

European Migration Studies

Chair Jean Monnet



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Erasmus+ Programme
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Economia e gestione delle risorse umane

Alessandra Venturini

CFU 9- A.A. 2020/21

Corso di laurea in Scienze Amministrative per il Governo delle Imprese Pubbliche Private



Introduzione al corso

Il corso si terrà in «Streaming» ossia con lezioni dirette dall'aula registrate

Sul sito moodle del corso troverete per ogni lezione le slides senza registrazione

e la registrazione delle lezioni



Nella sezione introduttiva avrete un calendario **provvisorio** del corso che verra' aggiornato durante il corso.

Avrete una spiegazione della modalita' di esame

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Come ci troviamo non vi mando nessun link ci troviamo sulla mia stanza webex

<https://unito.webex.com/meet/alessandra.venturini>



**Per migliorare la comunicazione e
l'organizzazione e
per favorire una miglior comprensione dei
temi**

GRUPPI 14 gruppi



Programma

Borjas

Gabrielli e Profili

Alcuni capitoli dei vari libri scritti nel programma

MODALITA' DI LAVORO E DI ESAME

1.Test su Borjas

paper country profile di gruppo 5/30 punti

Test multiple choice 10/30punti

2.Test su Gabrielli Profili

Test multiple choice 10/30 punti

Skill assement di gruppo 5/30



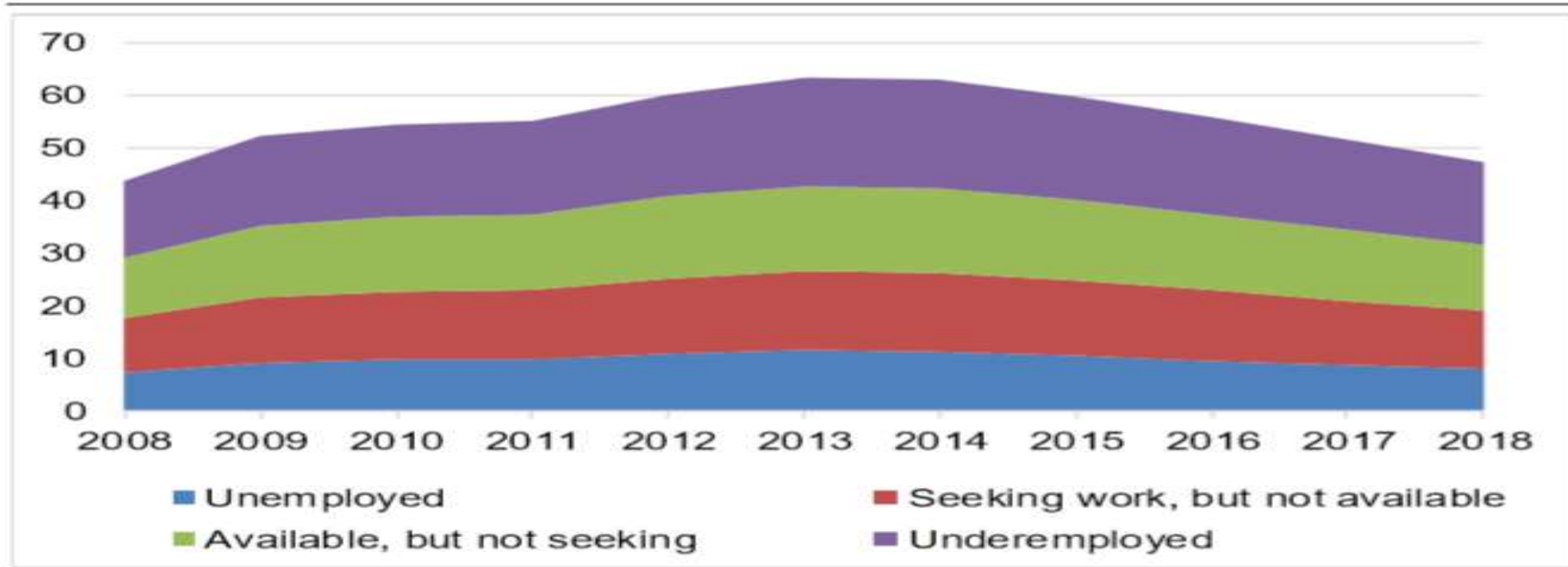
Economics and Mangement of European Human Resources European labour Market Mobility EULMM						
Programma Prof Venturini 2020-21						
Provvisorio						
Date		temi				ore
1 ottobre	Introduzione al corso					3
8 ottobre	Offerta di lavoro di breve periodo					6
	Effetto reddito effetto sostituzione					
	Offerta di lavoro di Lungo periodo					
9 ottobre	Offerta di lavoro femminile					9
	Estensione alla fertilita'					
	La disoccupazione					
	Cap.1-2-12 Borjas					
15 ottobre	La domanda di lavoro, sussidi e salario minimo					12
	Incontro domanda ed offerta					
16 ottobre	Equilibrio del mercato del lavoro					15
	L'impatto dell'immigrazione					
	Cap.3-4 Borjas					
22 ottobre	Teoria del capitale umano					18
	Investimento del lavoratore ed investimento dell'impresa					
23 ottobre	Il sindacato					21
	Cap.6-10 Borjas					
29 ottobre	Presentazione dei Country reports					24
30 ottobre	Presentazione dei country reports					27
5 novemb	test intermedio					30
6 novemb	Le funzioni della gestione del personale					33
	Dispense della dottoressa Pinto					
12 novemb	Analisi e progettazione del lavoro					36
	Capitoli 1-2 Gabrielli Profili					
13 novemb	Analisi e progettazione, Pianificaz, Selezione e reclutamento					39
	Capitolo 4-5-7-8-9 Gabrielli Profili					
19 novemb	Analisi e progettazione del lavoro					42
	Capitolo 5 Gabrielli e Profili					
20 novemb	Valorizzazione delle persone sviluppo e carriere					45
	capitolo 9 Gabrielli e Profili					
26 novemb	Industria 4 punto zero e gestione del personale					48
27 novemb	Valutazione e contributo delle persone					51
	capitolo 5 Gabrielli e profili					
3 dicembr	Skill assesement					54
4 dicembr	verifica seconda parte					60
10 dicembr	ripetizione prima prova intermedia ?					63
	Libri di testo: Borjas G., Economia del lavoro, edizione italiana a cura di Alessandra Del Boca, Daniela Del Boca, Lorenzo Cappellari, Alessandra Venturini Gabrielli G. Profili S. 2016, Organizzazione e gestione delle risorse umane , ISEDI					



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Graph I.1.5: **Extended measures of labour utilisation (as percentage of extended labour force)**

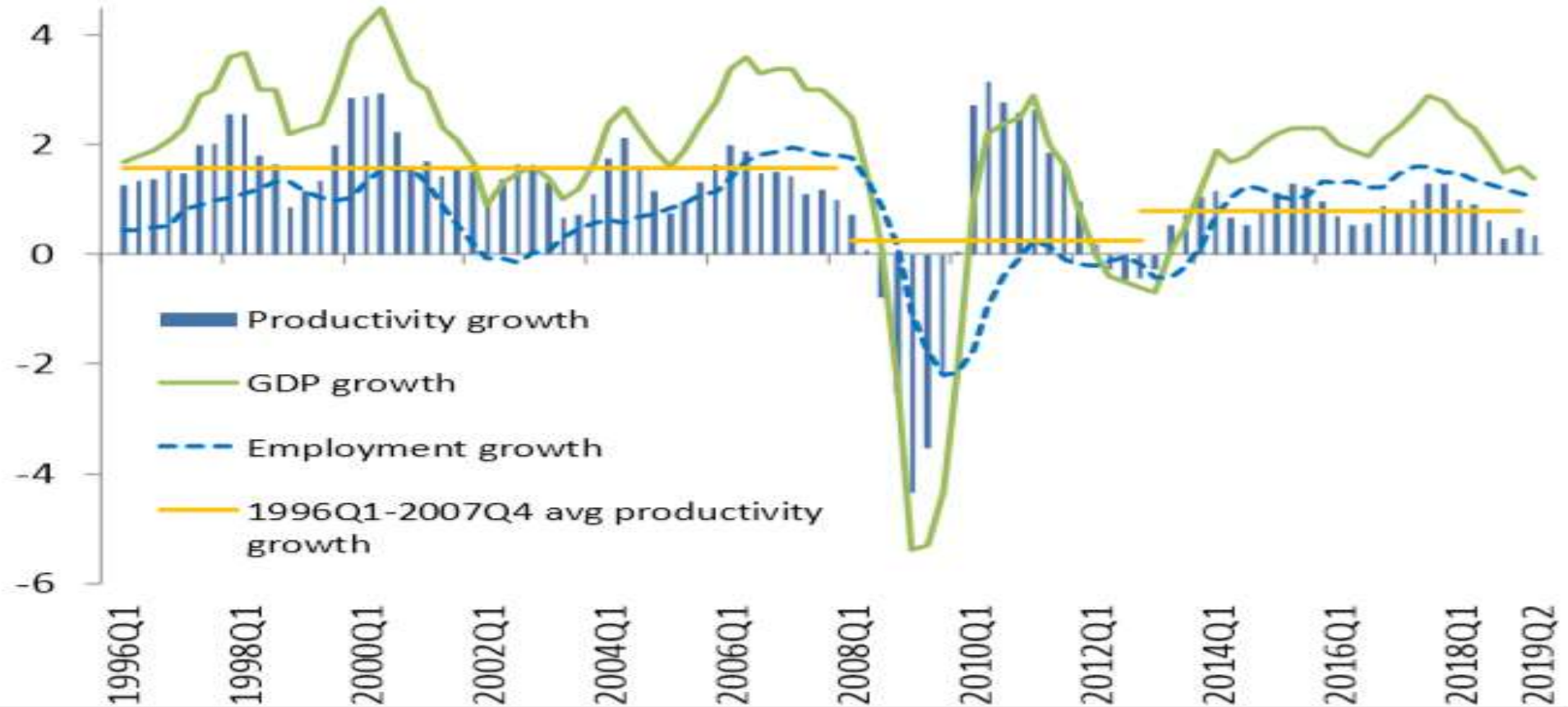


(1) The extended labour force is the active labour force plus those available, but not seeking, plus those seeking but not available to work. All figures refer to the age group between 15 and 74 years.

Source: Own calculations based on LFS.



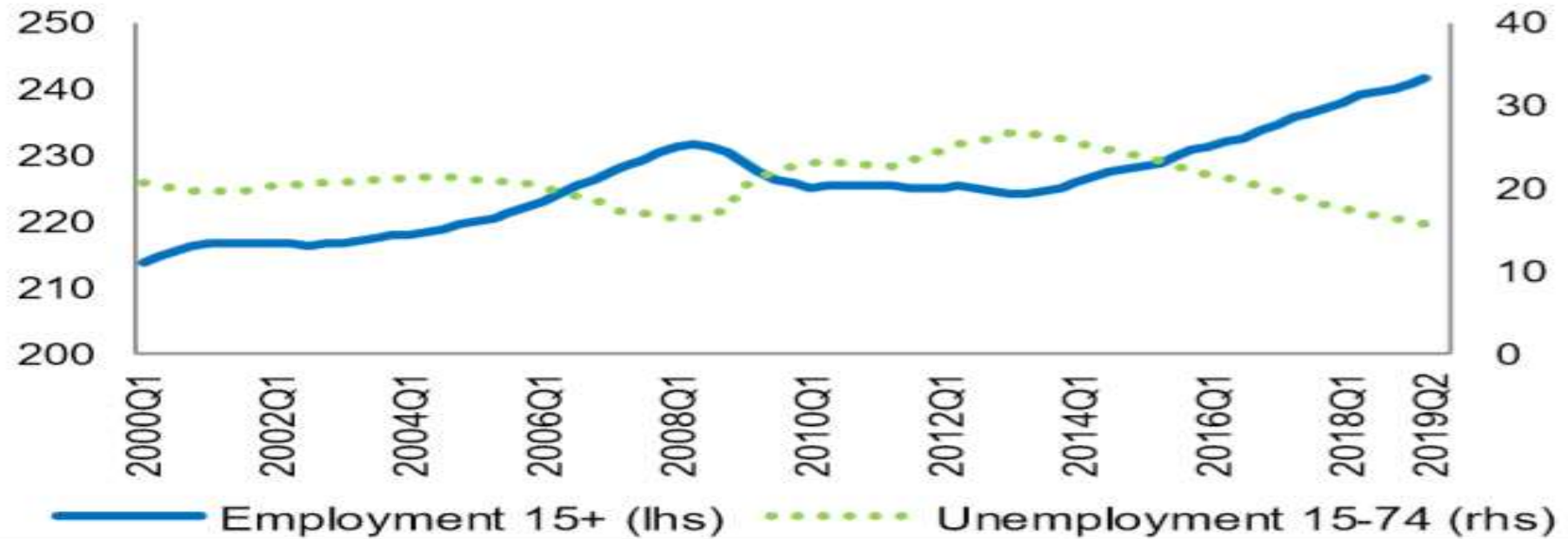
Graph I.1.1: **Employment, GDP and productivity growth in the EU**



Source: Eurostat.



Graph I.1.2: **Employment and unemployment in the EU, million persons, 2001-2018, quarterly data**



(1) Employment is from National Accounts, domestic concept, ages 15 and over, seasonally adjusted.

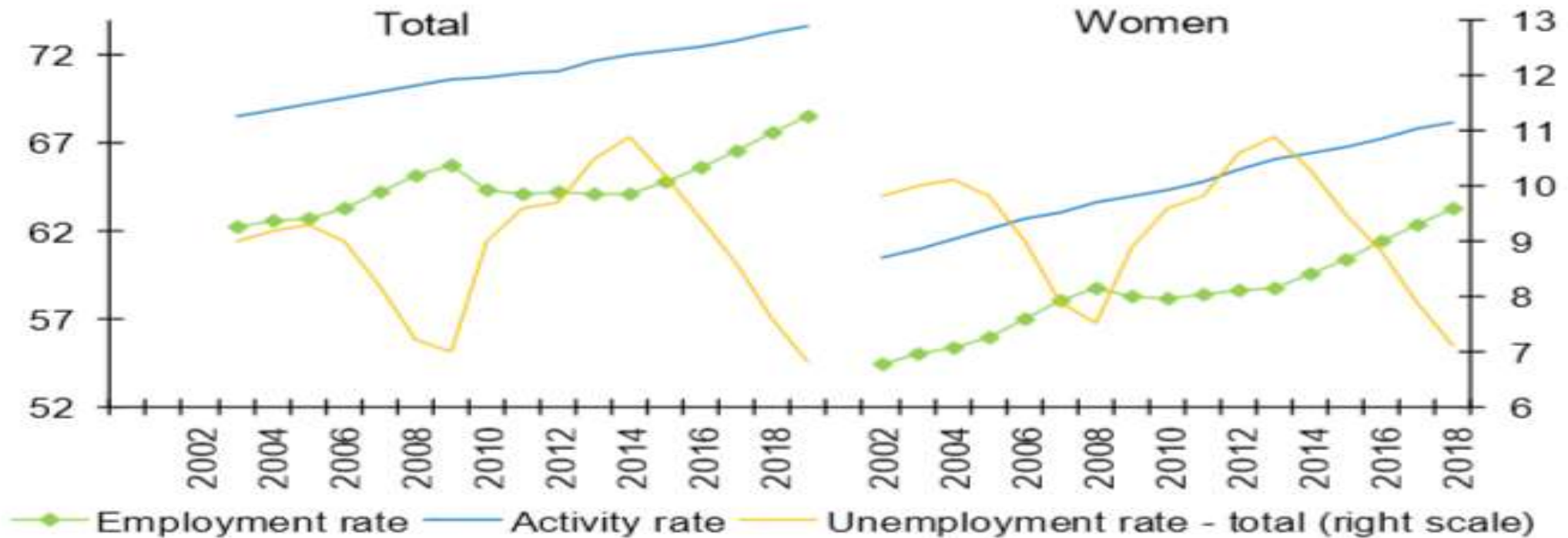
(2) Unemployment is from the Labour Force Survey, ages 15-74, seasonally adjusted.

Source: Eurostat.

Excel



Graph I.1.9: **Employment, unemployment and activity rates, EU28, 2000-2018**

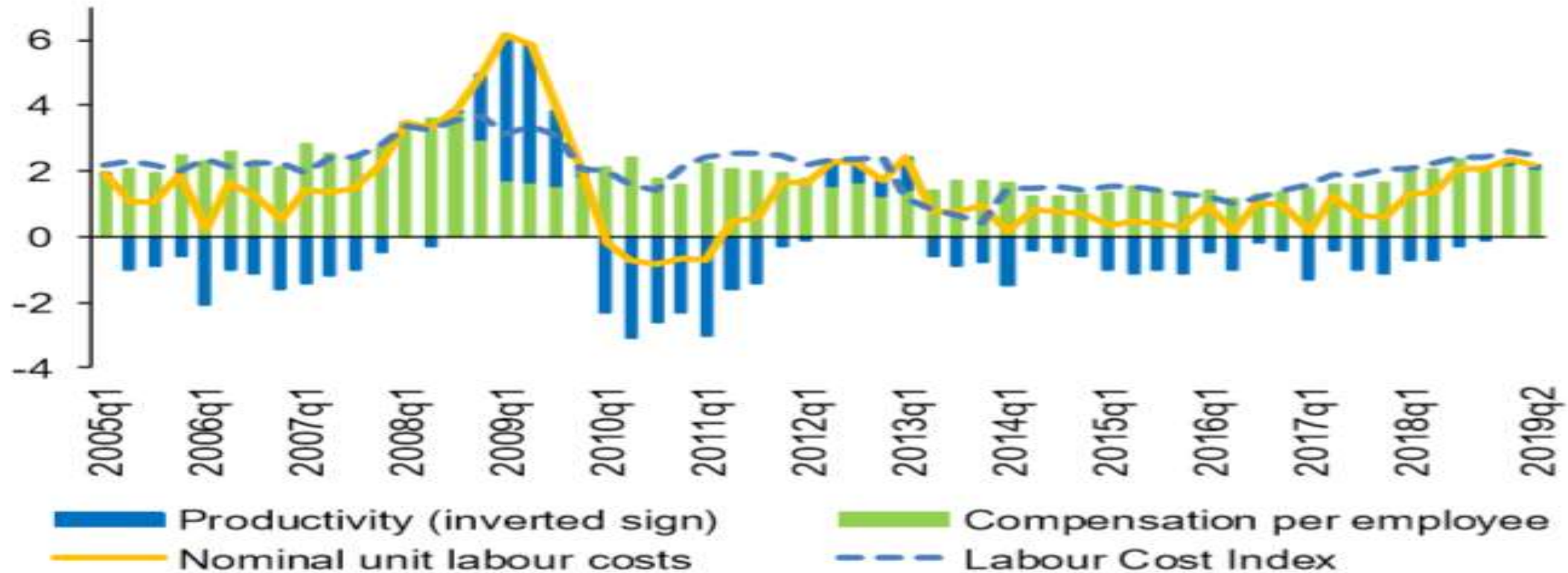


(1) Age group: 15-64 years old.

Source: Eurostat, Labour Force Survey.



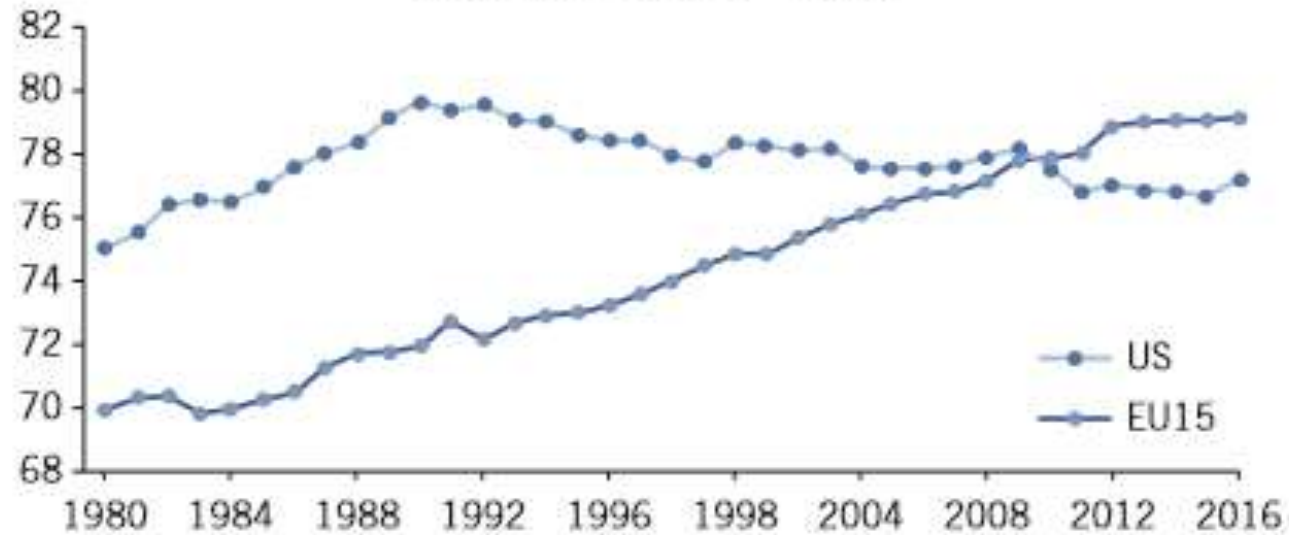
Graph I.1.12: Compensation per employee and unit labour costs in the euro area, annualised growth rates, 2005Q1-2019Q2



Source: Commission Services.



Labor force participation rates: US vs EU15 (aged 25–65),
quarterly 1980–2016



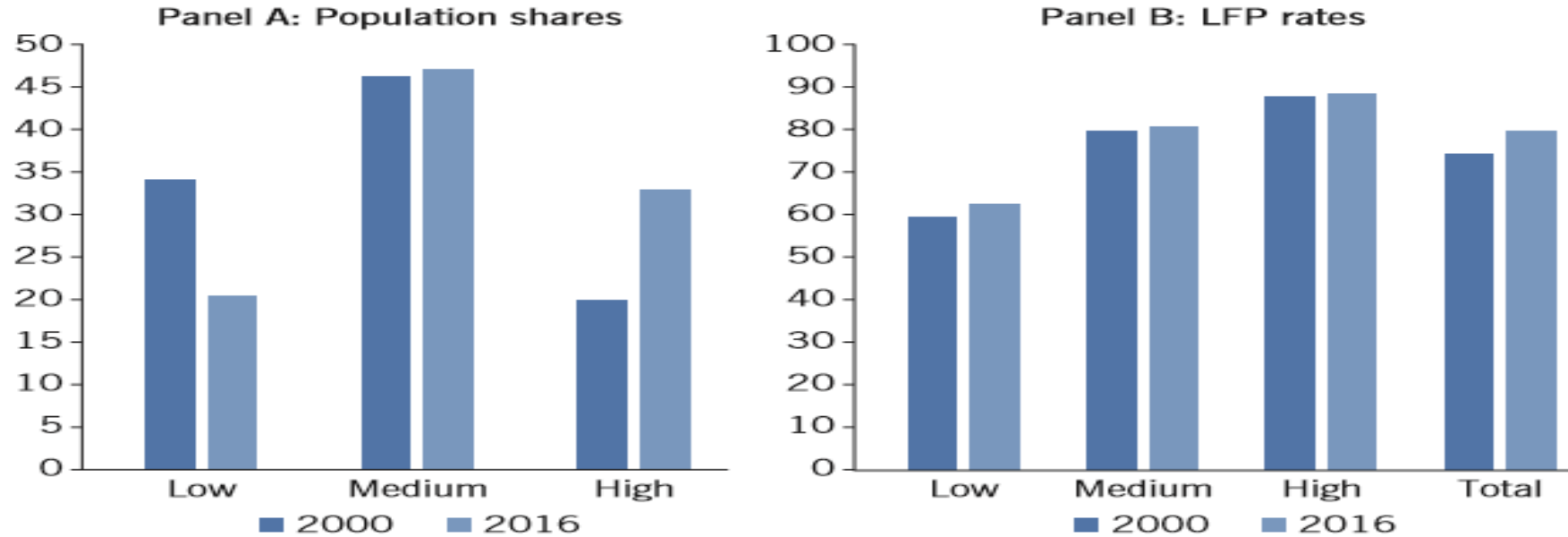
Note: EU15 = member countries after EU enlargement in 1995.

Source: Author's own compilation based on the AMECO database. Online at:
http://ec.europa.eu/economy_finance/ameco/user/serie/SelectSerie.cfm

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Figure 1. Skill class and labor force participation (LFP) rates in the EU



Note: The 22 OECD members out of the EU28 (which account for 97% of EU GDP) are considered here. This figure covers the working-age population (aged 25–65).

Source: Population shares: OECD Data. Online at: <https://data.oecd.org/eduatt/population-with-tertiary-education.htm>; LFP rates: OECD.Stat. Online at: <http://stats.oecd.org/index.aspx?queryid=54741>

KEY FINDINGS



Pros

- + In Europe, employment and LFP rates have increased trend-wise, since the 1990s, with little interruption from the Great Recession.
- + Due to their higher LFP rates, a rise in the proportion of highly educated people will lead to higher overall participation rates.
- + Two-thirds of the improvement in LFP rates observed in Europe can be accounted for by the population's increasing educational achievement levels over the last decades.
- + There has been a particularly large increase in the LFP rates of the elderly, even accounting for the natural increase expected from their higher education achievements in 2016 (compared to a generation earlier).

Cons

- The rise in elderly participation rates is easier to explain with changes to pension systems than with labor market reforms.
- It is difficult to pinpoint the impact of particular reform episodes on elderly participation rates, whether aimed at labor markets or pensions rules.
- Changes in overall LFP rates are not reliable indicators of the state of the labor market when the workforce composition changes.

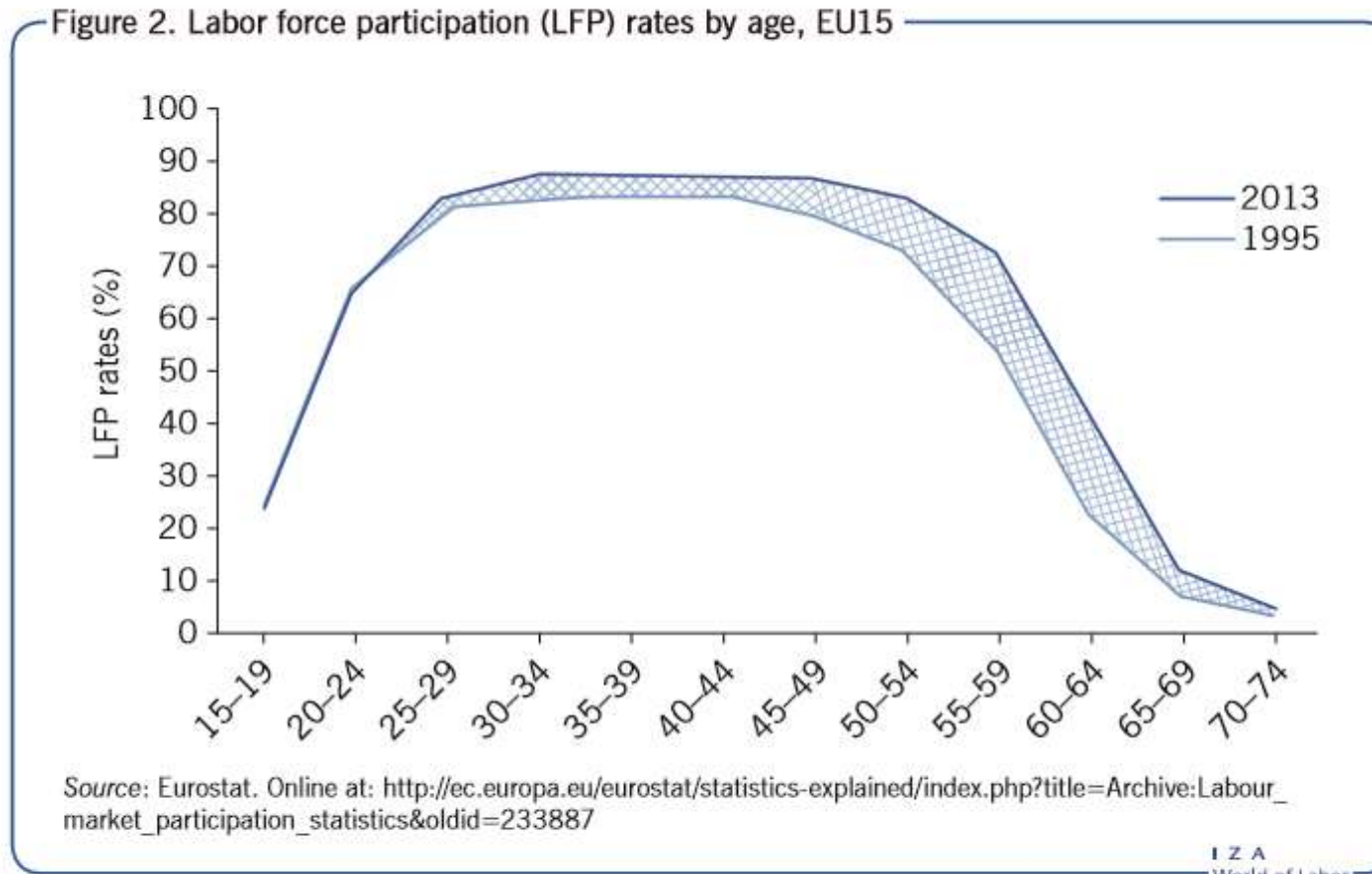
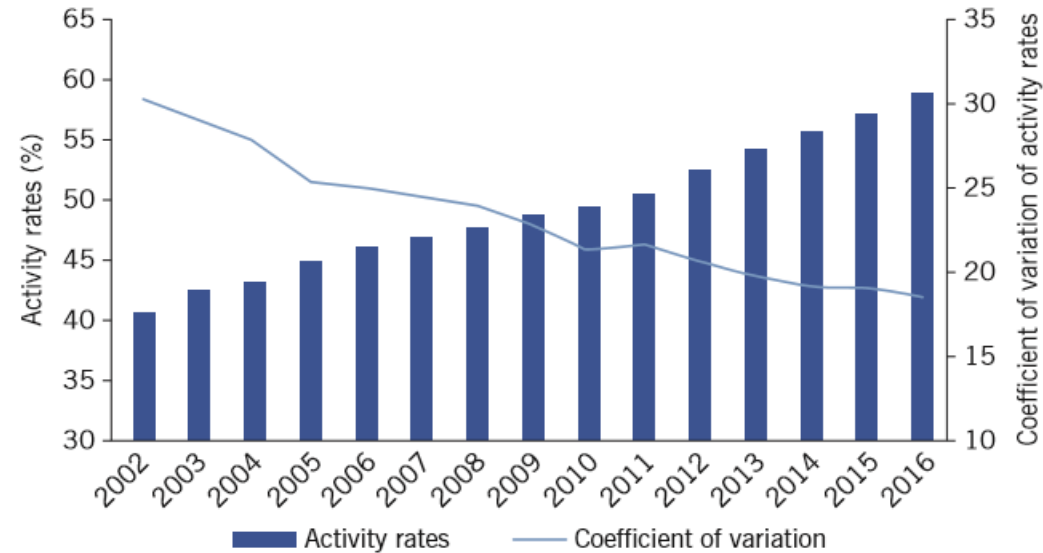




Figure 3. Convergence of activity rates for the population aged 55–64, EU



Note: Coefficient of variation = the ratio of the standard deviation to the average across member states within each year.

Source: Author's own compilation based on Eurostat data. Online at: http://ec.europa.eu/eurostat/web/products-datasets/product?code=tepsr_wc160

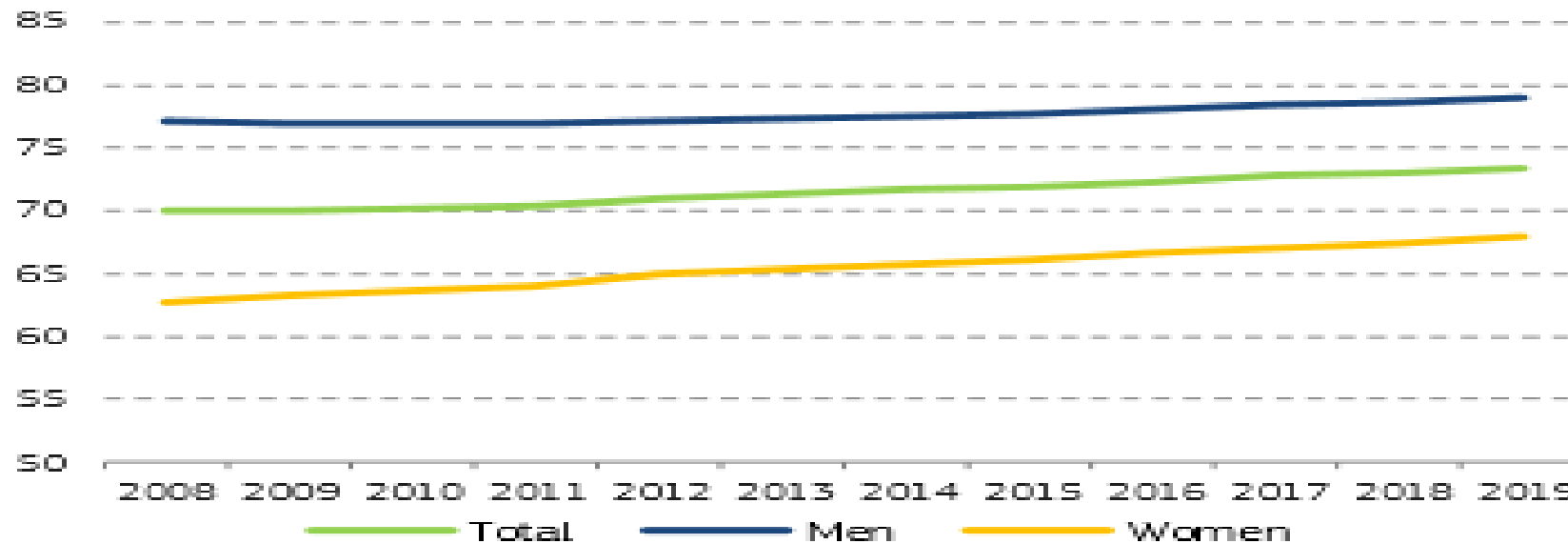
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Chart 1.21

The gender activity rate gap is narrowing but remains large

Activity rate by sex, % of population 15-64



Source: Eurostat, LFS [lfsi_emp_a]

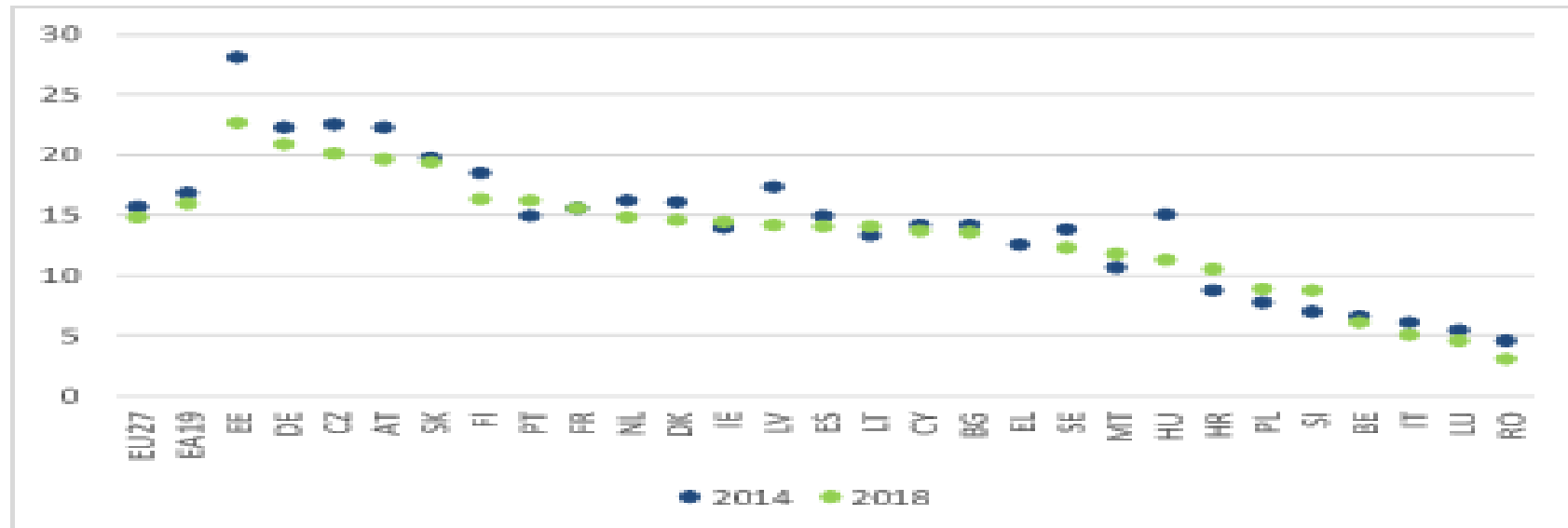
[Click here to download chart.](#)



Chart 1.13

The gender pay gap is shrinking in most Member States

Gender pay gap in unadjusted form, % of average gross hourly earnings of men



Note: Note: 2017 for IE and IT. No 2018 data for EL

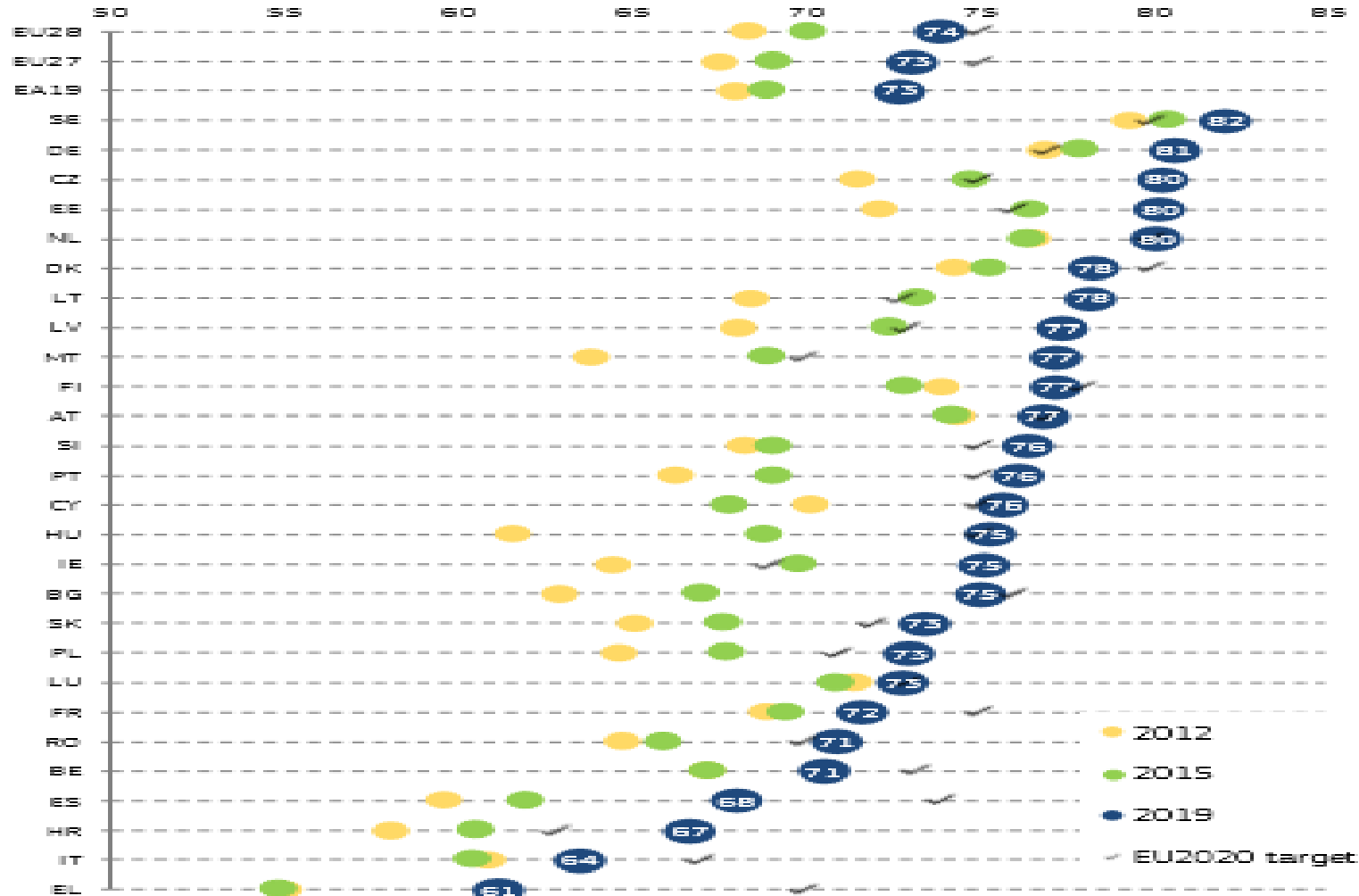
Source: Source: Eurostat, LFS [sdg_05_20]

[Click here to download chart.](#)



Most Member States had already reached their 'EU2020' target by 2019

Employment rate, % of population aged 20-64



Note: The Europe 2020 target for France excludes the overseas departments. The employment rate in 2019 for France without the overseas departments was 72.6%

Source: Eurostat, LFS ([lfsi_emp_a])

[Click here to download chart.](#)

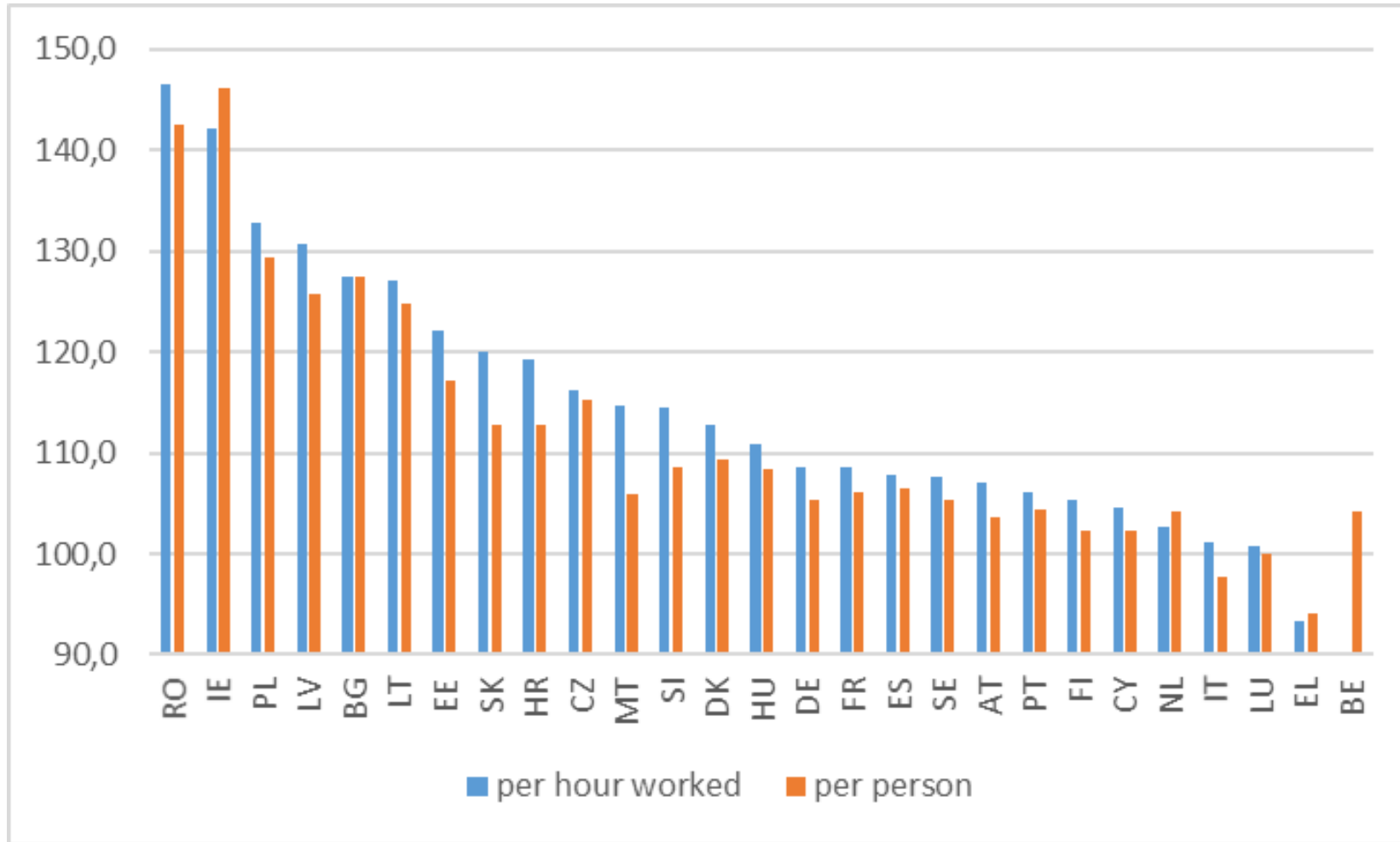
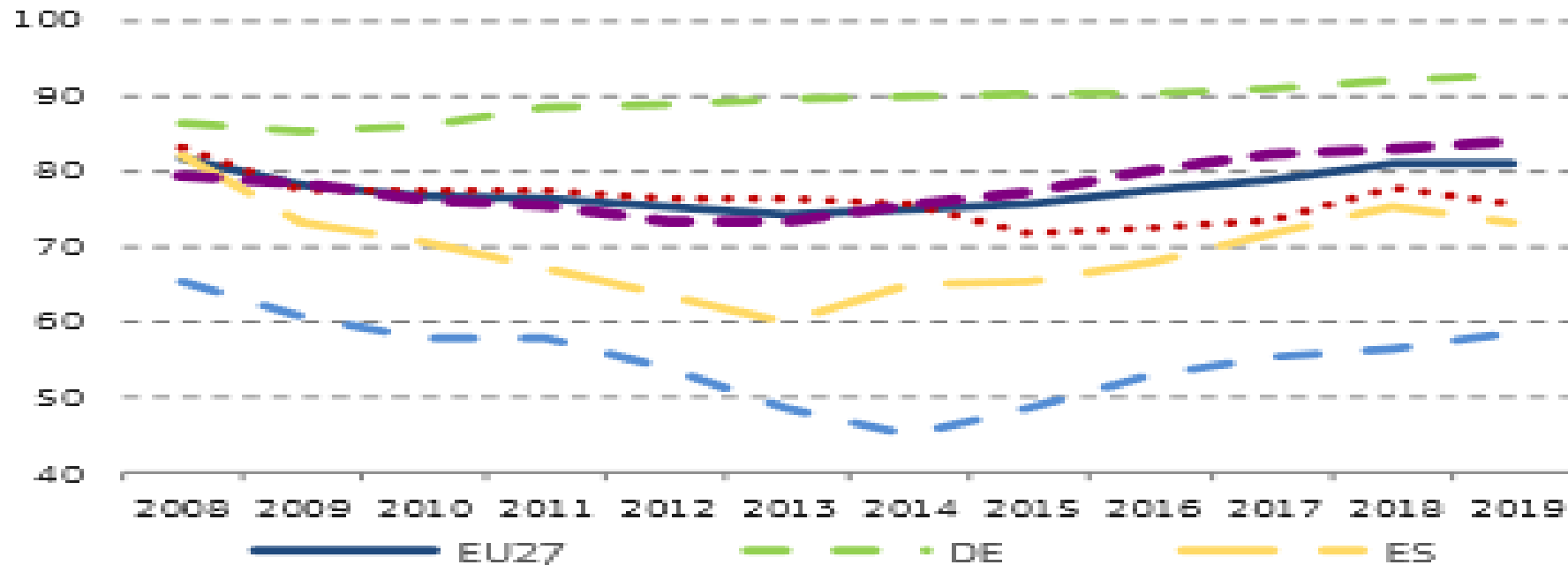




Chart 1.15

Employment rates of recent graduates are improving but are still below 2008 levels for the EU and many MS

Employment rates of recent graduates, % of population aged 20 to 34 with at least upper secondary education



Note: See source table description for complete definition

Source: Eurostat [sdg_04_50]

[Click here to download chart.](#)



Labour migration fluctuating, asylum claims peaked in 2015/16, family and marriage migration dominant

First residence permits and first asylum claims in EU28 (incl. UK), 2008-2017, absolute numbers (flows)

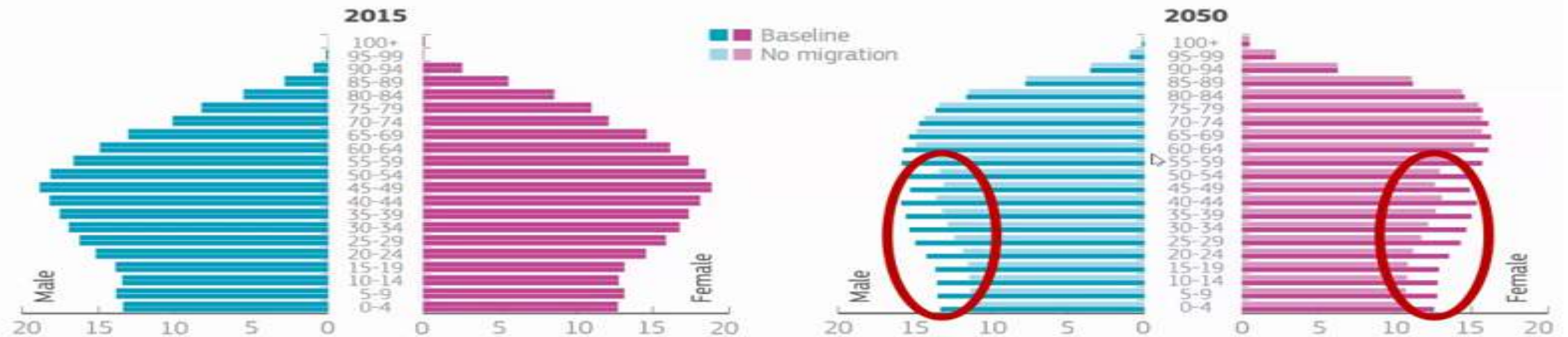


Source: Eurostat



EU population and labour force to shrink without migration

EU28 population by age and gender, 2015, 2050, in %



Source: Eurostat, Europop

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