

## SYLLABUS

<b>Name of the course:</b>	Corporate governance and labour			
<b>Teacher:</b>	Antoine Rebérioux			
<b>University / organisation:</b>	Université de Paris			
<b>Language of teaching:</b>	English			
<b>ECTS:</b>	3 ECTS			
<b>Semester (S1, S2, S3 or S4):</b>	<input type="checkbox"/> S1	<input type="checkbox"/> S2	<input type="checkbox"/> S3	<input type="checkbox"/> S4
<b>Teaching method(s):</b>	<input type="checkbox"/> Lecture courses		<input type="checkbox"/> Flipped classroom	
	Other: _____			
<b>Type(s) of evaluation:</b>	<input type="checkbox"/> Sitting exam		<input type="checkbox"/> Written report	
	<input type="checkbox"/> Oral defence		<input type="checkbox"/> Group project	
	Other / comments:	Each student will have to write an essay (around 25000 characters, including spaces and bibliography) relating her/his Master's thesis and the seminar content. If not possible, she/he will critically assess an important academic paper (to be decided with the professor).		
<b>Expected deadline(s) for the evaluation(s)</b>	Homework to be delivered for end of February 2022			
<b>Expected date of final results:</b>	Mid April			
<b>Summary of the content:</b>	<p>What is the ultimate responsibility of the business firm? To act in the best interest of its shareholders? To consider the interests of different stakeholders, assuming a « social responsibility »? What about the relationships between finance on one side, and labour on the other side? This seminar examines these questions, as part of a broader reflection on the coming ecological and social transition. In the mainstream literature, corporate governance is defined as the set of mechanisms allowing shareholders to get a return on their financial investment. Issues relating to labour and employment are usually not considered. In contrast with this perspective, we adopt a more inclusive approach, defining corporate governance as the set of rules and practices that shape decision-making within firms. This broader perspective allows re-integrating labour into the debate. In particular, we examine the role workers and their representatives play in shaping decision-making, through a variety of mechanisms (including codetermination). We also show that corporate governance has a significant impact on productivity, remunerations, working conditions, job security, inequalities, etc. We finally pay attention to gender inequalities in corporate governance, and their likely</p>			

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	<p>effects on business strategies. The content of the seminar will be both theoretical (with an examination of the literature in institutional economics, socio-economy and corporate and labor law) and empirical (with a focus on studies using micro-data on firms and workers).</p>
<p>Indicative list of lectures<sup>1</sup>:</p>	<p>Seminar 1: Corporate governance and the firm</p> <ul style="list-style-type: none"> <li>✓ Hansmann, H. and Kraakman, R., (2004), “What is corporate law?”, in Kraakman, R., Davies, P., Hansmann, H., Hertig, G., Hopt, K., Kanda, H. and Rock, E., <i>The Anatomy of Corporate Law. A Comparative and Functional Approach</i>, Oxford University Press.</li> <li>✓ Gelter, M., (2016), “Comparative corporate governance: old and new”, <i>ECGI Law working paper</i>, n° 321.</li> </ul> <p>Seminar 2: Managerial and firm accountability: Shareholder primacy versus CSR</p> <ul style="list-style-type: none"> <li>✓ Berle, A. and Means, G. 1932. <i>The Modern Corporation and Private Property</i>, New York, Harcourt, Brace and World, new ed. 1967; Book 4.</li> <li>✓ Blair, M. and Stout, L. 1999. “A Team Production Theory of Corporate Law”, <i>Virginia Law Review</i>, vol. 85, 247-328</li> <li>✓ Moore M. and A. Reberioux, (2011), “Revitalizing‘the institutional roots of Anglo-American corporate governance”, <i>Economy and Society</i>, vol.40(1), pp.84-111.</li> </ul> <p>Seminar 3: Worker voice in the firm</p> <ul style="list-style-type: none"> <li>✓ Conchon, A. (2013), “Workers’ voice in corporate governance. A European perspective”, <i>Economic Report Series</i>, London, TUC.</li> <li>✓ Kraft, K., Stank, J. and Dewenter, R. (2011), “Codetermination and innovation”, <i>Cambridge Journal of Economics</i>, vol. 35(1), pp.145-172.</li> <li>✓ Jäger, S., Schoefer, B. and Heining, J. (2019), “Labor in the Boardroom”, <i>IZA Discussion Paper</i>, n° 12700, November.</li> </ul> <p>Seminar 4: Gender inequalities in top positions</p> <ul style="list-style-type: none"> <li>✓ Adams R, (2016), ‘Women on boards: The superheroes of tomorrow?’ <i>Leadership Quarterly</i>, vol. 27, pp. 371 - 386.</li> <li>✓ Reberioux A. and Roudaut G. (2019), “Rookie female directors in a post-quota period: gender inequalities within French boards”, <i>Industrial relations</i>, vol.58(3), pp.423-483.</li> </ul> <p>Seminar 5: Labour market segmentation and firm heterogeneity</p> <ul style="list-style-type: none"> <li>✓ Doeringer P. and Piore M. (1971), <i>Internal Labor Market and Manpower Analysis</i>, Heath Lexington Books. Chapter 1 (Introduction) + Chapter 8 (Low income employment and the disadvantaged labor force)</li> <li>✓ Rubery J. and Piasna A. (2016), “Labour market segmentation and the EU reform agenda: developing alternatives to the mainstream”, <i>ETUI Working paper</i> 2016.10.</li> </ul>

<sup>1</sup> Provide, if already possible, an indicative list of topics you will cover in each lecture.

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	✓ Song J., Price D., Guvenen F., Bloom N. and Wachter T. (2015), "Firming up Inequality", <i>NBER working paper</i> , 21199.
<b>Short bibliography:</b>	