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Abstracts

INDUSTRY 4.0: WORK AND NON-WORK IN THE FOURTH INDUSTRIAL REVOLUTION

Luisa Corazza

The industrial revolution introduced by Industry 4.0 could potentially affect work organisation and, consequently, the employment relationships related thereto.

The push towards automation, the implementation of smart production patterns, and the combination of physical and virtual technologies could introduce elements that require rethinking work legislation.

This paper is aimed at underlying the impact of Industry 4.0 on the Italian labour law in the aftermath of a number of changes linked to the industrial revolution called 'Industry 4.0'. More specifically, the following issues are taken into consideration: employers' power in organising and directing employees, the push towards the valorisation of employee knowledge, and the impact of Industry 4.0 on the labour market, with specific reference to unemployment trends.

THE JOBS ACT TWO YEARS AFTER: GOALS, FACTS, PROSPECTS

Giuseppe Croce

This article analyses the evidence on the flows of subordinate employment in the private sector, occurred in Italy from 2014 to 2016. Its aim is twofold: first, to draw a preliminary assessment of the effects of labour policy measures adopted during 2015, namely the introduction of the new permanent contract (*contratto a tutele crescenti* – i.e. with seniority-based forms of protection) and the exemption from payroll taxes in relation to new hires; second, to derive and discuss the implications for the regulation of employment contracts and, more precisely, for the balance between flexibility and workers' protection.

In particular, in the light of the policy goals and the lessons learnt from past experiences, two alternative options are discussed. On the one hand, the maintenance of the new permanent contract, to be supplemented by further measures; on the other, the repeal of such contract. Arguments are offered in favour of the first option.

REWARD SYSTEMS AND “MISSION-ORIENTED” COLLECTIVE BARGAINING

Michele Faioli

The essay investigates the recent labour market reforms in Italy (*Jobs Act*, 2015-2017) in the areas of decentralised collective bargaining and productivity wage, with the aim of demonstrating that the *Jobs Act* created the legal frame for efficiently promoting and boosting firm-level bargaining.

LIMITS AND INCONSISTENCIES OF THE NEW PUBLIC MANAGEMENT: A RESEARCH STUDY BY HOOD AND DIXON

Paolo Borioni

Hood and Dixon, drawing on the theoretical and then political fundamentals of NPM, carefully reconstruct its original goals. The essay also presents the results of field research aimed at assessing to what extent NPM has attained its pre-set goals: basically “a State that costs less and works better”. According to the conclusions, costs have not reduced, and efficiency, measured mainly based on citizens’ legitimate complaints, have worsened.

NEW PUBLIC MANAGEMENT AND NEOLIBERALISM. A HISTORICAL PATTERN

Giulio Moini

By referencing Hood and Dixon, the author provides a brief comparative reconstruction of the context underlying NPM. The text formulates some assumptions on how to find points of convergence with the neoliberal doctrine, as well as on its spread among decision-making groups and on the NPM as a set of institutional reform policies. Another working assumption is the combination of NPM and the “post-ideological” phase of democracy, which would be proposed as a means for competences, mainly of a technical and managerial nature, which can be explicitly and definitely measured.

THE NORDIC DEBATE ON POLITICAL INSTITUTIONS, THE NEW PUBLIC MANAGEMENT, AND THE WELFARE REFORM

Paolo Borioni

As a technique to reform political and welfare institutions, NPM and, particularly in Denmark, the idea of “competitive State” replacing the “welfare state”, gathered momentum in the years 1990-2015 and spread among all ruling political parties and governments in Sweden and Denmark. Some typical examples of this type of reform are briefly described; moreover, the essay reports on some reactions, research studies, and in-depth analyses concerning a set of reforms that can be largely referred to the NPM principle.

CONTRACTUAL PATTERNS AND FLEXIBILITY IN ITALIAN MANUFACTURING BUSINESSES: COMPARISONS AT REGIONAL LEVEL

Paola Potestio, Caterina Conigliani, Vincenzina Vitale

The aim of the paper is to use flow microdata on new hires and terminations in the manufacturing industry in four Italian regions from 2009 to 2015 to assess the relationship between flexibility and forms of employment contract. The analysis underscores a number of *facts*: the asymmetric polarisation between workers with fixed-term contracts and workers with open-ended contracts; the fairly limited role of fixed-term contracts as a bridge towards open-ended ones; and the limited duration of open-ended contracts. Problems linked to these *facts* are stressed appropriately.

SECULAR STAGNATION, PRODUCTIVITY, WAGE BARGAINING, AND SOCIAL WELFARE

Felice Roberto Pizzuti

The article draws on the main results of the *Report on Welfare State 2017* edited by the author. The first part analyses the nature of the “great recession” that began in 2007-2008, its connections with the hypothesis that a “secular stagnation” is taking place, the declining trend in productivity dynamics, the critical evaluation of decentralisation at corporate level of wage bargaining, and the roles that can be assigned to public intervention and the welfare state to overcome the crisis. Regarding productivity dynamics, the analytical conditions of Baumol’s “disease” are analysed, and their actual existence is verified in 19 developed capitalist countries in the 1970-2007 period. In the following two parts, the socio-economic policies implemented in Europe and Italy are examined, particularly in relation to: the labour market, demographic and migratory trends, education and specifically university, healthcare, social safety nets, the guaranteed minimum income, and the public and private pension system.

COLLECTIVE BARGAINING AND OCCUPATIONAL WELFARE IN ITALY

Andrea Ciarini, Silvia Lucciarini

The article explores the interconnections between public and occupational welfare. The analysis takes into account – from a historic and institutional perspective – the trajectories of development of some features of occupational welfare in terms of inclusivity and representation. Furthermore, the paper explores the territorial dimension of the phenomenon, which plays an important role, in connection with the characteristics of both subnational productive systems and decentralised collective bargaining.

THE THIRD MISSION OF UNIVERSITIES: MONITORING AND ANALYSING BEST PRACTICES OF UNIVERSITY EMPLOYMENT SERVICES IN LAZIO

Piera Rella, Ludovica Rossotti

This article reports on the first results of a survey conducted on Lazio-based universities to understand the functioning of university Orientation and Placement Services and to identify the best practices that are actually exportable from one territory to another. At methodological level, a quality analysis was carried out through in-depth interviews with operators and managers of university Orientation and Placement Services. The analysis focused on the functioning of the services in terms of: tasks performed by operators and managers, liaison with businesses, matching between labour supply and demand, and type of contracts offered. To identify the best practices, we monitored the services offered by the different universities by comparing them with the quality standards set by Italia Lavoro. It emerged that Lazio-based universities offer career counselling and both curricular and extra-curricular internship opportunities for graduates, as well as, to a much lesser extent, labour brokerage. Differences between public and private universities were noticed, which highlight how critical points for a university become strengths for the other ones. Finally, a map of exportable interventions from one university to another was drawn up.

GERMAN SOCIAL DEMOCRACY AND THE BAD GODESBERG PROGRAMME. NEW INSIGHTS

Jacopo Perazzoli

The aim of this article is to analyse in depth the Bad Godesberg manifesto, which was approved by the German Social Democracy (SPD) in 1959. Using primary sources and literature, the author intends to show the political origins of the programme, its features and, lastly, its legacy. The main thesis is that Bad Godesberg was the last broad ideological programme of the European Social Democracy.

STRATEGIC TURNS: THE EVOLUTION OF FILCAMS-CGIL'S STANCE TOWARDS LARGE-SCALE RETAIL TRADE (1960-1980)

Antonio Famiglietti

Since the 1950s, CGIL's union of shop and commercial workers (FILCAMS) – in accordance with the Italian Communist Party (PCI) – had been opposing large-scale retail trade, siding with small retailers. Economic policy, political tact, and mistrust towards emerging consumerism are the reasons behind this choice. This strategy opened a gap between FILCAMS and planning efforts of centre-left governments, culminating in the approval of Law no. 426/1971, which slowed down the development of large-scale retail trade in Italy. FILCAMS changed its standpoint at the end of the 1970s, in the context of a radical transformation concerning the whole labour movement. The trade union realised the potentialities of large-scale retail trade in creating new jobs and in offering less heavy working time arrangements and longer opening hours for consumers. A further reason for this policy change is to be found in the circumstance that an important role in the actual growth of large-scale retail trade was played by the cooperative movement.

