

50 years from the Workers' Statute: a social pact to renew it

The fiftieth anniversary of the Workers' Statute is celebrated today. Senator Annamaria Parente, vice president of the Senate Labor Commission, and Ciro Cafiero, a young labor lawyer, underline the relevance of the rules of the 70s, when the Constitution entered the factory

by ANNAMARIA PARENTE - CIRO CAFIERO *



Workers' statute

If, on May 20 of fifty years ago, the Workers' Statute brought **the Constitution to the factory "on the shields of the law"**, today it has the duty to take it on the streets of riders, in the home of smart workers, in the homes of those unemployed young people lacking confidence in the future and training who "slowly die" of welfare, in the homes of fake VAT numbers, in the work of women.

If until less than ten years ago, the world of work was crossed by a ford with two banks: that of insiders, subordinate workers with "permanent positions" and

that of outsiders, all others; today, even that ford is populated: by new workers who swim with difficulty in search of a shore to cling to.

The values that must act as a compass are always the same, **those of freedom and equal dignity of work**, in the sign of articles 1, 4 and 35 of our Constitution.

After all, precisely because it is dignified and free, in the biblical vision, the work responds to a mission, in Hebrew: āvad or **passage from slavery in Egypt** to the service of God according to the Sinai covenant.

From discernment, to which politics is above all called, enlightened solutions may arise.

And so, a concertative and social political pact could revive and, therefore, renew the **Statute of 1970**.

It is time, first of all, of a "**Statute**" of basic common rights, based not so much on the role the worker wears, that of the employed, self-employed or parasubordinate worker, but as a worker tout court. On this side, the recent sentence of the Cassation (n. 1663 of 24 January 2020) has "torn the veil of the temple".

For many years, the International Labor Organization has been promoting decent work, or "decent work". In England, legislation has taken shape in favor of the generality of "workers" while in Germany protection is guaranteed **to the worker as a consumer**.

It is time, secondly, for a regulation capable of balancing the right to work, privacy and security in the face of innovative forms of work such as "**smart working**" capable of achieving, even in times of emergency, productivity goals.

In this direction, it cannot do without simplified procedures against the quicksand of the legal complications resulting from the regulatory stratification.

And again, it's time **of active labor policies thanks to a public / private system** but also of lifelong learning, right from primary education, to meet the challenges of the technological revolution. In this perspective, every male and female worker could equip themselves with an ad hoc "identity card".

More work for everyone and no more income for everyone, as Pope Francis reminds us. Even the reform of the social safety nets must enroll in this furrow and look at the logic of workfare: not defensive but expansive subsidies, preordained for a new job, also through early retirements and generational relays.

Finally, it is time to guarantee the **reconciliation of life and work times**, especially to working women who, in the absence, find themselves at a dangerous crossroads: abandoning the work or the project of a child, in a country that grows up with a child out of eight thousand inhabitants, but also equal pay.

The current "Covid19" pandemic has demonstrated all **the dangers of unresolved labor market issues**. This is a further push for reforms, starting with the Workers' Statute. Without ideological questions, because reality is always superior to the idea.

Otherwise, history will return with its mistakes. As Shakespeare teaches us in Act 2 of the Storm: "***What is the past, is the prologue***".

* Annamaria Relative senator - Ciro Cafiero labor lawyer