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## Abstracts

### FIFTY YEARS AFTER THE APPROVAL OF THE WORKERS' STATUTE, AND THE LONELINESS OF INDIVIDUALS

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Luisa Corazza

The present essay is aimed at introducing a series of contributions celebrating the 50<sup>th</sup> anniversary of the Workers' Statute. Starting from the analysis of the so-called "two souls" of the Workers' Statute, it wonders whether there is still room for collective bargaining to play an active role, after 50 years since the adoption of the Workers' Statute and in the light of the significant transformation occurred in the production system. The domains in which the evolution of the balance between statutory rules and collective bargaining seems to be prominent are: antidiscrimination law, labour market fragmentation and the protection of outsiders, and minimum wage policies.

*Keywords:* Workers' Statute, trade unions, collective bargaining, discrimination, minimum wage.

### FIFTY YEARS OF THE WORKERS' STATUTE, AND BEYOND

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Tiziano Treu

The 50<sup>th</sup> anniversary of the Workers' Statute has provided the opportunity to stress, once again, the impact it has had on the world of work and the business community. The Workers' Statute has contributed to modernising employment relationships by introducing fundamental principles enshrined in our Constitution and by supporting their actual implementation over the years, based on a coherent approach stemming from forward-looking and sustainable social reformism ideas. Upon the occasion of the 50<sup>th</sup> anniversary, the drives for an extension of the scope of reflections beyond specific law issues are stronger than ever. This is mainly due to the overwhelming impact of the pandemic on the world of work and the business community in their entirety. In order to acknowledge the interdependency between the world of work, the environment, and technology, it is necessary to analyse in depth its implications and to focus on the necessary integration patterns between labour market policies, healthcare plans, and actions at environmental level.

*Keywords:* Workers' Statute, industrial relations, union representation.

## WHAT STATUTE FOR XXI-CENTURY WORKERS?

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Claudio Lucifora

Calling into question the capacity of the Workers' Statute to provide adequate protection in the current scenario, the contribution deals with the main challenges linked to market globalisation and the proliferation of new technologies, outlining a set of issues that shall be addressed considering the current developments. The essay considers collective bargaining to be the most suitable tool for the identification of new needs inasmuch as it allows for an adaptation to changes, in addition to providing variable forms of protection tailored on companies' and workers' needs. At the same time, the contribution points out that collective bargaining is likely to strengthen the role of the social partners also through the involvement of workers.

*Keywords:* Workers' Statute, collective bargaining, employees' participation.

## APPROPRIATE DIGITAL BARGAINING UNIT. FORTHCOMING REFORMS OF THE WORKERS' STATUTE

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Michele Faioli

The topics covered are related to the impact of tech 4.0 on labour law, collective bargaining, digital transformation, and a possible reform of the Workers' Statute concerning the creation of appropriate "digital" bargaining units. What links together such areas of labour law is that each of them, digital tools and tech 4.0, is challenging normal legal understandings in similar ways. The author will explore such patterns, focusing on cases and facts regarding manufacturing/production and bargaining of the future. Cross-cutting themes will include: how law affects the balance of power and responsibility between workers and artificial intelligence machines, and the interplay of norms and formal norms (law and collective bargaining agreements).

*Keywords:* robot and artificial intelligence applications, Industry 4.0, Workers' Statute, appropriate bargaining unit.

## PAST, PRESENT, FUTURE. THE WORKERS' STATUTE 50 YEARS AFTER ITS APPROVAL

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Franco Liso

After providing an overview of the legislative developments that have affected the Workers' Statute in the last 50 years, the present contribution outlines the need to enhance collective bargaining autonomy through an organic and well-defined normative framework. Such goal should be attained also through legislative policies that, instead of supporting trade unions, bolster the whole industrial relations system. Such intervention should, on the one hand, strengthen the social partners' representativeness, and, on the other, implement the *erga omnes* effectiveness principle of collective bargaining agreements, as envisaged in the Italian Constitution, in order to cope with dumping cases triggered by the spread of so-called "pirate agreements". Finally, the author points to the need for a cultural approach, to be adopted by all the social partners, that hinges upon the enhancement of their responsibility, since, in his opinion, only in this way will legislative interventions be really useful.

*Keywords:* Workers' Statute, union activity support legislation.

## AFTER 50 YEARS OF THE WORKERS' STATUTE: A ROADMAP FOR THE FUTURE

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Mariella Magnani

After noting that the reforms introduced by the Jobs Act have not impacted the domain of industrial relations, the present contribution focuses on the necessary interventions in such field, suggesting the definition, by means of legislation, of the rules and criteria for the social partners' representativeness, the actual measurement of which, in the author's view, should be certified by an *ad hoc* administrative body. Moreover, the author considers the possibility of adopting legal wage-setting mechanisms, assigning this role to collective bargaining, as well as envisaging a legal minimum wage serving as a parameter for those sectors that are not covered by collective bargaining. Furthermore, the essay points out the need to extend labour law protection patterns to everyone, i.e. also to those who are not in employment status, *inter alia* by tailoring them on specific protection needs. Finally, the significance of concerted action policies with a view to governing transition and to coping with the uncertainty linked to the current crisis situation is stressed.

*Keywords:* collective bargaining and industrial relations, minimum wage, self-employment, social concertation.

## BETWEEN PAST AND FUTURE: 50 YEARS AFTER THE INTRODUCTION OF THE WORKERS' STATUTE

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Riccardo Del Punta

After giving an overview of the first 50 years of the Workers' Statute, as well pointing out the relevance of its underlying principles – albeit duly updated and integrated – to the present times, the essay considers the possibility of granting workers a second level of protection through a new set of rights that promote their individual skills and role within organisational patterns. To this aim, the author points out that the focus should no longer be solely on the company but also on the labour market in broader terms, in order to support workers in occupational transition cases. Even though the presence of conflicting interests between workers and employers is not excluded, the author suggests overcoming the conflictual approach underlying the Workers' Statute, emphasising common interests in the framework of a systemic approach that prioritises economic, social, and environmental sustainability.

*Keywords:* Workers' Statute, union activity, dismissal, labour market protection, skills promotion, sustainability.

## THE WORKERS' STATUTE 50 YEARS LATER: BETWEEN PRESERVING AND UPDATING

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Silvia Ciucciovino

After outlining the need to extend, in consideration of the current socio-economic context, the crosscutting minimal labour law protection patterns envisaged by the Workers' Statute, the present contribution focuses on the urgency of updating and integrating their content in order to ensure worker protection not only in the framework of the employment relationship but also within the labour market. To this aim, the author considers the possibility of granting workers a "right to professional identity". The present contribution furthermore deals with the need to set out criteria for the assessment of union representativeness with a view to coping with the extremely high number of interest representation bodies and collective bargaining agreements, as well as to ensuring the promotional nature of collective action, as envisaged in the Workers' Statute.

*Keywords:* Workers' Statute, minimum protection extension, digital professional identity, representativeness, testing criteria.

## THE EXPERIENCE OF ACCESS TO WELFARE OF NEW ITALIAN MIGRANTS IN FRANKFURT AND LEEDS

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Antonio Sanguinetti

The article presents a research on access to welfare for “new Italian migrants”, carried out between 2015 and 2018 in Frankfurt and Leeds. It analyses evidence from interviews collected in relation to three issues: residence, healthcare services, and social benefits. The findings of the research show how access to welfare is increasingly connected to work and residence in the country of destination. These patterns make life increasingly difficult for the poorest segment of Italian migrants, who, especially in the first phase of the migration process, cannot rely on social support. With regard to healthcare services, the tendency to maintain residence in Italy prevails in order both to continue benefitting from Italian National Health Service care provisions, and, in Germany, to avoid paying for the health insurance in the early stage. In the case of subsidies, a tendency is observed not to apply for them in order not to suffer negative labelling and to avoid the sanctioning mechanisms of workfare.

*Keywords:* Italian migration, welfare, European Union, social policies.

## I4.0 TECHS AND INNOVATION PROFILES OF ITALIAN BUSINESSES

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Valeria Cirillo, Lucrezia Fanti, Matteo Tubiana

The article investigates the spread of Industry 4.0 (I4.0) technologies among Italian businesses, relying on the V Survey on Businesses and Employment (RIL) carried out by the National Institute for Public Policy Analysis (INAPP). The descriptive analysis shows an uneven distribution of I4.0 technologies over the years 2015-2017. The application of multiple correspondence analysis (MCA) and cluster analysis (CA) techniques reveals the existence of three main clusters of Italian firms, characterised by different degrees of digitalisation: “non-digital firms”, “digitising firms”, and “digital firms”. The first cluster is the largest one, consisting of small firms, which invest only in cybersecurity technologies, whereas the third cluster is the smallest one, consisting of averagely larger firms simultaneously investing in more than one I4.0 tech, thus adopting a “multi-technology” approach.

*Keywords:* digitisation, Industry 4.0, firm-level studies, innovation, cluster analysis.

## CAN WE SHAPE SOCIAL INNOVATION-BASED URBAN POLICY? REFLECTIONS ON THE *FONDO PER L'INNOVAZIONE SOCIALE* STRATEGY IN MILAN

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Luca Tricarico, Rosamaria Bitetti, Francesca Buonanno

The article aims to conceptualise an urban policy cycle that incorporates the social and territorial innovation approach in all its phases. This conceptualisation will be supported by a case study analysis, the “Accelerator for the local economy”, an urban policy promoted by the Municipality of Milan in cooperation with a group of local partners, and included in the governmental framework of the *Fondo per l'innovazione sociale* (Social Innovation Fund). The project under consideration has been designed to support an “acceleration programme for local businesses”, implemented with a view to improving entrepreneurship, skills, and the creation of job opportunities in peripheral areas – a response from the Milan municipal administration to tackle urban marginality issues and the ongoing economic crisis resulting from the harmful effects of the Covid-19 pandemic. The hypothesis to be tested is whether social and territorial innovation can be not only the content, but also the method for creating a territorial development policy, by acquiring the dispersed knowledge of actors and targets, by triggering collective intelligence processes in the redefinition of social needs, and by tabling shared solutions among stakeholders.

*Keywords:* social innovation, urban policy, place-based policy, urban development, territorial development.

## *RICCHI PER SEMPRE? UNA STORIA ECONOMICA ITALIANA (1796-2020)* BY PIERLUIGI CIOCCA. REVIEW-ARTICLE

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Vittorio Valli

The book by Pierluigi Ciocca gives a very interesting overview of the history of the Italian economy from 1796 to the beginning of 2020, that blends together economic theory and policy, economic history, and an in-depth analysis of major historical events and of the evolution of political, social, and economic institutions. Our comments mainly regard two periods: the “Giolittian era” and the years 1950s-2020s. As to the “Giolittian era”, we substantially agree with the positive evaluation given by the author. As regards the rapid economic growth of the years 1950s and 1960s, as well as the gradual slowdown of the economy in the following decades, which are skilfully analysed by the author, we present a partially different interpretation. Our view is based on the application to Italy of the “Fordist model of growth” for the years 1950s and 1960s, on the crisis of such model since the 1970s, and on the failure by our country to achieve, as was the case in Japan and then in South Korea, a rapid growth of knowledge and technological progress that could sustain economic development, and face rising international competition in a period of increasing globalisation. Moreover, the author provides a thorough analysis of the worsening of serious structural problems (north-south economic divide, strong economic inequalities, low employment rate, and excessive public debt), as well as of the deep weaknesses of our economic, judicial, and administrative institutions, which, together with the Great Recession of 2008-2012, and the Covid-19 pandemic, contribute to explaining the progressive economic decline of the Italian economy.

*Keywords:* Italian economic history, economic development, Italian economic policy.