

# Partecipazione diretta ai tempi della digitalizzazione: quali novità?

*Direct Participation at the Time of Digitization: Which News?*

**Fabrizio Pirro**

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Tavola Rotonda Europea



**SAPIENZA**  
UNIVERSITÀ DI ROMA


1.

***Participation*** is a complex issue, in the middle of many different questions and perspectives, not simply tied with/or consequent upon the use of a technology

## Question 1: «vision»

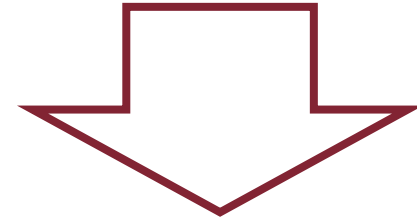
co-operation ↔ conflict

## Question 2: «action»

formal  informal  
(by rules) (by praxes)

### Question 3: «way»

undirect  $\Leftrightarrow$  direct



2.

***Direct participation*** could have

effects on the quality of work, specifically on dimensions relative to the content of work:

- complexity
- autonomy
- control

## Question 4: «practices»

**workgroup**



**teamwork**

- Lewin (and Bion)
- english mines (Emery and Trist)
- *industrielt demokrati* (Thorsrud)
- Volvo (Gyllenhammar)
- Philips (van Beek, den Hertog)
- Olivetti (Butera)

- Toyota (Ōno)
- NUMMI (Higashi)
- Mercedes
- Fiat (Melfi)
- FCA (WCM)

## Question 4: «practices»

social ↔ individual



**3.**

## **digitization (= computerization)**

the process by which physical entities of different nature (three-dimensional objects, documents, sounds, images) are represented through a sequence of numbers (*digits*), usually in order to manipulate them by means of computer technologies

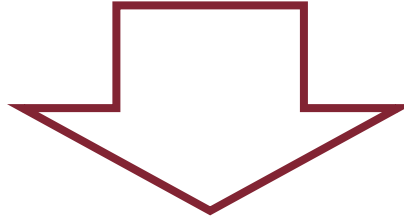


Gerhard BRANDT, Bernard KÜNDIG,  
Zissis PAPADIMITRIOU, Jutta THOMAE  
(1978):

computer technology isn't a technology of  
production but a technology of

***organisation***

**4.**



- 1. we have «news» more in scale than in features**
- 2. as technology of organisation is crucial more participation in project and implementation, i.e. not an individual involvement but a collective bargaining on its features**