# Labour: Markets, Policies and Representation

## Prof. Rosangela Lodigiani; Prof. Alberto Vergani

***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; the main implementation forms of professional knowledge and competences in public and private organisations through programmes and interventions of continuing professional training for employees (CPD).

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 as a social institution from the so-called century of Labour with capital letter (20th century) to the time of labours with small letter, and their transition to the new century, up to dematerialised labour of the contemporary scenario;
* 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 defining and substantial distinctive features of continuing education programmes and interventions for employed adults, both in general and in the Italian context;

– describe the main features and context-types of different kinds of interventions dedicated to continuing professional development in Italy;

– recognise, in their content and method profiles, the main steps/activities that compose the ‘lifecycle’ of a continuing professional development, 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 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, employers’ associations 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, people and professional knowledge: key concepts, main theories and open issues related to continuing education,

– figures, volumes and profiles in continuing education in Italy,

– the development of employees’ professional knowledge through continuing professional education: definitions, key categories, fundamental traits, recent evolutions and main models of reference with a focus on the Italian case.

– the “lifecycle” of continuing education interventions: needs analysis, planning, learning support methods and outcome assessment.

***READING LIST***

For Module 1

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

G. O. Caputo (2021), *Analisi sociale del mercato del lavoro*, Il Mulino, Bologna.

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.

R. Angotti, G. Campanella, A. Vergani (a cura di), Numero monografico di Scuola Democratica (1/2023) sulla formazione continua

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.

**For both modules** the written exam, consisting of open-ended questions, aims to assess: a) mastery of concepts, basic categories, and the terminology as indicated in the programme; b) ability to present relevant written arguments; c) ability to address a specific topic in an entirely coherent and logically correct manner. Students may take the oral exam of the single module only after passing the written test. The final mark for each module is expressed on a scale of 30, while the final mark for the exam, also on a scale of 30, is the average of the marks obtained in the tests of the two modules. Regarding **Module 1**, the written test will cover the entire programme, while the oral test will assess the student’s ability to critically discuss the concepts and categoris from the written test and the topics studied in-depth during the course. Regarding **Module 2**, the written test will focus on the course-pack materials and the topics developed during the theorical sessions, while the oral exam will cover the additional texts (course-pack excluded). In Module 2, the maximum mark achievable in the written test is 24/30 and the mark will be added to the one from the oral test to determine the total mark for the module.

***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.

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.