



UNIVERSITÀ  
DEGLI STUDI DI MILANO-BICOCCA

## SYLLABUS DEL CORSO

### Laboratorio 7 - Responsabilità sociale d'impresa e welfare nelle organizzazioni

2223-3-E1601N086

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#### Learning objectives

The course is aimed at providing students with conceptual, analytical and methodological tools useful to understand the theme of corporate social responsibility, company and territorial welfare, and to analyse recent corporate welfare experiences and territorial projects carried out by a plurality of actors with the aim of enhancing workers' wellbeing and the development of territories.

#### Contents

The course addresses 1) the issue of corporate social responsibility with reference to the national and international scientific debate, involved actors and institutions; 2) areas of intervention and corporate welfare practices of organisations of different sectors, sizes and territories; 3) case studies and methods to develop a corporate and territorial welfare plan.

#### Detailed program

The first part of the course develops the topic of corporate social responsibility (CRS) (e.g., plurality of definitions, areas of intervention, models and tools), an issue which is increasingly discussed and explored in depth by both business development literature and social policy studies. It addresses the national and international scientific debate on how businesses' approach towards ethical and social duties has changed in recent decades, the role played by international institutions (e.g., European Commission, United Nations, International Labour Organization, OECD), the action and spaces for responsible behaviour of companies, and who are the actors involved in the realisation of welfare in addition to the public actor: the second sector, the market, the third sector, the non-profit

sector, and informal networks.

In the second part of the course the two dimensions of CRS are analysed: the external dimension (the relationship with the local community, business partners, consumers, the promotion of human rights and the environment) and the internal one (reconciliation of work, leisure and family, protection of health and safety at work, equal pay and career opportunities for men and women, non-discrimination on ethnic background, recruitment of disadvantaged groups, training opportunities throughout the working career, the involvement of employees in governance).

Finally, in the third part of the course students will be involved in the presentation and analysis of case studies and simulations of corporate and territorial welfare plan development.

## **Prerequisites**

At least 90 CFU and to be enrolled in the third year. Please note that the course has to be included in the study plan.

## **Teaching methods**

The course includes a teaching part dedicated to introducing the basic concepts and information, combined with didactic tools for interaction and direct confrontation with students, who will be able to participate in group work, debates, presentations and simulations. Based on the students' interest, field research work can be carried out to identify company good practices of corporate welfare.

## **Assessment methods**

Active participation during lectures, classroom activities and group work.

## **Textbooks and Reading Materials**

In addition to the supplementary teaching material provided during the workshop (essays, research reports, articles) aimed at deepening specific aspects of the course, the reference texts are:

Rizza, R. e Bonvicini, F., 2014, Attori e Territori del welfare. Innovazioni nel welfare aziendale e nelle politiche di contrasto all'impoverimento, FrancoAngeli

Maino, F. (a cura di) 2021, Il ritorno dello Stato sociale? Mercato, Terzo Settore e comunità oltre la pandemia. Quinto Rapporto sul secondo welfare, Giappichelli

[https://www.secondowelfare.it/wp-content/uploads/2022/01/Il\\_ritorno\\_dello\\_Stato\\_sociale\\_5R2W.pdf](https://www.secondowelfare.it/wp-content/uploads/2022/01/Il_ritorno_dello_Stato_sociale_5R2W.pdf)

## **Sustainable Development Goals**

GENDER EQUALITY | DECENT WORK AND ECONOMIC GROWTH

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