005

12) Dec. 13, 2016: The Italian Case

Baccaro and Howell 2016: Chapter on Italy
Sacchi 2015

13) Dec. 20, 2016: The Irish Case

Baccaro and Simoni 2007

Brazys and Regan 2016

References

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- Baccaro, Lucio, and Chris Howell. 2011. "A Common Neoliberal Trajectory: The Transformation of Industrial Relations in Advanced Capitalism." *Politics & Society* 39: 521-63.
- . 2016. *European Industrial Relations after the 1970s: Trajectories of Neoliberal Transformation*: Manuscript in progress.
- Baccaro, Lucio, Rüya Gökhan Koçer, Jorge Galindo, and Valeria with Pulignano. 2016. "Determinants of Indefinite Contracts in Europe: The Role of Unemployment." *Manuscript under review*.
- Baccaro, Lucio, and Sang-Hoon Lim. 2007. "Social Pacts as Coalitions of the Weak and Moderate: Ireland, Italy and South Korea in Comparative Perspective." *European Journal of Industrial Relations* 13: 27-46.
- Baccaro, Lucio, and Marco Simoni. 2007. "Centralized Wage Bargaining and the 'Celtic Tiger' Phenomenon." *Industrial Relations* 46: 426-55.
- Brazys, Samuel, and Aidan Regan. 2016. "These Little Pigs Went to Market: Austerity and Divergent Recovery in the Eurozone ". *UCD GEARY INSTITUTE FOR PUBLIC POLICY DISCUSSION PAPER SERIES WP2015/17*.
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- Flückiger, Yves. 1998. "The Labour Market in Switzerland: The End of a Special Case?". *International Journal of Manpower* 19: 369-95.
- Hall, Peter A., and David Soskice. 2001. "An Introduction to Varieties of Capitalism." In *Varieties of Capitalism. The Institutional Foundations of Comparative Advantage*, eds. Peter A. Hall and David Soskice. Oxford: Oxford University Press. 1-68.
- Lavoie, Marc, and Engelbert Stockhammer. 2012. "Wage-Led Growth: Concept, Theories and Policies." *ILO Conditions of Work and employment Series No. 41*.
- Lehmbruch, Gerhard. 1984. "Concertation and the Structure of Corporatist Networks." In *Order and Conflict in Contemporary Capitalism*, ed. John H. Goldthorpe. Oxford: Clarendon. 60-80.
- Oesch, Daniel. 2011. "Swiss Trade Unions and Industrial Relations after 1990." In *Switzerland in Europe. Continuity and Change in the Swiss Political Economy*, eds. Christine Trampusch and Andre Mach. London: Routledge. 82-102.
- Ozkan, Umut Riza. 2014. "Comparing Formal Unemployment Compensation Systems in 15 Oecd Countries." *Social Policy & Administration* 48: 44-66.
- Piore, Michael. 1978. "Dualism in the Labor Market : A Response to Uncertainty and Flux. The Case of France." *Revue économique* 29: 26-48.
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- Schmitter, Philippe. 1974. "Still the Century of Corporatism?". *Review of Politics* 36: 85-131.
- Storm, Servaas, and C.W.M. Naastepad. 2012. "Wage-Led or Profit-Led Supply: Wages, Productivity and Investment." *ILO Conditions of Work and employment Series No. 36*.
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