

UNIVERSITA' DEGLI STUDI DI PERUGIA

L'anno duemiladiciotto, addì 21 del mese di marzo, alle ore 14.45, si è riunito, nell'aula S1 (ex Segreterie-Via Elce di Sotto) del Dipartimento stesso, il Consiglio del Dipartimento di Scienze Politiche.

Sono stati regolarmente convocati gli aventi diritto:

	P.	A.G.	A. I.
1) Prof. SANTAMBROGIO Ambrogio DIRETTORE	/X/	/ /	/ /
<u>Professori di ruolo (1^ fascia)</u>			
2) BELARDELLI Giovanni	/X/	/ /	/ /
3) BELLELLI Alessandra	/ /	/X/	/ /
4) DI NUCCI Loreto	/ /	/X/	/ /
5) MANCINI Paolo	/X/	/ /	/ /
6) MONTANARI G. Eduardo	/X/	/ /	/ /
7) PIOGGIA Alessandra	/X/	/ /	/ /
<u>Professori di ruolo (2^ fascia)</u>			
8) BALDINETTI Anna	/ /	/X/	/ /
9) BIOCCA Dario	/X/	/ /	/ /
10) CAMPI Alessandro.....	/ /	/X/	/ /
11) CANIGLIA Enrico.....	/X/	/ /	/ /
12) CARLONI Enrico	/X/	/ /	/ /
13) CIANCI Alberto Giulio.....	/ /	/ /	/X/
14) CLEMENTI Francesco.....	/X/	/ /	/ /
15) CRISTOFORI Cecilia	/X/	/ /	/ /
16) D'EPIFANIO Giulio	/X/	/ /	/ /
17) FAVALI Lyda	/ /	/X/	/ /
18) GIACALONE Fiorella	/X/	/ /	/ /
19) GIUBBONI Stefano	/X/	/ /	/ /
20) GNALDI Michela.....	/X/	/ /	/ /
21) LUPI Regina.....	/X/	/ /	/ /
22) MAZZONI Marco	/X/	/ /	/ /
23) MEDICI Lorenzo.....	/X/	/ /	/ /
24) PACILLI Maria Giuseppina	/X/	/ /	/ /

Ordine del giorno n. 7) Oggetto: Progetti PRIN

Il Direttore ricorda che è stato emanato il Bando PRIN 2017 e che le relative proposte progettuali dovranno essere presentate dai rispettivi coordinatori scientifici, esclusivamente per via telematica, entro le ore 15.00 del 29 marzo 2018.

Presenta quindi i progetti presentati dai sottoelencati docenti, che sono stati pubblicati nel sito del dipartimento alla visione dei Consiglieri, che si allegano al presente verbale e di cui chiede l'approvazione:

1. BALDINETTI Anna
2. BARBIERI Giovanni e DAMIANI Marco
3. CERULO Massimo
4. GIUBBONI Stefano
5. MARCHETTI Rita
6. MEDICI Lorenzo
7. PACILLI Maria Giuseppina
8. PIERONI Luca
9. PIOGGIA Alessandra
10. PROIETTI Fausto
11. RANALLI Maria Giovanna
12. SANTAMBROGIO Ambrogio
13. TOSONE Lorella
14. VAQUERO PINEIRO Manuel

Il Consiglio,

presa visione dei progetti
dopo approfondita disamina

delibera unanime

di approvare i progetti presentati dai sopracitati docenti e che si allegano al presente punto all'o.d.g.

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Title

Plural Modernity in Mediterranean Africa: Ideas, Practices and People in Egypt, Libya, and Tunisia from 1881 to 2011.

Unità di ricerca:

Baldinetti Anna (PI)

Paniconi Maria Elena Università di Macerat

Melfa Daniela Università di Catania

Casini Lorenzo Università di Messina

Abstract

This proposal is presented by scholars (with a command of Arabic and a direct contact with the field) who share common epistemological grounds and a long experience of cooperation in research. The project explores conceptions, experiences, and practices of modernity in Egypt, Tunisia, and Libya in the period spanning 1881 to the Arab Spring in 2011, in the belief that only within the perspective of the *longue durée* can the interconnection of historical experiences and their cultural expressions be understood. The Tunisian resistance to French occupation (1881) and the 'Urabi revolts in Egypt against French-British control of the country (1881-1882), which paved the way for British occupation, marked the beginning of a new crucial historical phase which resulted in changed attitudes towards the models of modernity provided by European societies. From this period onwards, the national paradigm gained a progressive prominence to redefine modern Egyptian, Tunisian, and Libyan identities. Far from being a homogeneous phenomenon, modernity in these countries can be best approached as a plurality of contrasting narratives and expectations.

Informed by contemporary debates in global history, cultural studies and sociology this project acknowledges that modernity is not an exclusive European/Western phenomenon and rejects the rigid models of modernisation constructed on the basis of Western historical experiences (Cooper 2005). Despite accepting some of the substantive concerns of the multiple modernity theory (Eisenstadt 2000, 2006), this standpoint rejects also the enduring effectiveness that 'multiple modernity' assigns to 'civilizations' as both epistemological paradigms and homogeneous sociocultural units of analysis (Schmidt 2006; da Silva and Vieira 2009). Thus the project aims at mapping modernity as conceived, represented, and experienced by different people and social actors.

The broad research question are:

- What are the main contrasting projects of modernity that can be identified in each country? How did they develop diachronically?
- What elements of continuity in these experiences of modernity can be described during the broad historical period considered in the project?

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- What interactions and commonalities can be identified by comparing the case studies examined in the project?

Through the scrutiny of specific case studies in Egypt, Libya, and Tunisia, this research project investigates the dialectics between different traditions of modernity which ultimately resulted in the 2010-2011 uprisings. In particular, the project focuses on a) the themes of utopia and race, and on the strategic functions performed by the representations of Europe (Occidentalism) in Egyptian cultural production b) the gendered aspect of modernity in Libya in the first decades of the new-nation state (1951-1969 c) the interplay between different vectors and narratives of modernity in the 1950s and 1960s Tunisia.

By placing Mediterranean Africa, an area with a special geopolitical significance for Italy, at the core of its analysis, this project contributes to a debate that involves the scientific community and society as a whole and pursue the following objectives: Contribute to the ongoing international academic debate on plural modernity b) Provide and disseminate new epistemological frameworks to understand current processes taking place in the Middle East and North Africa c) Make Arab experiences of modernity visible through the digital archive Icons of Arab Modernity (IAM), which will be an open-access website organised around the three main subjects of this project: ideas, people, and practices.

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Progetto PRIN

Titolo: L'ospite scomodo della democrazia. Organizzazione, cultura politica e strategia dei partiti populistici nell'Europa occidentale.

Unità coinvolte: Università di Firenze (PI: Prof. Marco Tarchi); Università di Pavia (responsabile: Dott. Flavio Chiapponi); Università di Perugia (responsabile: Dott. Marco Damiani).

Unità Locale di Perugia: Dott. Marco Damiani e Dott. Giovanni Barbieri.

ABSTRACT: La letteratura sui partiti che la comunità scientifica definisce da alcuni anni "populisti" è ormai ampia e distribuita su quasi tutti i paesi europei in cui queste formazioni operano. Gran parte della letteratura che affronta l'argomento si limita però a descrivere il percorso storico di queste formazioni e si sofferma sul profilo politico e sui tratti personali dei loro massimi esponenti, riducendoli quasi alla dimensione di partiti personali destrutturati, totalmente soggetti alla volontà o addirittura alle improvvisazioni del leader. Alcuni studi oltrepassano questo quadro, ma spesso si limitano a studiare i risultati elettorali di questi partiti e a ricercare, attraverso l'uso di sondaggi, le cause dei loro successi (o insuccessi), ricollegandole in genere a fattori di crisi, socioeconomica o culturale, quasi che la domanda di cui sono collettori si formasse e si incanalasse autonomamente, prescindendo completamente dalla loro azione. Questo progetto va in una direzione diversa e si prefigge di indagare questi soggetti nella loro veste di imprenditori politici, interessati a proporre un'offerta in grado di incontrare e soddisfare un'adeguata domanda. Per poter perseguire tali obiettivi, il progetto propone di studiare le caratteristiche strutturali e le modalità espressive dei partiti populistici attivi sulla scena politica di vari paesi dell'Europa occidentale. La ricerca su questi "ospiti scomodi" delle democrazie contemporanee, combinando metodi qualitativi e quantitativi, si articola lungo tre direzioni analitiche, che ne indagano organizzazione, strategia e cultura politica, con lo scopo di apportare agli studi del campo alcuni elementi innovativi di ordine sia teorico (un più preciso inquadramento del concetto di populismo) sia empirico (una raccolta di dati sinora non disponibili). Evitando i rischi di dispersione, ma tenendo sempre presente il più ampio quadro comparativo dell'Europa occidentale, lo studio si propone di approfondirne alcuni casi rappresentativi: il Front national, l'Alternative für Deutschland, la Fpö, la Lega Nord, l'Ukip, il Movimento cinque stelle, Podemos e France insoumise. L'obiettivo è cercare di capire: 1) se il populismo sia circoscrivibile al versante di destra dello spazio politico, o si estenda lungo un arco più ampio; 2) se stia avviandosi verso la formazione di una famiglia di partito provvista di una qualche coerenza culturale; 3) se abbia prodotto forme originali di espressione politica (dal linguaggio alle modalità di azione collettiva all'offerta di policies) o si limiti ad adattare ai suoi intendimenti forme già esistenti; 4) quali conseguenze la sua presenza abbia sulla dinamica dei sistemi democratici.

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Progetto PRIN, linea "Giovani"

Titolo: The cultural economy of gambling: understanding practices, reshaping policies.

Per quanto riguarda l'unità perugina, la richiesta avanzata in termini di personale da contrattualizzare è la seguente: 1 RTD A, Tempo definito.

Unità complessive: 2.

Responsabile Unità Locale Perugia: Dott. Massimo Cerulo

PI: Prof. Marco Pedroni, Milano.

ABSTRACT:

The research project investigates 'public legal gambling' in Italy, focusing on the practices of the social agents involved both in its production, through an analysis of market operators and policy makers, and in its consumption, through a study of social, problem and pathological gamblers.

Italy, due to the high amount citizens spend on gambling, the State's innovative regulatory model, and the lively public debate claiming an excess of gambling proliferation, is analysed as a crucial terrain in understanding the transformation of gambling into a mainstream leisure activity.

To overcome the framing of gambling as an epidemiological and economic issue only, the project draws on a sociological approach to point out how cultural, economic and symbolic relationships are structured, embodied and practiced within public legal gambling. Accordingly, the research question of this study is two-fold:

(a) Macro-level: how is the field of legal gambling structured?

(b) Micro-level: how is gambling practiced?

A 3-year empirical investigation, which includes in-depth interviews and ethnographic research, by two Italian university Units aims to formulate a comprehensive understanding of gambling and propose an agenda for the management of gambling policies in Italy.

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Guarriello

PARTE A

1. Linea di intervento : Linea Principale

2. Titolo del progetto **di ricerca:**

contratto rine

Collective bargaining as a normative tool for managing innovation: an analytical approach (acronym: 4.O-WARD)

3. Durata: 36 mesi.

4. Settore ERC principale: SH2 Institutions, Values, Environment and Space

5. Settore ERC non principale: SH1 Individuals, Markets and Organisations

6. Sottosettori ERC:

SH2_4 Legal studies, constitutions, human rights, comparative law

SH1_11 Technological change, innovation, research & development

7. Parole chiave: LABOUR LAW; COLLECTIVE BARGAINING AND AGREEMENTS; TRADE UNIONS (da archivio CUN) o SOCIAL PARTNERS' REPRESENTATIVENESS; TECHNOLOGICAL CHANGE; INNOVATION MANAGEMENT; DECISION MAKING.

8. **Principal Investigator**

Prof.ssa Fausta Guarriello

Università degli studi Chieti-Pescara

9. **Elenco delle Unità di ricerca (UdR)**

RUR	Qualifica	Università/ente	Sede legale uni	Sede operativa UDR	Titolo della disponibilità della sede operativa	e-mail RUR
Prof.ssa Fausta Guarriello	PO					
Prof. Giorgio Fontana	PO					

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Prof. Stefano Giubboni	PA					
Dott. Marco Peruzzi	RTDb					

10. Sintetica descrizione della proposta

1. Università degli studi Chieti-Pescara: Prof.ssa Fausta Guarriello (P.I), Prof. Davide Quaglione, professore associato di Economia applicata (SECS-P/06), Dott. Francesco Montanari (RTD B IUS/12 Diritto tributario)
2. Università degli studi di Verona: Prof.ssa Donata Gottardi, Dott. Marco Peruzzi (R.U.R.), Prof. Giorgio Gosetti (Prof. Associato SPS/09 - SOCIOLOGIA DEI PROCESSI ECONOMICI E DEL LAVORO), + possibile RTDA
3. Università degli studi di Perugia: Prof. Stefano Giubboni (R.U.R.), Prof.ssa Mirella Damiani (Prof. Associata SECS-P/01 – Economia Politica).
4. Università degli studi di Reggio Calabria: Prof. Giorgio Fontana (R.U.R.)

PARTE B

B.1

n. 1 Abstract

n. 2 Description (attualmente circa 15.881 caratteri, su 20.000)

In the EU Commission's Country Report on Italy of 2016, the Italian national collective bargaining (CB) system is described as «unclear and unspecified». Not only its effects are uncertain and of limited impact, given the fact that collective agreements are binding on only the signatory parties. Moreover, the assessment of trade union representativeness is not yet operational, and bargaining at the enterprise level and productivity rates remain underdeveloped (European Commission 2016). As a matter of fact, the decentralized collective bargaining in Italy is very limited, given the number of enterprises and workers covered: 20% of enterprises with more than 20 employees (Banca d'Italia, 2017); 21,2% of firms with more than 10 employees, summing the territorial and company level: 13% by company level; 8,2% by territorial agreements (FdV, 2016 on data Istat-Cnel). The Cross-sectoral and regional gap is also remarkable. Private sector employees estimated to be covered by second level bargaining, total and by sector (FDV, 2016): Industry: 43,4% (38,9% by company

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agreement); Construction: 25,8% (only 5% by company agreement); Services market oriented: 30,4% (25% by company agreement); Social and personal services: 29,5% (17,7% by company agreement): total: 34,1% (27,6% by company agreement)

The data show furthermore a strong territorial polarisation, with a higher concentration in the most economically developed Northern regions, and a substantial absence affecting the Southern regions and the two islands, where the coverage falls to 11-13% of firms, with only 5,7-7,7% covered by a company agreement.

Moreover, despite the current season of contracts renewals has shown a renewed unity of action of the major trade union confederations as well as the resilience of the national collective bargaining together with incentives to decentralized agreements (appreciated by both social partners), the general framework remains very confused (the most important NCAs have been renewed 2015-2017, sometimes after lengthy negotiations: chemical, food, textile, transport, metalworking, trade, banking, service).

In the last decade trade union pluralism, coupled with uncertain representativeness of social partners, resulted in the development of pirate-agreements and in an abnormal proliferation of national collective agreements: from 396 to 868 in the period 2008-2017 (*CNEL Archive, September 2017*). This phenomenon intertwined with a fragmentation-atomisation of employers' organizations as well as with a push towards a strong (and disorganised) decentralisation of collective bargaining, nourished by the Legislator and aimed at enabling company/territorial agreements to derogate from both the Law and national agreements (Art. 8, Law no. 148/2011, urged by the ECB's letter of 5 August 2011).

In this context, the social partners attempted to recover their role and to restore a unity of action: they refused to apply art. 8, law n. 148, reasserting their constitutional competence over CB (note to the Framework Agreement, September 2011); besides, the major confederations Cgil Cisl Uil signed several Framework Agreements with Confindustria (2011, 2013, 2014, 2016, 2018) on the new rules of representation (Single Text 2014). In this self-regulatory reform, the social partners reaffirmed the two-tier bargaining system and the primacy of industry-wide collective labour agreements in setting substantive and universal standards and wage levels, thus limiting the possibility to negotiate "modifying agreements" at company level within the parameters and procedures set up in the industry-level agreements (organized decentralization - no derogations of law admitted).

Despite this unitary effort, the implementation of these new rules has been deeply challenged by multiple factors: i) the complex mechanisms to collect data on RSU elections and the reluctance of companies to provide information to the institutions in charge of processing membership data hampered the procedure designed for measuring representativeness; ii) the fragmentation of employers associations and the spread of new, unknown and ambiguous signatories organizations of pirate-agreements, which lower the contractual terms agreed by the major social partners, made it necessary to measure also the representativeness of employers associations with transparent and certified parameters; iii) the Jobs Act legislative reforms directly regulated some of the most sensitive issues, once delegated to CB.

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In this context, CB is not completely deprived of its role, but becomes complementary, subsidiary, and for the most part designed to further loosen the already very flexible rules defined by law. The references to collective bargaining (art. 51, Legislative Decree no. 81/15) are dozens, but with no distinction or hierarchical order between national, territorial and company level; unconditioned in terms of required aims/goals for further flexibility; signed by comparatively most representative unions but with no reference to the majority principle. The bastions erected by the trade unions in framework agreements with the aim of scotching the erosive and destabilizing potentiality of Art. 8, Law no. 148/2011, are now themselves eluded and scotched by the law; iv) government is using fiscal facilities and incentives to encourage the social partners to negotiate decentralized agreements aiming at increasing productivity; however, despite the obligation to provide electronically the text of company or territorial agreements to the labour administration, there is neither real check over their content, nor a systematic data collection (researches on decentralized CB is only on sample or territorial observatories data). As a consequence, agreements are often formally signed at company level with no true CB process: on the one hand, this meets the interests of both parties, employer and employees, to reduce labour costs thanks to public incentives; on the other hand, this is the outcome of structural imbalances in SMEs where such agreements are in fact the result of the employer's unilateral power (territorial agreements not so common outside craft, trade, construction, agriculture).

In this context, where the prompting of collective bargaining decentralisation does not parallel an actual and homogeneous coverage of second-level collective agreements; and where the social partners attempt to reassert their role at sectoral level, faced with a remarkable proliferation of sectoral agreements, it becomes key to re-centre the attention on national collective bargaining. Specifically, the aim of this project is to evaluate the role of national collective bargaining as a tool for moving forward after the crisis, governing productivity and flexibility issues, and confronting the challenges of technological change in production processes. In this perspective, the ultimate objective is to systematise the solutions adopted by the social partners in sectoral/intersectoral agreements, value the most innovative practices, finally elaborate a methodological proposal and a set of guidelines.

In order to achieve this aim, the project shall be focused on three main topics of research:

1. **The Actors of National Collective Bargaining and the Changes in Decision-making Processes.** The object of the analysis is the identity and role of the social partners and their power relationship in negotiation as affected by: a) on the employers' side, the fragmentation in representation deriving from the escape of companies from associations, the spreading of minor associations and the alternative provided by new models of aggregation, such as companies' groups and networks; b) on the employees' side, the fragmentation of the labour force, deriving not only from the

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increase of non-standard contractual typologies, but also from the diffusion of borderline forms of work between employment and self-employment (see hetero-organised collaborations or smart working) and the differentiation of protections, and thus of interests, depending on the time of hiring (see the so called “contract with increasing protections”). In this perspective, the investigation will search for instruments aimed at contrasting the risk of contractual dumping connected with the proliferation of sectoral agreements, focusing on both the measures negotiated by the social partners (see, for example, the definition of the sector and the extension of the scope of the agreement; the regulation of social clauses in out-sourcing contracts) and the attempts of legislative and administrative sources to distinguish and value the agreements signed by the traditional unions (see for example Circ. 3/2018 of the National Labour Inspectorate, addressing control activities on the implementation of the collective agreements signed by the most representative parties on a comparative basis as for the purpose of accessing normative and social security incentives; however see Circ. Inps n. 346/2018, establishing a new code for accessing the system Uniemens also for the CCNL AZIENDE ESERCENTI LAVORAZIONI CONTO TERZI A FAÇON - LAIF, ANPIT e CISAL TERZIARIO, a national collective agreement where wages are 40% lower than those set by the CCNL of Cgil, Cisl and Uil).

2. **The Role of National Agreements *vis-a-vis* the challenges of wage policy.** The analysis shall focus on the role of national sectoral/intersectoral agreements with regard to the adjustment of minimum wage levels after the crisis and in the context of 4.0 industry changes, on the one hand; to the governance of productivity redistribution in light of the needs of SMEs, on the other.

- a) As far as the former aspect is concerned, the project will investigate on the criteria chosen by the social partners in order to adjust minimum wages (so called TEM) to the cost of living in the renewals of sectoral agreements, after almost a decade from the separate framework agreement of 2009 (see for example the CCNL of the engineering sector of 2016 referring to the criterion of “inflation dynamic evaluated on an ex post basis”/“dinamica inflattiva consuntivata”, instead of to the criterion of «expected inflation dynamic») and in the perspective of the new framework agreement on contractual models signed by Confindustria and Cgil-Cisl-Uil on 9 March 2018. This analytical process will focus also on the need to redesign job classifications and related wage levels in light of the impact of technological innovations on job contents and skills.
- b) As far as the latter aspect is concerned, the investigation will focus on the role of sectoral agreements in governing the redistribution of productivity, with particular attention to the relationship between industry-wide (or: multi-employer) level and company-level collective bargaining and the capability of national agreements to address the needs of SMEs, where company-level agreements are consistently missing. The analysis will

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specifically investigate on the way national agreements regulate the exchange between efficiency gains and wage increases, support corporate welfare schemes and systems for the participation or joint involvement of employees as well as provide for subsidiary measures aimed at guaranteeing productivity-related wage increases in case company-level agreements are missing. In this perspective, specific attention shall be given to the establishment and role of bilateral bodies in the management and distribution of supplementary welfare services. The analysis shall highlight the governance of wage policy also in connection with the topic of labour-force fragmentation addressed in the field of research no. 1.

3. **The role of National Agreements *vis-a-vis* the flexibility challenges in employment relationships introduced by the recent legislative reforms.**

The analysis shall examine how national agreements respond to the legislative reforms adopted during the crisis in order to pursue an increase of inbound, outbound and organisational flexibility. To this purpose, the attention shall be focused on four main areas:

- a) The introduction of limits to the use of non-standard employment contracts.
- b) The amendments and innovations introduced in job classifications in order to redefine the borders of the *ius variandi* as set by the new Art. 2103 c.c. as well as the regulatory interventions concerning employers' learning and training obligation thereby established, with specific reference to the need to update and develop employees' professional skills in accordance with the technological transformations of Industry 4.0 and with regard to the role of bilateral bodies.
- c) The regulation of employers' powers of control (even remote control) and of the criteria for the assessment of employees' performance in the context of smart working (Law no. 81/17).
- d) The interventions on the definition of disciplinary sanctions as a tool for specifying the scope of the so called «light reinstatement» protection in the case of unlawful dismissal under Art. 18 SL; as well as the interventions on the regulation of the "last salary amount" used to calculate the severance pay considering that it serves also as a parameter for determining compensations for unlawful dismissal under delegated decree n. 23/15.

As far as each topic is concerned, the investigation shall verify how much aware the social partners are of their regulatory choices or non-choices, considering that the legislative framework provides for alternative/substitute solutions, which can possibly include assisted individual negotiation, to be applied if collective bargaining does not set any specific regulation.

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The analysis in the three above-mentioned fields of research will be carried out highlighting the impact of three specific factors:

1. The opportunities and challenges stemming from the technological and digital transformations of production methods (so called «Industry 4.0»).
2. The interaction with the transnational/international dimension: specific attention will be given to potentialities and criticalities related to the EU framework of legal sources, ECJ case law and social partners' initiatives (such as the ETUC coordination of collective bargaining and wages within the framework of EU economic governance).
3. The gender perspective, to be mainstreamed into the evaluation and design of every policy and regulatory measure.

Methodology: the project will adopt a method of analytical and action/practice legal research, which will include both a selective analysis of the contractual texts, and a direct investigation on the social partners' policy strategies and interpretative positions, through interviews and workshops.

This legal analysis will be enriched with an interdisciplinary approach, which will comprise both economic and sociological expertise.

Economic science will support the analysis of the role of national agreements in the governance of wages policy, with specific reference to the regulation and setting of the criteria of the adjustment of minimum wages and to the governance of productivity redistribution. As for the latter aspect, the economic analysis shall support the legal investigation on the relationship between national and company-level collective bargaining and on the capability of national agreements to address SMEs' needs. In this perspective, the research shall be aimed at assessing the effectiveness of subsidiary measures adopted at national level in order to compensate the absence of company-level agreements (such as the so called «*elemento economico di garanzia*»), comparing them with those negotiated at territorial/company level.

The sociological analysis will enable an assessment of the relevance of three fields of research in terms of work quality and will contribute to examine the issues related to changes in decision-making processes.

N. 3 Articolazione del progetto (attualmente circa 5.667 caratteri, su 10.000)

The research will be developed through a three-step process.

In the **first work-stream** (WS1: months 1-8), the main objective will be to “sift” the database with the national collective agreements filed on the CNEL website (approximately 868 agreements). An equal amount of agreements will be assigned to each research unit of the project in the first Steering Committee meeting (ST). Each unit will have the task to separate the agreements in three categories according to their content (independently from the identity of the signatory parties): “fake” agreements, “semi-fake” agreements, and “genuine” agreements. This selection shall be carried out through a systematic reconstruction and classification of the

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contractual texts and a survey with the direct involvement of the signatory parties, which will be interviewed in specific workshops, organised by each research unit. This will permit to pick out the (“semi-fake” but more likely) “genuine” agreements to submit to closer investigation in WS2.

In the **second work-stream** (WS2: months 9-24), the analysis will focus on the sample of agreements selected in WS1. All the research units shall examine them, detailing their relevance in relation with the three following fields of research: subjects and changes in decision making; governance of wages policy; response to flexibility-oriented legislative reforms. Three steering committee meetings (at the beginning, in the middle and at end of WS2) will ensure the collaboration between the units and a proper integration of their research activities and findings. The legal analysis of normative texts will be carried out by all the research units. However, each one will promote a specific focus of attention on: the impact of technological changes (Unit of Verona); the impact of fiscal issues on the wage-policy governance (Unit of Chieti-Pescara); the interconnections of the wage-policy governance with the social security framework and with the social partners’ initiatives at EU level (Unit of Perugia); the impact of case-law, in particular of the ECJ case-law (Unit of Reggio-Calabria). This legal analysis will be coupled with workshops with the social partners aimed at collecting and discussing solutions still in the making as well as workshops with experts and stakeholders on specific questions arising in the analysis.

The normative tools analysed in this first step of the WS2 will be assessed in both a comparative/EU perspective and a multi-disciplinary perspective, specifically through the lens of economic and sociological science.

The comparative approach will be aimed at valuing possible innovative solutions negotiated in other member states. This task will be fulfilled by organising a workshop at the ETUI, with the involvement of experts of the French, Spanish and German systems. This workshop will be organised and conducted by the research unit of Chieti-Pescara.

The interdisciplinary approach will be carried out through the contribution of the economic experts participating in the units of Perugia and Chieti-Pescara and the contribution of the sociological expert participating in the unit of Verona.

In the **third work-stream** (WS3: 25-32), working on the outcomes of the legal, economic and sociological analysis carried out in WS2, the research units will elaborate a methodological proposal. Two steering committee meetings will ensure a coordination and integration of the activities. Once the proposal is elaborated, the units will discuss it with the social partners at EU level, at the EESC, and at national level, at the CNEL. The workshop at the EESC will be organised by the Unit of Perugia; the workshop at the CNEL by the Unit of Chieti-Pescara. This will enable the research units to elaborate a set of guidelines, provide normative proposals and disseminate the best contractual practices.

For the entire duration of the project (**WS 4: 1-36 months**), the creation of a website will permit to disseminate the intermediate and final deliverables throughout all the duration of the project as well as to collect requests, ideas and practices by all the stakeholders involved. The website will be managed by the Unit of Verona.

The project's dissemination strategy comprises a variety of tools to ensure the project and its findings are widely known.

The project website, which is to be created in the first semester of the timeline, not only will serve as a platform for the communication between the project partners and the publication of the national interim reports. It will also serve for the uploading of the projects findings, the exchange of the selected good practices and the publication of the final research reports and guidelines. In order to facilitate further use and transferability of the project results, the website contents will be linked and/or mainstreamed into partners' websites, national newsletters as well as into the social partners' websites.

The project outcomes will also be disseminated through the publication of an edited volume, as well as of policy briefs and of the guidelines.

Two final conferences, to be held in Rome at the CNEL, and in Brussels, hosted by the EESC, will provide the occasion to convey the project's findings and the elaborated guidelines to key local/European networks and stakeholders as well as to enhance the media coverage of the project.

All the partners will promote and disseminate project findings and outcomes also in conferences that will be organised outside the partnership. They will promote the project also using the most common social media, such as twitter, blogs, facebook and linkedin, throughout the entire duration of the project.

4. Potenzialità applicative (5.000 caratteri)

da scrivere

WS	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12
WS1	Kick-off meeting (ST)				WS with social partners			Deliverables: list of CCNL to submit for closer investigation				
WS2									ST			
WS3												
WS4						Launch Project Website	Promotion and dissemination					

WS	M13	M14	M15	M16	M17	M18	M19	M20	M21	M22	M23	M24
WS1												