# History of Industrial Relations

## Prof. Aldo Carera

***COURSE AIMS AND INTENDED LEARNING OUTCOMES***

The course aims to conduct a long-term, multidisciplinary, comparative analysis (Italy, Europe, US) of the formation and evolution of collective relations between workers and employers. The course will analyse changes in the production systems and the technological and organisational development of enterprises between the 18th and 20th centuries, also in terms of the role of social actors and their contribution to the affirmation of pluralist democratic systems. The view that work was a commodity has been surpassed by the incomplete affirmation of the worker at the centre of contemporary industry and the contemporary socio-economic balances.

Module 1 will first consider the transformations of labour from the earliest corporations to the organisational forms that companies took in the twentieth century. At the core of the discussion are the origins, nature and purpose of workers' and entrepreneurs' organisations in relation to economic development and the various political and institutional structures in the European and North American contexts up to the mid-twentieth century. Module 2 covers the second half of the 20th century, focusing on the characteristics of new unionism within the various institutional and economic structures of the Western world, critically re-interpreting the social relationships within companies. The course concludes with a broad exploration of the characteristics and limitations of the Italian system of industrial relations.

By the end of the course, students will have derived from their participation in the historical analysis of the topic certain intellectual aptitudes and operational competences in the following areas: (i) the recognition of labour and social relations in today's businesses and economic systems, in addition to economic and business analyses, in light of the dignity of work and the participation of workers; (ii) the role and competences of the figures operating in the field of industrial relations and human relations within the various types of enterprises; (iii) the contribution of negotiating techniques and social regulation at the different relational levels (enterprise, territory, economic system and supranational); (iv) the impact of the various historical backgrounds on current industrial relations in different countries, as well as knowledge of the cultures and civilisations, particularly in the English-speaking world; (v) the importance of the “human factor”, collective bargaining and social institutions for promoting sustainable processes of economic and social development by companies and workers.

***COURSE CONTENT***

Module 1

1) Labour and representations of labour: the origins *(19th century -1914)*

1. Introduction: key concepts and historical categories.
2. The organisation of labour in manufacturing and production.
3. The nature and scope of labour representation: Trade unions.
4. The English ideal type and pluralistic derivations in continental Europe.
5. Representation of interests and the economic system at the dawn of industrial capitalism.

2) *The capitalism of monopolies and restructuring of representation (1914 - 1945)*

f. The new industrial paradigms: Taylor and Ford.

g. Democratic freedoms vs. institutionalisation.

h. The US experience: *New deal* and "*new unionism*".

Module 2

1) *“The revision of “new unionism” in continental Europe*

1. Developmental paths: from the Webbian model to the pluralistic doctrines.
2. Unions and industrial relations in the “mixed economy” systems.
3. Social relations in companies: Mario Romani’s perspective.

2) *Incomplete regulation: 20th-century Italy.*

d. The origins of negotiations and representation.

e. Industrial relations during the years of the “economic miracle”.

f. The crisis of the regulation of negotiations and permanent conflict.

g. The restructuring of relations in light of neoliberalism and new responsibilities.

***READING LIST***

M. Romani, *Appunti sull'evoluzione del sindacato,* Edizioni Lavoro, Rome, 1981 (or subsequent editions).

M. De Luca, *Nel rispetto dei reciproci ruoli. Lineamenti di storia della contrattazione collettiva in Italia*, Vita e Pensiero, Milan, 2013.

Documents, readings, slides and film clips provided by the lecturer via Blackboard.

***TEACHING METHOD***

Frontal or remote lectures (the latter via Blackboard); guest speakers. Active learning (textual analyses of papers, multimedia documents, case studies).

***ASSESSMENT METHOD AND CRITERIA***

Oral exam in which students will answer a number of questions. Students will be assessed on three levels: key knowledge of the discipline and historical facts in chronological order; ability to conduct comparative analyses between contexts and experiences in different times and places; full mastery of the cause/effect relations between historical processes and the interpretative categories of the discipline.

The assessment criteria are as follows: pertinence and clarity of answers; appropriate use of subject-specific concepts and terminology; a firm grasp of relevant historical dates; diachronic and synchronic analyses of various phenomena; the various levels of argumentation. The ability to make interpretative links will be a key criterion in determining the final mark.

There will be a single final mark based on the following areas: 50% on basic knowledge (concepts, terminology, chronology), 25% on intermediate knowledge (first level of argument, comparative analysis), 25% on full mastery of the subject (qualified arguments, interpretative links).

Students who participate actively in class (in-depth studies, analysis of documents and film clips, case studies) can earn additional marks.

***NOTES AND PREREQUISITES***

Students require knowledge of the main events of contemporary history e.g. from a good secondary school textbook.

In case the current Covid-19 health emergency does not allow frontal teaching, remote teaching will be carried out following procedures that will be promptly notified to students.

Further information can be found on the lecturer's webpage at http://docenti.unicatt.it/web/searchByName.do?language=ENG or on the Faculty notice board.