

# The labour market and the workers' role

European Civic Attitude Through Social Entrepreneurship  
2019-1-RO01-KA229-063748



# THE WORK: SOCIAL AND CULTURAL ASPECTS

an access medium  
to relevant social  
resources like  
income, power,  
prestige and to  
the protection of  
the welfare  
system

**WORK  
IS...**

the premise  
of personal identity (self-  
recognition, self-esteem)  
and social identity

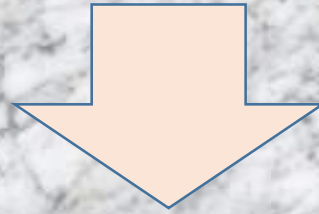
**a social action mainly oriented to the  
economic direction (Weber),  
work behaviors are oriented by  
expectations with respect to the behavior  
of other actors and are aimed at  
producing socially recognized goods and  
services;**

# Who the worker is?

Even the individuals working in workplaces without having signed an open-ended contract are to be considered in all respects "workers"

**A worker is :**

(Legislative Decree 81/2008)



a person who, regardless of the type of contract, carries out a work activity within the organization of a public or private employer, **with or without remuneration**, even for the sole purpose of learning a profession, an art or a profession (excluding domestic and family workers)

A worker is any individual who performs personally any work or service for another party  
**“within the organization of a public or private employer”**

# Workforce

Is of social and cultural relevance

is not an anonymous commodity, but an inalienable attribute of men

**Workforce**

has an economic value which is not defined ex ante, but depends on the will of the worker who can differently graduate his commitment and his productivity

is a commodity that “thinks” because it never separates from its seller

# The employment contract



## Individual Agreement

It is stipulated between the individual worker and the employer

## Collective Agreement

It is stipulated between Workers' Trade Unions and Employers' Associations

# DISADVANTAGED WORKERS IN SOCIAL ENTERPRISES

- 1. Disadvantaged workers, unemployed for at least 24 months or unemployed for 12 months, if they :**
  - *are aged between 15 and 24 years;*
  - *are not graduated or have completed training two years previously without finding a work;*
  - *over 50 years old;*
  - *are individuals with not autonomous children*
  - *work in contexts where gender (man or woman) is strongly under-represented;*
  - *belong to an ethnic minority and need to strengthen linguistic and professional training;*
- 2. Refugees or applicants for international protection and homeless people registered in the appropriate registry.**
- 3. Homeless people;**
- 4. People included in the targeted work placement (Law 68/99);**
- 5. Disadvantaged people (art. 4 of Law 381/1991): physical, mental and sensory disabled people; drug addicts and alcoholics; people in psychiatric treatment; minors at risk of working age; detainees**



# **Labor Law**



**Labor law is defined as the set of rules ruling the employment relationship**

# LABOR MARKET INDEX

**ACTIVE POPULATION = WORKING AGE POPULATION**



**16 - 64 years old**



**WORKFORCE = EMPLOYED + UNEMPLOYED**

*Working-age persons who have carried out at least one hour of work in the last week that has provided for a monetary compensation.*

*(absence from work like holidays, illness etc are included)*



*Working-age persons who have carried out at least one active job search action in the previous month and who are available to work*



## UNEMPLOYMENT RATE

*is the share of the workforce that is actively seeking employment ("discouraged" workers are not accounted for)*

UNEMPLOYED

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WORKFORCE

## EMPLOYMENT RATE

*measures the degree of utilization of the workforce in an economic system*

EMPLOYED

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ACTIVE POPULATION

## PARTICIPATION RATE

*measures the degree of "trust" in the labor market, but is influenced by various social and cultural factors (entry of women into the labor market, migratory phenomena, etc.)*

WORKFORCE

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ACTIVE POPULATION

## INACTIVITY RATE

*is another indicator of the degree of "trust" in the labor market , it represents the number of working-age persons who do not have a job and are not looking for it.*

ACTIVE POPULATION - WORKFORCE

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ACTIVE POPULATION

# The special laws

## Law n. 25/1955

- **Apprenticeship**

## • Law n. 604/1966

- **Individual dismissals**

## Law n. 977/1967

- **Child labor**

## • Law n. 300/1970

- **Workers' statute**

## • Law n. 1204/1971

- **Working mothers**

## • Law n. 903/1977

- **Equal treatment**

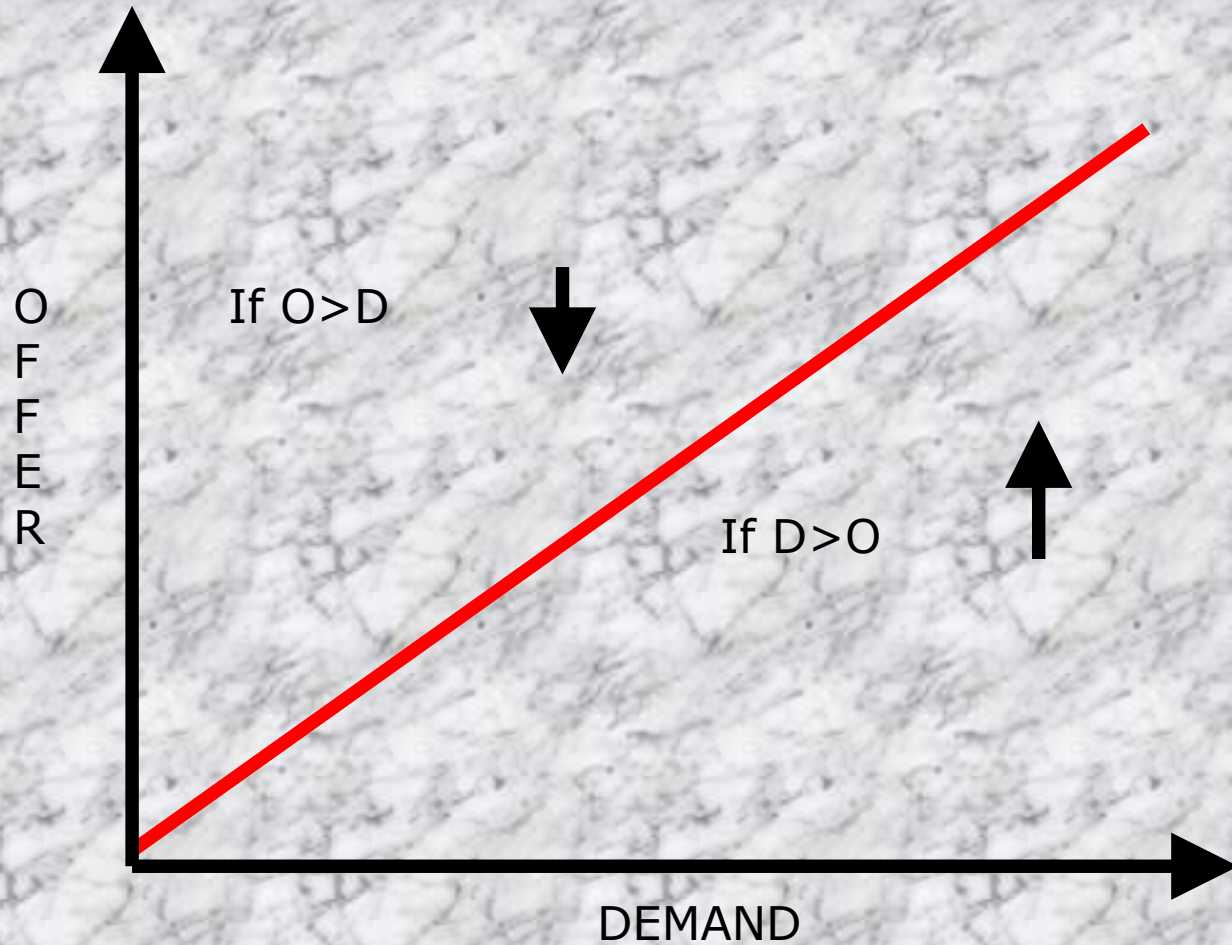
## Legislative Decree 81/2008

- **Job safety**

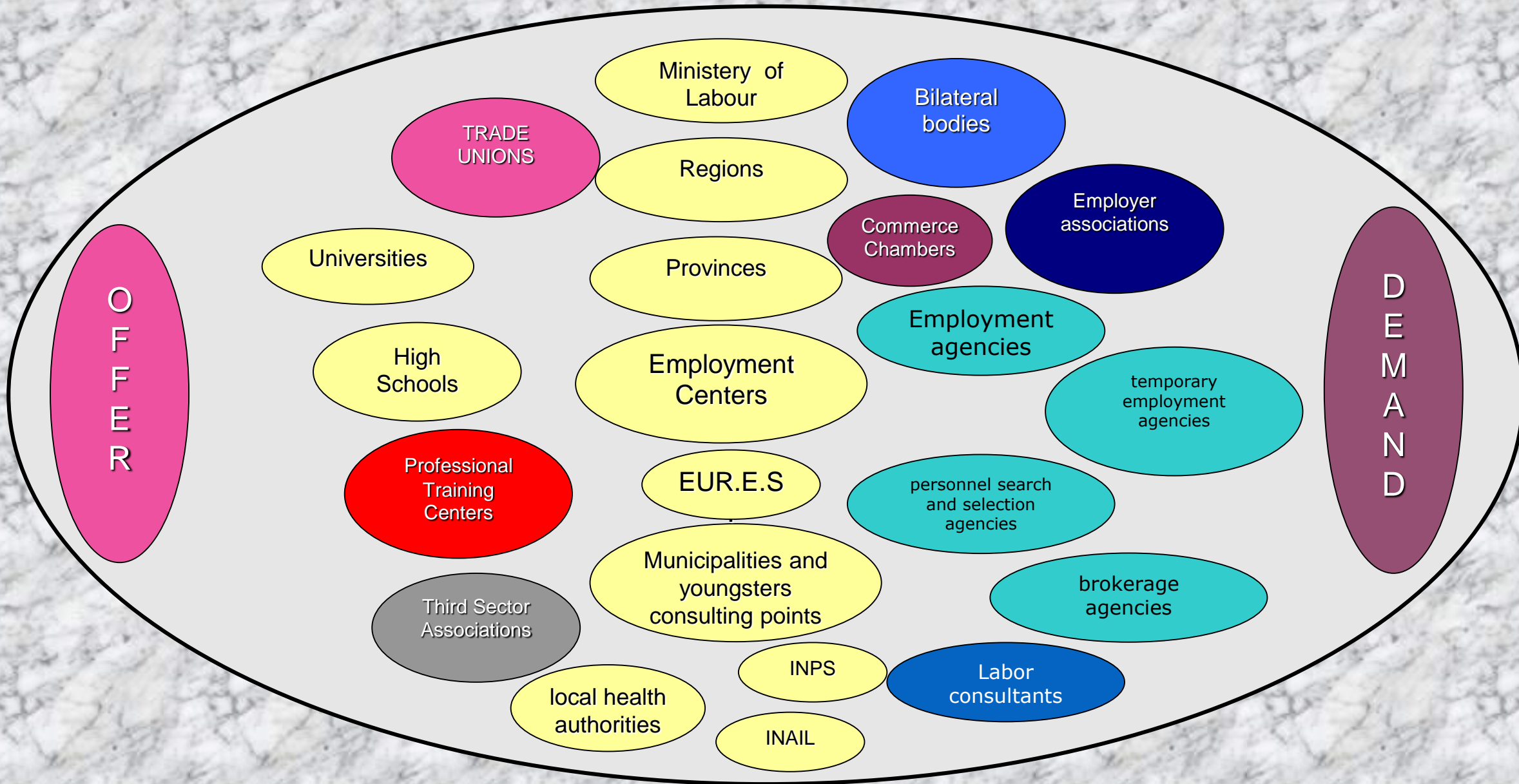
## • Law n. 196/1997

- **Employment promotion**

# WHAT A MARKET IS:



# ACTORS OF THE LABOR MARKET



# WHAT THE LABOR MARKET IS AND HOW IT WORKS

## ITALIAN AND REGIONAL SITUATION / DEFINITIONS

**Workforce:** includes employed and job-seeking people

**Employed:** include people aged 16 and more who, when questioned on their professional condition, answer:

- to have an occupation, even if they did not work during the reference week (declared employees)
- to be not employed but to have worked hours in the reference week (other people with working activity).

**Job seekers:** include people aged 16 and more who, when questioned on their professional condition, answer:

- to have not signed a job contract;
- to have not worked hours in the reference week ;
- to be actively searching for a job;
- to have carried out at least one job search action in the 30 days preceding the survey;
- to be immediately available to accept a job, if offered to them.

**Employment rate:** ratio between the employed and the population aged 15 and over

**Unemployment rate:** ratio between job seekers and the labor force.

**Inactivity rate:** ratio between people not belonging to the labor force and the corresponding reference population. The sum of the inactivity rate and the activity rate is 100 percent (Source: ISTAT)

# **SOURCES OF LABOR LAW**

- **The Italian Constitution: Art.35-40**
- **The Civil Code: Book 5 - Labor, art. 2060-2134**
- **European Community regulations**
- **Special laws**
- **Collective labor agreements**



# The Italian Constitution

## Art. 35

The state protects the work in all its forms and applications, taking care of the training of professional workers

## Art. 36

The worker has the right to receive remuneration commensurate with the quantity and quality of his work and in any case sufficient to lead a free and dignified existence

## Art. 37

Protection for the work of women and children

**Art.  
38**

Social security and assistance system

**Art.  
39**

Right to trade union freedom

**Art.  
40**

Right to strike, within the framework of the laws that regulate it



# The employment relationship

- **A subordinate work is an employment under the direction of another person (Article 2094 of the Italian Civil Code).**
- **An autonomous work is performed by a person without restrictions of dependence and at one's own risk (art.2222 of the Civil Code) or that provided in the exercise of so-called intellectual professions (art.2229 of the Civil Code).**



# Flexibility contracts



- Part time contract



- Temporary Contract

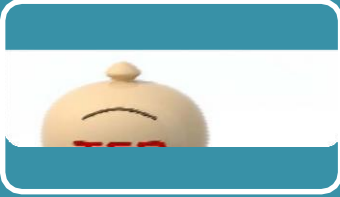


- Apprenticeship contract



- Internship contract

# Obligations of the employer



*Paying salary and severance pay*



*Protecting physical and moral integrity and providing safety in the workplace*



*Guaranteeing insurance and social security protection*



*Respecting trade union organizations rights*

# Powers of the employer

## *Governing power*

The employer is the head of the company and all the employees of the company hierarchically depend on him

## *Powers of supervision and control*

within the limits established by law 300/1970

## *Disciplinary power*

art. 2106 c.c. and art. 7 Law 300/1970



# **The part-time contract**

**Introduced by Law 863/1984, it provides:**

- **the quantitative reduction of working hours (and, consequently, of pay);**
- **it is accessible to all subordinate workers, including temporary, training and work contract holders and apprenticeships;**
- **It can be: Orizzontal, Vertical, Cyclic**

# **Social Enterprises**

## **Roles, responsibilities and job description**



A board of directors is an elected group of individuals that represent shareholders. The board is a governing body that typically meets at regular intervals to set policies for corporate management and oversight

Chief Executive Officer (CEO)

CEOs are the highest-ranking executive at a company. They make major corporate decisions, manage the company's overall resources and operations, and communicate with the board of directors, management team, and corporate operations.

Chief Operations Officer (COO)

The chief operating officer of a company is second in command. This professional reports to the chief executive officer (CEO) with a focus on operationalizing strategy. While a CEO is concerned with long-term business goals, the COO is tasked with implementing daily operations, aligned with the company's strategies. His or her individual role depends largely on the company itself and on the CEO's personal directives

Board of Directors

Chairman

The Chairman is responsible for running the board smoothly and effectively. His duties typically include maintaining strong communication with the chief executive officer and high-level executives, formulating the company's business strategy, representing management and the board to the general public and shareholders, and maintaining corporate integrity. The chairman is elected by the board of directors.

Chief Financial Officer (CFO)

Also reporting directly to the CEO, the CFO is responsible for analyzing and reviewing financial data, reporting financial performance, preparing budgets, and monitoring expenditures and costs.

Human Resource Manager

Human resource manager oversees the human resources department and supervises the functions and tasks carried out by the HR team. He is the link between an organization's management and his employees, providing consultation on strategic planning with top executives to recruit, interview, and hire new staff.

Marketing, public relations and funding manager

Public relations manager plans and directs the creation of material that will maintain or enhance the public image of the employer or client. He coordinates campaigns that bring in donations for their organization.

Executive Team



# THANKS FOR WATCHING

 **Giovanni Malafarina**  
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"This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein."