# **Economic History (Labour History)**

Prof. Nicola Martinelli; Prof. Valerio Varini

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

The course aims to explore, from a long-term, comparative (Italy, Europe, United States, and Japan), and pluridisciplinary perspective the transformations of productive systems, the technological and organisational evolution of businesses, and the creation and development of the collective relations between workers and entrepreneurs.

The role of organised work and social actors will be analysed also from the point of view of the success of pluralist democracies, the abandoning of the “labour-goods” logic, and the origins of the incomplete rise of the centrality of people/workers inside companies and for the contemporary economic and social balance.

The first part of the course (module 1) will introduce the transformations of labour, from old corporations to the different forms of organisation of 20th century-businesses, to the changes of the last decades. The analysis will be focused on the evolution of corporate social initiatives from the 19th century-organic paternalism model to the concept of *corporate social responsibility*, both in the Italian and international scenario.

The second part of the course (module 2) will examine the origins, the nature, and the goals of the organisations of workers and entrepreneurs, in relation to the economic development and the different political-institutional frameworks in Europe and North America. With regard to the Italian scenario, the course will outline the evolution, features, and limits of the social regulation system. Thanks to the presentation of case studies – also through meetings with subject matter experts – students will have the opportunity to get familiar with the topics that can be found on today’s the negotiation tables; furthermore, an active teaching method will allow them to apply their newly-acquired knowledge to real-life cases and contexts, and try to use the tools and face the complexity of negotiation.

At the end of the course, student will be able to develop useful skills (in terms of knowledge, abilities, and sensitivity) for the management of the relationships between enterprises and trade unions, and the collective bargaining process within complex organisations. In addition, they will be able to develop their knowledge of the history of business management and organisation, and use their new skills to improve their sensitivity and their ability to understand complex economic phenomena, including the latest ones. In particular, students will be able to recognise the importance of the «human factor», collective bargaining, and social institutions for the promotion of sustainable processes of economic-social development carried out by businesses and workers. Finally, they will be able to master the terminology used in the field of collective bargaining and, more in general, industrial relations.

***COURSE CONTENT***

Module 1 (*Prof. Valerio Varini*)

1) *Labour and work organisation*

1. Introduction: reference concepts and historiographical categories.
2. Work organisation between manufacture and factory.
3. The new industrial paradigms: Taylor and Ford.
4. Toyotism and lean manufacturing.
5. The ongoing processes.

2) *Enterprise, entrepreneurs, workers: from paternalism to corporate social responsibility*

1. Manpower and entrepreneurs’ social works between the 19th century and the 1930s.
2. Corporate welfare after World War II.
3. From the crisis of the 1970s to corporate social responsibility.

Module 2 (*Prof. Nicola Martinelli*)

1) *Labour representation*

1. The nature and the goals of labour representations: Trade unions.
2. The English ideal type and the pluralist evolutions of continental Europe.
3. The experience of the United States: *New deal* and «*new unionism*».
4. Trade unions and industrial relations in «mixed economy» systems.

2) *The incomplete regulation: Italy during the 20th century.*

a. The origins of bargaining and representation.

b. Industrial relations during the years of the «economic boom».

c. The crisis of contractual regulation and permanent conflicts.

d. The restructuring of the relationships between neoliberalism and new responsibilities.

***READING LIST***

*Il welfare aziendale in Italia fra identità e immagine pubblica dell’impresa. Una prospettiva storica*, a cura di Patrizia Battilani, Silvia A. Conca Messina, Valerio Varini, il Mulino, Bologna, 2017.

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

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

Documents, readings, and videos provided by the lecturer on Blackboard.

Further information on the use of the reading list and the teaching material for the final exam will be made available for attending students.

***TEACHING METHOD***

Frontal or remote teaching (through the use of Blackboard) and Meetings with subject matter experts. Active teaching method (analysis of paper texts, multimedia documents, case studies).

***ASSESSMENT METHOD AND CRITERIA***

Oral exam. The achievement of the intended learning outcomes will be assessed on three levels: the knowledge of the key concepts of the discipline and the historical facts in chronological order; the ability to carry out a comparative analysis of contexts and experiences of different times and places; the knowledge of the cause/effect interconnections of the historical processes and the interpretive categories of the discipline.

Therefore, the assessment criteria will include: the accuracy and clarity of the answers; the appropriate use of the concepts and the terminology of the discipline; the knowledge of the chronology of reference; the development of diachronic and synchronic analysis between different phenomena; the different levels of detail of the argumentations. In particular, the final assessment will take into account the mastery of interpretive nexuses.

There will be only one final mark: 50% will be determined by a basic knowledge of the discipline (concepts, terminology, chronology), 25% by an intermediate-level knowledge (simple argumentation, comprarative analysis), and 25% by an extensive knowledge (complex argumentation, interpretive nexuses).

The active participation in class (papers on specific topics, analysis of documents and videos, case studies) will allow students to increase their final mark.

***NOTES AND PREREQUISITES***

Students should have a good knowledge of the most important events of contemporary history, that can be achieved through the study of a good history textbook for high school

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.