

With Smart working and south working: cities are rethought

*Smart working during this exceptional pandemic has suddenly become the norm, an exception in an emergency, a foothold and a hope for not remaining distant. Interris talked about it with professor **Ciro Cafiero***

da

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"Emergency smart working has strengths and weaknesses. Surely, on the one hand, it has increased the wage power, especially of those who have returned to the South with a job in the north (so-called south working), allowing them to get out of isolation, albeit virtually. On the other hand, on the other hand, in a perspective of future evolution, in the sign of agreements between business and trade unions, it has imposed more incisive choices on home and city safety (work enters entirely in urban centers and in our homes) but also - for the same reason - on family welfare and the construction of new urban ecosystems with new choices (the services in the neighborhoods will have to be reconverted by

thinking of the citizen as, at the same time, a worker but the induced born around the now depopulated head quarters will also have to reconvert) ". Smart working that reorganizes life and the economy is the focus of the interview made by Interris with Professor **Ciro Cafiero**, a labor lawyer and professor of labor law at the **Luiss University**.

What has changed for the world of work during the pandemic?

"Smart working has gone from the seven timid and haggard articles of Law No. 81 of 2017 to appear in the Decrees of the President of the Council of Ministers of 1, 4 and 8 March in the Protocol on Safety in the workplace between the Government and Social Parties of 14 March 2020, cd Relaunch Decree, converted into law ".

How has remote work been framed at the legislative level?

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Is it an emergency version of the classic smart working we were used to?

"Yes, this also had unprecedented aspects compared to that provided for by law 81 of 2017. Smart working has the purpose of facilitating work times and therefore of regulating the times of life and work because it allowed, especially for women worker, to be closer to domestic affairs, that is to take care of offspring and children and at the same time to always work in the same way. In this sense, the minister for equal opportunities and the family, **Elena Bonetti** with the family act has carried out a major reform in the balance of roles in the family, almost equalizing the roles of working women and men ".

This was the original law, but what if we wanted to define it in a technical way?

"The law on smart working with all the pros and cons is a sort of attenuated subordination halfway between self-employment and subordinate work. A bit like what characterizes journalists who have concrete autonomy around the management of their work. In this emergency situation, smart working made it possible to avoid isolation. Imagine if all workers couldn't work remotely, what

would have happened? Smart working has been a bridge between the different social realities in this period ".

What are the other benefits that this way of working has presented?

"Together with these advantages we find the environmental ones. There was a much lower production of Co2. The environment has been positively affected. According to the images of the space air agency, Italy appeared almost completely clean from the black cloud due to air pollution that normally covers our peninsula. Images that will remain in history and that lasted very little, because as we return to life as usual, pollution has increased again ".

What did it mean for parents to work at home with younger or smaller children?

"What we are experiencing is not ordinary smart working, precisely because it does not serve to implement welfare measures. From this point of view, unfortunately, it created some inconvenience. Working from home, in fact, has meant for many men and women, reconciling the needs of children with their own, has meant giving priority to childcare rather than the needs of work. The European employment agency recently said "beware of those who return to work after smart working because there can be two phenomena. There can be phenomena of isolation and alienation or excessive hyperactivity at work, because isolation like this for so long in an unclear family situation could and could make this way of working enjoyable and this is one of the first defects ". Furthermore, the individual agreement between employer and worker has shown that it was a smart working imposed by law which is fine for a limited period of time, but not good in the long term because smart working is a viaticum for implementation for the participation of workers in the management of the company (Article 46 of the Constitution) ".

However, many workers, returning home, have resumed living in city centers, particularly in the South, which are normally depopulated.

Has this phenomenon changed the economic map of Italy?

"Smart working certainly has a positive effect, it must also be looked at from the point of view of the southern economy. It's a bit of the benefit that remote work brings. Today even the territories hit by the production crisis can be reborn by making these people or companies located in another territory work. It certainly means giving life back to our territories, to those of southern Italy. We must also think about how to recover the depopulated places to prevent desertification from moving to the North. If these territories become depopulated they will

have to reconvert. If there are smart working workers in the south, there will also be workers in the north. The central point is to reconvert the citizen worker service and not just the worker. Cities need to be rethought to make them human and family friendly ".