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Abstracts

IS SPAIN DIFFERENT? BREAKS, PATH DEPENDENCE AND NIGHTMARES IN A SOUTHERN COUNTRY

Josep Banyuls Llopis, Albert Recio Andreu

The purpose of this note is to explain the economic and social changes that have taken place in Spain in recent years, considering the interaction between external factors (the internationalisation of the Spanish economy) and the strategies of national actors. To this aim, we consider the characteristics of the national employment model and its evolution. This allows us to show the complexity of the interactions between internal and external factors, as well as the fact that among the Member States “labelled” as Southern European countries diversities exist.

SOUTHERN EUROPEAN CAPITALISM WITHIN THE CRISIS-RIDDEN EUROPEAN EMPIRE

Hans-Jürgen Bieling, Jannis Komsopoulos

The contribution emphasizes the basic elements of the Southern European model of capitalism and its position within the EU-wide centre-periphery relations. In this sense, it is highlighted that the crisis trajectories in the South, in terms of economic de-industrialisation and institutional and structural reforms, are closely intertwined with the evolution of the EU empire and its competitive mode of integration. Eventually, however, the ongoing crisis in the South also puts some strain on the reproduction of the EU empire.

SOUTHERN EUROPE: COMMON PROBLEMS, DIFFERENT SOLUTIONS

Carlo D'Ippoliti

In the historical, sociological and especially economic debates, “Southern Europe” and associated derogatory acronyms have often encompassed a negative connotation. However, the PIGS appear to share many crisis-related dynamics and problems, perhaps even more than common structural features.

This is likely to be a consequence of turbulence on euro-periphery financial markets as well as uniform policies imposed onto these countries. If these problems are common, though, it is likely that the way out may still involve several country-specific policies.

SOUTHERN EUROPEAN COUNTRIES – THE CASE OF GREECE

Marica Frangakis

This collection of essays seeks answers to the question of whether a Southern European periphery exists as a research agenda, as a political entity and as a space of economic relations across the countries constituting it and with the centre of Europe.

The case of Greece has the main ingredients of a peripheral country closely linked to the framework within which it operates. This is especially true of the Eurozone crisis, with which Greece is closely associated. Whether, and on what terms, Greece overcomes the present economic crisis is going to have serious repercussions on the relations between the Southern periphery and the core countries of Europe. Furthermore, it is going to have wider implications for the narrative of “right” and “wrong” in Europe.

WHERE IS SOUTHERN EUROPE?

James Wickham

The book ‘*Southern Europe?*’ considers how Southern Europe has been conceptualised within contemporary history and social science. There were four ‘PIGS’ (Portugal, Italy, Greece, Spain) but the bailout crisis involved five countries – the fifth PIIGS was Ireland. Like its four companions, Ireland has been seen as a modernising society, as a part of peripheral Europe, and even stereotyped as inefficient and exotic. Including Ireland in the discussion enables us to begin to disentangle social processes from more geographical or spatial issues.

THE ITALIAN VIEWPOINT

Michele Faioli

With Italy having no minimum wage set by law, much relies on trade unions and employers’ organisations to negotiate a minimum wage that enables posted workers to have a decent income. In any of the wage setting mechanisms, are there specific rules applicable to posted workers for the determination of the constituent elements of the minimum rates of pay? We know that there are not. The wage setting mechanism does not include any specific rules applicable to posted workers for the determination of the minimum wage. Workers posted to Italy in most cases are provided with minimum wages similar to those of local workers. Though, wages in general may be slightly lower due to less experience with

negotiating additional wage elements, due to the fact that posted workers often carry out low-paid jobs or are intentionally misclassified. Could NCBAAs provide for specific indemnities to be paid to workers in the case of their temporary posting, in addition to the regular salary, or alternatively, a statutory minimum wage be fixed for the posted workers by law, given their vulnerability in the EU labour market?

THE DANISH VIEWPOINT

Peter G. Madsen

Do workers posted to Denmark get the agreed sectoral minimum wages?, do they get similar wages to local workers?, and do Danish practices of calculating minimum wages paid to posted workers conform with the EU Posted Workers Directive? These are the three main questions being answered by this article. The three answers are in brief: 1. *yes-but* – most posted workers are covered by collective agreements, but foreign employers are less subject to such agreements than the Danish ones; 2. *no-but* – posted workers get lower, but only slightly lower wages on average; and 3. *yes-but* there are examples of non-conformance.

THE GERMAN VIEWPOINT

Eckhard Voss

Germany is the main receiving country of posted workers in the EU and the issue of posting has been a prominent issue of public debates about wage equality and minimum wage setting. This article describes the evolution of minimum wage setting in Germany by collective agreements at sectoral level declared generally binding under the Posted Workers Act. Since the 1990s the scope in terms of sectors covered has been extended consecutively and finally resulted in the introduction of the statutory minimum wage in 2015. However, evidence from various sectors shows that formal coverage does not also mean that posted workers actually receive the minimum wages as agreed in sectoral collective agreements or as set in the context of the statutory minimum wage.

INVESTMENT, CONSUMPTION AND EMPLOYMENT. PRODUCTIVE CAPACITY, EFFECTIVE DEMAND AND INCOME DISTRIBUTION IN THE LONG TERM

Giovanni Bonifati

The essay aims to draw attention to the view that the adjustment of productive capacity to expected demand implies a qualitative change in productive capacity, which is transformed by the producers with a view to acquiring the means of production, skills and organization necessary to produce new and existing goods and services in a new way. In particular, the essay focuses on the possible long-term effects arising from feedbacks of this transformation of productive capacity, on employment growth, consumption, production and income. In this theoretical perspective, investments are considered as a long-term autonomous component of demand. A system of relationships between investment, consumption and employment is estimated for the United States and Italy over the period 1960-2013. The results suggest that in our contemporary economies decelerative forces are at work. These forces can essentially be attributed to the reduction in the use of labour per unit of production and to the effects of such a reduction on income and employment growth.

COMPARING INTROSPECTIVE AND EXTROSPECTIVE FORMS OF OCCUPATIONAL SAFETY AND HEALTH STANDARDS

Ugochukwu Orazulike

This paper provides a descriptive account of two models of occupational safety and health (OSH) regulation, the introspective perspective of OSH, and the extrospective perspective of OSH. It presents the comparative view of those perspectives of OSH standards by assessing some of the institutional roles that trade unions could play in the promotion of the highest standards of OSH legal protections which workers are entitled to, in the US and in the EU, drawing insights from Kathleen Thelen's 2014 book *Varieties of Liberalisation and the New Politics of Social Solidarity*. The paper also examines whether unionisation plays any significant roles in the implementation of the best institutional standards for the occupational safety, health and wellbeing of workers in their working environments. Two aspects of unionisation will guide the evaluative assessment of OSH standards in Thelen's liberalised market economy (LME) versus coordinated market economies (CMEs): (i) factors attributable to unionisation in the practice of institutionally set legal OSH standards, and (ii) factors attributable to unionisation in the socio-political practice of institutional policy standards for OSH. With introspective versus extrospective OSH at the back of mind, the paper further considers the importance of unionisation/union density in Thelen's account of industrial relation, vocational education and training (VET), and labour market policies in the LMEs versus the CMEs. In considering the standards that could be attributed to high or low union density, the paper highlights why LMEs tend to practice introspective OSH standards, whereas the CMEs have the tendency to practice OSH standards that are extrospective in nature. In summation, it is argued that constructive social dialogue, efficient OSH VET, and coordinated labour market policies are crucial drivers of extrospective OSH standards; and that many workers in the introspective OSH system are still far from enjoying the high OSH legal and institutional protection standards which are generally available to workers in the extrospective OSH systems.

THE YOUTH GUARANTEE: IMPLEMENTATION AND PROBLEMS OF THE PROGRAMME

Francesco Giubileo

The purpose of the Youth Guarantee programme is not to guarantee a job (this being an issue often wrongly emphasised by the press), but rather to represent an exceptional “testing tool” to assess the capability of local institutions to improve employment opportunities for unemployed young people.

After describing how the Youth Guarantee works, the analysis will mainly focus on the problems that emerged during the first one-year trial period. The text is a must-read for anyone involved in active labour market policies and public employment services, since the problems encountered in the implementation of this programme are “structural” in nature, namely they will remain so even after this trial period. The conclusions provide some proposals concerning the tools public organisations should “bet” on in order to actually improve employment opportunities for youths.

EMPLOYABILITY AND PROFILING SYSTEMS IN ITALY: SOME CONSIDERATIONS FROM AN ANALYSIS OF THE LITERATURE AND FROM THE RESULTS OF A DELPHI SURVEY IN THE VENETO REGION

Katya De Bortoli, Stefano Campostrini

In recent years, owing to the global economic crisis as well, public employment services in Italy have witnessed a growing disproportion between (human and material) resources and an increase in the number of users and services provided. The gap between the amount of resources invested in Italy and the level of resources invested in other European countries is so significant as to make any comparison difficult. This is the reason why the need of modernizing these services with tools aimed at supporting user profiling is felt both at the operational level and from a managerial/strategic perspective.

Based on the results of a Delphi survey conducted in cooperation with experts in the field of labour policies and employment services, who operate in the Veneto region, it is argued that profiling systems capable of measuring different components of employability at individual level would be very useful, in Italy as well as in several other countries, particularly for resource allocation and activity planning purposes. Several models can be implemented: the debate is open; however, it is hoped that action is taken quickly.

“DISCOVERING” TALENT WITHIN ORGANIZATIONS: WOMEN!

Emma Bove, Anna Lisa Micci

What does valuing women's talent inside organizations mean? We asked this question to more than 300 women leaders in public and private organizations, through innovative and extremely engaging focus groups. The assumption we started from to conduct the qualitative study described in the article was the fact that gender differences are now an essential value and that women's contribution is an important asset for companies and the economy in general. The analysis of the results of collaborative sessions conducted in focus groups showed that enhancing women's talent means initiating a process of raising awareness on gender differences and of promoting the development of women's leadership within organizations. How to achieve this goal is the main question that a successful company must respond to and that this article intends to answer through the qualitative analysis of the results obtained in focus groups and interpreted in the light of field experience gained by the authors in recent years.

THE INDUSTRIAL POLICY OF COMMISSIONER ALTIERO SPINELLI AS PRESENTED AT THE VENICE CONFERENCE IN APRIL 1972

Enzo Russo

At the end of the 1960s, at Community level, the need emerged for new economic policy tools such as industrial and regional policies. After a thorough preparation, EEC commissioner Altiero Spinelli submitted to the Venice Conference (April 1972) a comprehensive proposal in terms of not only industrial policy but also sustainable development. In October, the Paris Summit committed to establishing a regional policy fund, but it did not make any significant steps forward in the industrial policy field.