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WORK AND CITIZENSHIP IN INDUSTRIAL SOCIETY

Enzo Bartocci

This essay is aimed at analysing social policies, and focuses on describing the sequence of events that allows for a correct interpretation of the features and importance of such policies, with a reference to their historical background. After dealing with the initial period of social policies – which merely consisted of assistance activities provided to the “poor”, without any recognition of social rights –, the author analyses the debate on citizenship rights, which reached its peak during the English Revolution, and outlines the relationship between social policies and citizenship in industrial society, as well as between democratic liberalism and social revisionism. The article ends with an interpretation of the expansion of social policies, which occurred in the mid-1950s of the last century, as well as of the long-lasting and complex crisis of the welfare state, whose impact on post-industrial society should be thought through.

Keywords: social policies, liberalism, democratic socialism, welfare state.

ENZO BARTOCCI. THE MAN AND THE INTELLECTUAL

Vittorio Cotesta

The essay provides a thorough overview of Enzo Bartocci as a human being and as an intellectual, outlining his fundamental contribution to historical and comparative sociology aimed at understanding the present.

Keywords: historical sociology, comparative sociology, welfare state.

ENZO BARTOCCI: AN “EXPERT” FOR DEMOCRATIC SOCIALISM

Paolo Borioni

Enzo Bartocci boasts the closest and longest uninterrupted collaboration with Giacomo Brodolini, and therefore contributed to the most significant series of socialist reforms in our history. One of the main features of that period of reforms is to be found in the profile of the socialist experts involved: they were not mere ideologists, but experts in legal, economic, and social science, who, however, were not technocrats. In other words, they provided the Socialist Party with advanced scientific knowledge for the purposes of socialism, and not to subject democracy to technics. This is the difference between the fully accomplished democracy of that time, on the one hand, and today’s technocracy, on the other. Bartocci, as explained in the present contribution, testifies to this by describing how the group of people who worked in close cooperation with Brodolini conceived the action of public authorities, and how they contributed to the pension reform of 1969.

Keywords: experts, socialist reformism, technocracy, welfare, state powers.

ENZO BARTOCCI AND THE PROJECT ON ITALIAN SOCIALISM CULTURES

Andrea Ricciardi

The present contribution deals with the birth and development of the research project on Italian socialism cultures, which from 2007 to 2019 engendered a “permanent” seminar, conferences, and publications discussed and created under the coordination of Enzo Bartocci, both a protagonist and a scholar of the long season of centre-left politics.

Keywords: Italian Socialist Party, centre-left wing, Italian socialism, political cultures.

ENZO BARTOCCI: A HISTORICAL OVERVIEW OF ITALIAN SOCIALISM CULTURES

Andrea Panaccione

The present contribution examines Enzo Bartocci’s lead of the project on Italian socialism cultures, as well as some of his previous works, as relevant documents for the study of social phenomena through a historical and comparative perspective. Bartocci succeeded in combining political history, social history, and the history of cultures, while taking into account the distinctions between these types of approach, as well as the specificities of Italian socialism.

Keywords: Italian socialism, welfare state, historical perspective, history of cultures.

MONOPSONY AND WORKING CONDITIONS: INTRODUCING A FOCUS

Lorenzo G. Luisetto, Luca Nogler

This contribution introduces the focus promoted in this issue of “Economia&lavoro”, dedicated to monopsony and working conditions.

Keywords: monopsony, markets regulation, working conditions.

EMPLOYER POWER, CONCENTRATION AND ANTITRUST RULES:A TRANSATLANTIC COMPARISON

Jacopo Sala

This article examines the phenomenon of employer power, with a specific focus on the effects of labour market concentration on workers' welfare. After briefly presenting and discussing the theoretical model of monopsony, the article analyses the methodologies most commonly used for measuring the level of market concentration. Then, it discusses the most recent and relevant empirical studies on the topic, which show that most labour markets are exposed to moderate or high levels of concentration and that this condition can lead to lower wages and worse working conditions for workers, both in the USA and in Europe. The article then analyses the role that antitrust can have in counteracting the negative effects of labour market concentration, exploring the possibility of including the labour market dimension into the analyses of mergers and acquisitions carried out by the relevant agencies, and, if they result in significant harm to workers, of blocking them. Overall, this article provides an overview of the empirical evidence and feasible antitrust solutions to the problem of employer power in the US and European labour markets.

Keywords: employer power, monopsony, antitrust, concentration.

NO-POACHING CLAUSES IN ITALIAN FRANCHISE AGREEMENTS: INITIAL FINDINGS

Antonio Eugenio

In 2017, following a paper by Ashenfelter and Krueger, no-poaching clauses (NPCs) in the quick service restaurant (QSR) industry rose to the centre of the US antitrust debate. Several papers have since estimated a significant negative impact of NPCs on wages. The US NPC debate has yet to reach the EU, mainly due to a lack of evidence on NPC existence. A “civic access” made it possible to uncover seven Italian franchise agreements entered into by a major international franchisor in the QSR industry, six of which clearly enforce NPCs. This article discusses the main features of such agreements, and analyse the differences between EU and US competition case law and labour markets. NPC removal would raise wages in the EU more than it did in the USA, and this article proposes three ways to start the process.

Keywords: no-poaching clauses, antitrust, anti-competitive impact, franchising, quick service restaurant industry.

RETHINKING THE REGULATION OF COVENANTS NOT TO COMPETE UNDER ITALIAN LAW

Emanuele Menegatti

The regulation of covenants not to compete in Italy has seen case law play a leading role. Courts, in applying and interpreting the meagre legislative provision, have sought a balance between the opposing values of constitutional importance involved in such agreements. The arrangement found by our judges is quite far-reaching in terms of protecting employer’s interests, but scarcely attentive to the negative impact on competition, innovation, and economic growth that competition-restrictive pacts can cause. This article, after providing an account of the Italian regulatory framework, also in comparison to that present in the United Kingdom and the USA, highlights that, while in the latter countries the approach is being reconsidered, which is leading towards the prohibition of non-competition pacts with a view to serving the public interest, in Italy the issue has received very little attention. Considering the trends emerging in the Anglo-Saxon countries, and the issues that have become evident with reference to the Italian framework, some proposals are therefore made for the revision of the rules on non-competes.

Keywords: contract clauses, competition, freedom of economic initiative, right to work.

BEYOND NON-COMPETE AGREEMENTS

Tito Boeri, Andrea Garnero, Lorenzo G. Luisetto

Recent research in the USA, and more recently in Italy, has focused on the abuse of non-compete agreements in employment contracts. This empirical evidence has led to new policy initiatives in the USA, at both state and federal level. However, non-compete agreements are not the only tool used by firms, and there are further contractual clauses – such as non-disclosure, non-solicitation of clients/business, non-recruitment, and repayment of training agreements – that firms might use either as a less restrictive tool than non-compete agreements or to further reduce labour mobility and the employment opportunities of their employees. This article provides the first empirical insights on how firms use these further clauses in Italy: we raise the suspect that, in a non-trivial number of cases, their scope is too broad, and therefore they would deserve more attention.

Keywords: monopsony, competition, labour market frictions, contractual clauses.

WORKING TIME REDUCTION AND JOB CREATION. A CRITICAL AND CONSTRUCTIVE NOTE ON THE BILL SUBMITTED TO THE ITALIAN PARLIAMENT

Giovanni Bonifati

The bill on the reduction of the working week submitted to the Italian Parliament provides an opportunity for a critical and constructive reflection on the role that a reduction in terms of standard working time can play in pursuing the goal of increasing and maintaining a high employment rate. To this end, the essay sets out to discuss what are the systemic conditions in order for demand and production growth to deploy their employment-generating potential in full, while at the same time generating more employment and more leisure time, potentially for all those who participate in the ongoing process of change (and not only for the few who are in a position to work less). Two conditions are identified: a) allowing for a decrease in working hours (tendentially) in line with an increase in hourly labour productivity; and b) allowing for an increase in real hourly wages, also in line with hourly labour productivity. By coupling employment growth and wage growth, a working time reform would thus help to proactively address one of the fundamental problems of our socio-economic system, that has remained unanswered for decades. The essay also emphasises that, in order to increase the social sustainability of growth, particularly in this difficult phase of technological and demographic transition, a new system of rules to improve working conditions is fundamental.

Keywords: employment, working time, hourly labour productivity, growth, income distribution.

CONTEMPORARY CLASS ANALYSIS: BLUE-COLLAR VS MANAGERIAL LABOUR IN AN UNEQUAL ITALY

Armanda Cetrulo, Angelica Sbardella, Maria Enrica Virgillito

In a society characterised by growing inequality, the role of social classes has often been debated. Focusing on the Italian case, the article provides evidence of the role played by occupational groups in explaining wage inequality, following a social class scheme. After providing a brief overview of the theoretical approaches on social classes, the article investigates the main determinants of growing inequality, looking at the wage distribution from 1983 to 2018. Special attention is paid to wage patterns and trends of two macro-occupational groups deemed to cover opposite positions within the hierarchical structure of the decision-making processes and work organisation, namely managers and blue-collar workers. In particular, the analysis focuses on the differences within the two classes with respect to work-contract type and gender composition, showing for instance a persistent gender pay gap despite the increasing number of female workers in both categories. The article concludes discussing the relevance of the conceptual category of social classes as a useful theoretical lens to better reinterpret the main phenomena characterising contemporary capitalism, first and foremost, inequality.

Keywords: social classes, inequalities, wages.