

The School for Advanced Studies, set up by Adapt and the Marco Biagi Foundation as a centre for excellence accredited at international level for research, study and the postgraduate programmes in the area of industrial and labour relations, promotes research programmes in collaboration with the Marco Biagi Centre for International and Comparative Studies and the Department of Business Administration at the University of Modena and Reggio Emilia, with external agreements to obtain funding for the wide range of study programmes of the School, including:

- a postgraduate degree in Labour Relations;
- an International Doctoral Research School in Labour Relations;
- a first-level Master's degree for Labour Market Professionals;
- numerous advanced apprenticeship programmes.

The Adapt and Marco Biagi Foundation School for Advanced Studies in Industrial and Labour Relations benefits from strategic partnerships and financial support from: Aidp, Aidp Lazio, Ali, Barilla G. & R. Fratelli, CISL nazionale, Comune di Milano, Confindustria, Confindustria Modena, Confindustria Vicenza, Conquiste del Lavoro, Crif Teleservice, Electrolux Italia, Esselunga, Federdistribuzione, Ferrari, Gruppo Cremonini, KCS Caregivers, Ikea, Istituto Bruno Leoni, Legacoop Modena, Lindbergh, Lowara ITT, Manutencoop, MCL, Metis, Micron Technology Italia, Obiettivo Lavoro, Policlinico di Modena, Poste Italiane, Provincia di Verona, Randstad, Telecom, Umana, Unirec.

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about the Doctoral Research School

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UNIVERSITÀ DEGLI STUDI  
DI MODENA E REGGIO EMILIA

**ADAPT**

Fondazione  
Marco Biagi  
**Fondazione  
Marco Biagi**

Università degli Studi di Modena e Reggio Emilia



INTERNATIONAL  
DOCTORAL SCHOOL IN  
**LABOUR  
RELATIONS**

Academic Year 2008/2009

▶ Promoted by:  
**Adapt and Marco Biagi Foundation**  
University of Modena and Reggio Emilia

▶ In collaboration with:

Il Sole **24ORE**

School for advanced studies in  
**INDUSTRIAL AND LABOUR RELATIONS**

## OUR OBJECTIVES

The **Doctoral Research School** aims to promote an innovative approach to higher education. Adopting an interdisciplinary research method, with a focus on developments in international markets and a strong practical orientation, the School aims to select and train young researchers and labour market professionals from all over the world. From the early stages of their research programme, our doctoral students are expected to play an active role in Italian and international undertakings, international bodies, national and local institutions, employers' associations and trade unions.

## WHY SUPPORT OUR PROGRAMMES?

In Italy there are clearly many higher education institutions focusing on the fascinating area of human relations that includes industrial and labour relations. The added value of our School derives from the fact that we have adopted – or rather inherited – a method laid down in the teachings of Professor Marco Biagi. This is a profoundly innovative method as it is based on an **interdisciplinary and comparative approach to labour relations**, with **close connections with the business world**. This method is also characterised by **the high level of motivation and sense of belonging** among the faculty members, researchers, external collaborators and students (past, present and future) and the numerous partners and supporters of the School.

## WHO WE ARE AND HOW WE OPERATE

The Doctoral Research School in Labour Relations set up by the University of Modena and Reggio Emilia together with the Marco Biagi Foundation and Adapt is supported by a consolidated network of relations and partnerships consisting of:

- international cooperation agreements with various higher education and research centres including the Universities of Budapest, Buenos Aires, Castellón, University College Dublin, Frankfurt, Johannesburg, Lodz, Mexico City, Middlesex, Montevideo, St. Petersburg, São Paulo, Tilburg, Warwick and the Wharton School of the University of Pennsylvania;
- links and exchanges with Italian and international businesses with the active involvement of Adapt members who contribute to the School not only by funding research grants, but also by sharing the strategic goals and the research and training objectives;
- an international **Teaching Faculty** including eminent academics of international standing, human resources managers, company directors, trade union officials and labour market operators, with courses held in English and Italian.

## PARTNERSHIP AND FUNDING

The School operates thanks to both public and private funding. The allocation of funding for a doctoral research student may be conditional on the implementation of a specific training or research project, with the doctoral research student spending a number of months in the course of the year with the sponsor of the research project. **National programmes** provide incentives for doctoral research funding and the hiring of doctoral research students.

## THEMATIC AREAS

The doctoral research programme lasts three years and covers the following thematic areas:

- human resource management;
- industrial relations;
- labour market law;
- labour economics;
- international economics.

Priority is given to the interdisciplinary method with an educational approach characterised by the empirical and experimental dimension. Theoretical analysis is supplemented by intense periods of internship in the enterprise (that may in some cases be preponderant) enabling the participants to apply at a practical level in a business context the knowledge and skills acquired.

## RESEARCH PLANS

Research plans are drawn up in agreement with our partners and with those providing funding for our research projects. The main strands of research are in the following areas:

- change, innovation and organisational learning;
- labour productivity, variable remuneration, salary differentials;
- labour market institutions and policy;
- outsourcing and insourcing of labour;
- labour market globalisation and corporates internationalisation;
- certification of employment contracts and the outsourcing of labour;
- workplace environment, organisational well-being, health and safety at work;
- skills, competences, professional and career development;
- migration, bargaining and the opening up of labour markets.