

Welfare Aziendale 2 0 Nuovo Welfare Vantaggi Contributivi E Fiscali

La maternità è un vissuto femminile del tutto personale o una questione sociologica di carattere generale? Il volume offre un'attenta disamina delle principali dimensioni sociali interessate da tale esperienza: medicalizzazione, violenza, surrogacy, servizi alla persona, lavoro, Welfare e diritti. Prescindendo da ogni interpretazione moralistica, intimistica, patologica e/o psicologizzante, è possibile fare della maternità un interessante crocevia della teoria sociale a partire dal quale leggere le criticità che investono la condizione delle donne, delle madri e delle lavoratrici nella nostra contemporaneità.

This Handbook presents a theory of Business Interest Associations and fifteen empirical country by country case studies in the EU. The book is organized into three main parts. Part I develops a theory of business associations which centres on firm size as the key explanatory variable. Part II consists of country studies covering the EU-15, which are written along strictly comparable lines of analysis. Part III contains the cross-nationally comparative analysis. The book will make essential reading for researchers working in organization studies, industrial relations, industrial sociology and political science, as well as practitioners in related fields. First multi-year cumulation covers six years: 1965-70.

Welfare aziendale in un gioco dove nessuno perde e tutti guadagnano. È proprio così. Nel titolo le premesse e il punto di arrivo (o di partenza) di un importante lavoro di ricerca, che mostra come i servizi di welfare aziendale rappresentino un vantaggio per tutti, con ricadute positive sia per l'impresa che per il lavoratore. Il volume contiene i risultati di una ricerca unica nel suo genere per la straordinaria capacità di coinvolgimento, con oltre 8.000 intervistati, in prevalenza dipendenti delle più importanti aziende italiane, sia pubbliche che private. Unicità espressa, d'altra parte, anche nella proposizione di un nuovo modello di lavoro, che ha visto la comunità scientifica affiancare, ma allo stesso tempo fondersi con la realtà sindacale che ha vestito essa stessa i panni del ricercatore sociale. Numerose le aree di indagine: dalla percezione del concetto di Welfare aziendale alla verifica dei servizi di Welfare adottati dalle imprese e di quelli auspicabili. Non poteva mancare una sezione dedicata all'analisi del clima aziendale e della performance lavorativa (in tutti i suoi aspetti, dal rapporto con i colleghi all'orario di lavoro), rapportata alla presenza o meno di alcuni servizi di Welfare.

Estremamente interessanti le aree di studio dedicate al rapporto tra famiglia e lavoro, attraverso l'identificazione degli ostacoli e delle esigenze espresse per una maggiore conciliazione della vita privata con quella lavorativa, e attraverso una riflessione attenta sul ruolo della maternità e della sua influenza sul percorso di crescita professionale. INDICE Prefazione di Bruno Di Cola Presentazione di Salvatore Ugliarolo Il diario di bordo di Nicola Ferrigni, Mauro Pacetti Gli obiettivi della ricerca e il campione intervistato 1. WELFARE: DOVE, COME, QUANDO Introduzione di Davide Faraone I risultati 2. DIRE, FARE... WELFARE Introduzione di Raffaele Del Vecchio I risultati 3. VITA E LAVORO, CONCILIAZIONE POSSIBILE? Introduzione di Mario Ciampi I risultati 4. CHI DICE DONNA DICE... WELFARE? Introduzione di Roberta Musu I risultati Conclusioni di Guglielmo Loy Appendice statistica Bruno Di Cola Sindacalista, ha ricoperto il ruolo di componente della Commissione Interna, di RSA e delegato nel Consiglio di Fabbrica dell'Istituto Poligrafico e Zecca dello Stato, azienda nella quale rivestirà la carica di Consigliere di Amministrazione. Segretario Responsabile della FILAGC di Roma, entra a far parte della Segreteria Nazionale UILSIC divenendone Segretario Generale, incarico che manterrà anche nella UILCOM, nata dall'accorpamento di UILSIC e UILTE. Giornalista, è Direttore Responsabile della rivista Contatto Uilcom. Nicola Ferrigni Sociologo, Ricercatore sociale, presidente e fondatore di IRISE. Per molti anni ha diretto e pubblicato studi e ricerche in ambito sociale ed economico

per conto dei più importanti Istituti di ricerca. Docente di Sociologia Generale all'Università degli Studi Link Campus University. Nella stessa Università dirige Link Lab, il Laboratorio di Ricerca Socio Economica. Interviene periodicamente in programmi televisivi di informazione e di approfondimento (Rai-Mediaset). È autore di numerose pubblicazioni e ricerche scientifiche. Mauro Pacetti Docente di Sociologia generale all'Università degli Studi Guglielmo Marconi. Membro dell'Osservatorio delle Innovazioni Normative e Responsabile delle Pubblicazioni Scientifiche dell'Osservatorio sulla Rappresentanza dei cittadini dell'Università degli Studi Guglielmo Marconi. Già Segretario dell'Associazione Nazionale Sociologi, è ricercatore sociale dell'Istituto Ricercatori Socio-Economici IRISE. Giornalista, è autore di diverse pubblicazioni e lavori di ricerca.

Business startup advice from the former president of the Ewing Marion Kaufmann Foundation and cofounder of Global Entrepreneurship Week and StartUp America, this “thoughtful study of ‘how businesses really start, grow, and prosper’...dispels quite a few business myths along the way” (Publishers Weekly). Carl Schramm, the man described by The Economist as “The Evangelist of Entrepreneurship,” has written a myth-busting guide packed with tools and techniques to help you get your big idea off the ground. Schramm believes that entrepreneurship has been misrepresented by the media, business books, university programs, and MBA courses. For example, despite the emphasis on the business plan in most business schools, some of the most successful companies in history—Apple, Microsoft, Google, Facebook, and hundreds of others—achieved success before they ever had a business plan. Burn the Business Plan punctures the myth of the cool, tech-savvy twenty-something entrepreneur with nothing to lose and venture capital to burn. In fact most people who start businesses are juggling careers and mortgages just like you. The average entrepreneur is actually thirty-nine years old, and the success rate of entrepreneurs over forty is five times higher than that of those under age thirty. Entrepreneurs who come out of the corporate world often have discovered a need for a product or service and have valuable contacts to help them get started. Filled with stories of successful entrepreneurs who drew on real-life experience rather than academic coursework, Burn the Business Plan is the guide to starting and running a business that will actually work for the rest of us. PIID is conveniently divided into three easy-access sections: Geographical and ISBN sections provide complete contact information for each publisher, while an Alphabetical Index identifies the publisher's location. (Handbook of International Documentation and Information, Vol. 7)

Free market capitalism is one of humanity's greatest inventions, and the greatest source of prosperity the world has ever seen. But it's also on the verge of destroying the planet and destabilizing society in its single-minded pursuit of maximizing shareholder value. Rebecca Henderson, McArthur University Professor at Harvard University, argues for a new framework; one that can simultaneously make a positive societal impact by confronting the realities of the environment and the need to address social and economic inequality, while also delivering sustained financial performance to ensure economic growth that brings

prosperity and wellbeing to society as a whole. Drawing on the lessons of companies from around the world who are acting on this responsibility - who are not only surviving but are thriving, becoming leaders in their industries and beginning to drive the wheels of change - Professor Henderson proves that this is not only a moral imperative for business but also the only way to remain competitive in our changing world.

La guida IL NUOVO LAVORO accompagna nell'interpretazione dei tempi che stiamo vivendo sollecitando l'attenzione sul cambiamento che si sta realizzando in termini di 'new normal': lavoro da remoto, centralità dell'individuo, green new deal, evoluzione dei sistemi di remunerazione e di comunicazione nella gestione del personale, welfare e ricambio generazionale. Il testo vuole rappresentare quale sarà il nuovo modello organizzativo del lavoro che si andrà a configurare anche a seguito dell'accelerazione impressa dall'evoluzione tecnologica in atto, che vedrà la ripresa del lavoro fare i conti con la permanenza della pandemia. Il libro presenta: i 'numeri' del paese: l'occupazione, i giovani, l'età della popolazione, le dimensioni e i volumi di affari delle aziende, la piaga del lavoro sommerso e l'invecchiamento della popolazione: una fotografia che consente di valutare la base della situazione italiana per comprendere le trasformazioni in corso; il cambiamento dei lavori, delle imprese, delle persone all'interno delle organizzazioni, il ruolo dei contratti collettivi; i cambiamenti in atto in termini di nuova organizzazione del lavoro e modello ibrido, tempi e luoghi di lavoro, evoluzione dei sistemi di remunerazione, ruolo dei social network e reputazione aziendale, ricambio generazionale; suggerimenti all'impresa in questo nuovo modo di intendere il lavoro al passo con i cambiamenti in atto: di essere green verso tutti gli stakeholder, all'interno e all'esterno verso il territorio, di essere sana cioè guidata da logiche di benessere individuale e collettivo, e giusta cioè corretta, equa e che tutela le differenze.

"That raising income levels alleviates poverty, and that economic growth can be more or less effective in doing so, is well known and has received renewed attention in the search for pro-poor growth. What is less well explored is the reverse channel: that poverty may, in fact, be part of the reason for a country's poor growth performance. This more elaborated view of the development process opens the door to the existence of vicious circles in which low growth results in high poverty and high poverty in turn results in low growth. Poverty Reduction and Growth is about the existence of these vicious circles in Latin America and the Caribbean about the ways and means to convert them into virtuous circles in which poverty reduction and high growth reinforce each other. Through its analysis of fresh data and the attention it pays to issues such as the persistent inequality in the region, the role played by various microdeterminants of income, and the potential existence of human capital underinvestment traps, this title should be a valuable contribution to the current regional debate on poverty and growth, a debate that is critical to the design of policies conducive to enhancing welfare in all its dimensions among the poor of Latin America and the Caribbean."

The aim of the Special Issue is to discuss the main current topics concerning marketing for sustainable tourism with reference to territories (i.e., tourism destinations, protected areas, parks and/or natural sites, UNESCO World Heritage Sites, rural regions/areas, etc.) and tourism enterprises and/or organisations (i.e., destination management organisations,

hospitality enterprises, restaurant enterprises, cableway companies, travel agencies, etc.). In destinations where natural resources are pull factors for tourism development, the relationships among local actors (public, private, and local community), as well as marketing choices, are essential to develop sustainable tourism products. To this end, the Special Issue encourages papers that analyse marketing strategies adopted by tourism destinations and/or tourism enterprises to avoid overtourism, to manage mass sustainable tourism (as defined by Weaver, 2000), and to encourage and promote sustainable tourism in marginal areas or in territories suffering lack of integration in the tourism offer. Special attention will be given to contributions on the best practices to manage territories and/or enterprises adopting sustainable marketing strategies.

This report provides new evidence on social mobility in the context of increased inequalities of income and opportunities in OECD and selected emerging economies. It covers the aspects of both, social mobility between parents and children and of personal income mobility over the life course, ...

The Gender Pay Gap and Social Partnership in Europe Findings from "Close the Deal, Fill the Gap" Routledge

Market volatility and uncertainty have put welfare and social security policies back centre stage and point up the need for closer links with employment policy. The inability of existing income support systems to respond to the increasing fragmentation of people's working careers, the needs of people in difficulty, and the spread of various forms of poverty calls for well-coordinated and efficient responses. This volume highlights the best practices in the various regions of the world in the contexts of international and EU labour law, industrial relations, and social security. Authoritative reports by leading scholars of labour law and social security – originally presented at the twenty-second World Congress of the International Society for Labour and Social Security Law (ISLSSL) held in Turin in September 2018 – cover the following research themes in depth: – informal workers; – migrant workers; – global trade and labour; – organization, productivity, and well-being at work; – transnational collective agreements; – new forms of social security; and – the role of the State and industrial relations. In its insistence that, despite the radical changes in the world of work and business brought about by globalization and digital technologies, the decisions of institutions and public and private actors can lead to a more coherent system of international economic and social governance, this timely volume shows the way forward. Practitioners, policymakers, and scholars in the relevant fields will benefit immeasurably from its expert analyses and recommendations.

A renowned Harvard professor debunks prevailing orthodoxy with a new intellectual foundation and a practical pathway forward for a system that has lost its moral and ethical foundation. Free market capitalism is one of humanity's greatest inventions and the greatest source of prosperity the world has ever seen. But this success has been costly. Capitalism is on the verge of destroying the planet and destabilizing society as wealth rushes to the top. The time for action is running short. Rebecca Henderson's rigorous research in economics, psychology, and organizational behavior, as well as her many years of work with companies around the world, give us a path forward. She debunks the worldview that the only purpose of business is to make money and maximize shareholder value. She shows that we have failed to reimagine capitalism so that it is not only an engine of prosperity but also a system that is in harmony with environmental realities, the striving for social justice, and the demands of truly

democratic institutions. Henderson's deep understanding of how change takes place, combined with fascinating in-depth stories of companies that have made the first steps towards reimagining capitalism, provide inspiring insight into what capitalism can be. Together with rich discussions of important role of government and how the worlds of finance, governance, and leadership must also evolve, Henderson provides the pragmatic foundation for navigating a world faced with unprecedented challenge, but also with extraordinary opportunity for those who can get it right.

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The gender pay gap (GPG) exists in every European country, but it varies considerably, even in EU member states covered by the same legal principles on pay equality. Part of the variation can be explained by different patterns of social partnership. With current policy pressure to de-centralise collective bargaining and increase the percentage of pay linked to productivity, what role can social partnership play in tackling the GPG? Reporting on the findings of the European Commission funded research project "Close the Deal, Fill the Gap", this book uses an interdisciplinary analysis involving legal, economic, and sociological expertise, to explore the role of social partnership in GPG in Italy, Poland and the UK. Selected on the basis of their contrasting profiles in terms of legal regulation, industrial relations, systems of collective bargaining, coverage of collective agreements, and differing rates of the GPG, the in-depth study provides important insights into the main issues underlying the problem of reducing the gender pay gap which have led to guidelines in the negotiation of arrangements on GPG-related issues. Based on a unique comparative, interdisciplinary and action-oriented research project, it will be of great interest to all researchers and advanced students with an interest in women's representation in the workforce and the gender pay gap, as well as practitioners and policy makers in organisations such as trade unions and employers' associations.

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