# Labour: Markets, Policies and Representation

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

After shaping the development and structure of the industrial society, labour is still a fundamental factor in our society, especially in terms of aggregation, regulation, and for the structuring and meaning of people’s lives. However, with the beginning of the new or post-industrialism era, and the shift towards the automation and digitalisation of the production processes, the contents, forms and meanings of labour have undergone important transformations. In order to face the challenges, opportunities, and problems raised by these phenomena, it is necessary to develop new categories to interpret them, and reform policies to promote the qualification, development, and representation of labour.

Divided into two semester-long modules, the course aims to provide students with the conceptual apparatus they require to interpret and understand: the transformations of labour and its relative policies; recent dynamics of the labour market and industrial relations; and the main results of the development of human capital and skills in companies through continuing professional development (CPD) programmes and interventions.

Module 1: *Labour policies and employment relations* (Prof. Rosangela Lodigiani)

At the end of the course, students will:

* master the key conceptual categories and the theoretical approaches offered by economic sociology, aimed to interpret the changes in the role of labour (conceived as a social institution) from the so-called century of Labour (with capital letter), that is to say the 20th century, to the time of labours (with small letter), and their (apparent) dematerialisation;
* be able to describe, having assimilated the aforementioned intellectual tools, the implications of these transformations on the regulation, representation and promotion of labour (companies, intermediate bodies and institutions), including in terms of action;
* have knowledge of the aspects characterizing the forms of regulation and representation of labour considering the most recent developments of employment policies (activation policies) and industrial relations (from drives to decentralise to new strategies for representing interests);

Module 2: *Developing and evaluating continuing training activities (with Planning and evaluating interventions workshop)* (Prof. Alberto Vergani)

At the end of the course, students will be able to:

– describe the key traits defining the concepts that lay at the basis of continuing professional education programmes and interentions;

– describe the features of the different interventions dedicated to continuing/ professional education;

– recognise the different steps/activities that compose the “lifecycle” of a continuing/professional education intervention, with a focus on design, planning, and assessment of its effects;

– have basic operative knowledge of the different ways to carry out an analysis of needs, as well as to plan and assess continuing/professional education interventions.

***COURSE CONTENT***

Module 1: *Labour policies and employment relations* (Prof. Rosangela Lodigiani)

The content of Module 1 will be structured around four themes comprising the framework of the general part of the course:

– labour and its relationship with the balance (compromise) - inherited from the 20th century - between democracy, participation, conflict, welfare and social cohesion;

– employment dynamics and labour transformations (new inequalities, social risks and the opportunities associated with Industry 4.0;

– key players in regulation, particularly businesses and workers’ organisations, and the type of labour regulation that derives from their interactions (first- and second-level collective contracts; bilaterality);

– the policies and role played by institutions in solving issues in employment and unemployment, mismatches between labour supply and demand, employability of workers during their active life, and young people entering the labour force.

The modules will focus specifically on exploring examples that relate to the Italian context and comparing them with the main European countries.

Module 2: *Developing and evaluating continuing training activities* (Prof. Alberto Vergani)

The module, which includes a workshop-type component, will address the following topics:

– organised labour contexts (with a focus on companies), human capital, and competence(s): key concepts, main theories and open issues related to continuing/professional education,

– the development of human capital through continuing/professional education: definitions, key categories, recent evolutions and main models of reference,

– the “lifecycle” of continuing/professional education interventions: analysis of needs, planning, implementation, and assessment,

– assessing the competences acquired through continuing/professional education interventions: an introduction to different models and methods.

***READING LIST***

For Module 1

L. Bordogna-R. Pedersini (2019), *Relazioni industriali. L’esperienza italiana nel contesto internazionale*, Il Mulino, Tutin.

R. Semenza (2022 new edition), *Manuale di sociologia del lavoro*, UTET Universitaria, Turin.

R. Rizza-G. Scarano (2019), *Nuovi modelli di politica del lavoro*, Egea, Milano.

For Module 2

A. Vergani (edited by), *Sviluppo e valutazione degli interventi formativi in azienda*, Dispensa EDUCatt, Milan, latest edition available.

G.P. Quaglino (2005), *Il processo di formazione (Scritti di formazione 2, 1981-2005),* Angeli, Milan.

D. Lipari (2016), *Dentro la formazione* *(Etnografie, pratiche, apprendimento),* Guerini NEXT, Milan.

For both modules, specific information on the final tests, as well as on the use of the bibliography indicated and any additional materials will be provided during the course and on Blackboard.

***TEACHING METHOD***

Throughout the course, the teaching method employed will be interactive in nature, combining frontal lectures with testimonials, seminars, practical classes and the preparation and presentation of individual and group assignments. Moreover, 50% of the hours for Module 2 will comprise workshop-type sessions.

***ASSESSMENT METHOD AND CRITERIA***

Each of the two modules will conclude with an assessment comprising both a written and oral component.

The written component is designed to assess: mastery of the concepts, basic categories and terminology covered by the course; b) ability to organise written content into pertinent arguments; c) ability to address a specific topic in an internally coherent and logical way. For both modules, the written test will comprise four open questions. For Module 1, it will focus on the contents of the general part of the course, whilst the Module 2 written test will assess students’ knowledge of the contents of all the indicated texts and laboratory.

The oral component (for both modules, only accessible by students after passing the initial written part) will assess their ability to critically discuss the concepts and categories from the written component and particular studies made during the course (both modules); and knowledge of their chosen text.

The mark obtained in both tests will be expressed in thirtieths. In the test at the end of Module 2 students can get a maximum of 25 points out of 30, that will be then added to the oral exam in order to define the final mark of the module.

The final mark for the exam (out of 30) will be derived from the weighted average of the marks awarded for the tests of the two modules: the mark awarded for Module 1 is worth 60% of the overall final mark.

***NOTES AND PREREQUISITES***

Students require no specific knowledge or skills to benefit from the course. At the beginning of both modules, students studying sociology for the first time may be provided with texts to read and other material.

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.