Scuola Superiore Meridionale

University of Naples Federico II

Law and Organizational Studies for People with Disability

a.y. 2022/23

An Anthropology of Organizing and Law: Inclusion and Disability

Luigi Maria Sicca

Course description

   This course will take place over five months, from September 2022 to January 2023. Classes will be held approximately every two weeks, allowing us to think and study together, slowly. Please see the timetable below. This time-dilated setting is designed to encourage working together both during and among classes. Students are strongly encouraged to meet with Professor (Room III-23) among classes in order to share assignments, current readings, and individual learning goals. Assessment of learning will be differently weighted for undergraduate students, doctoral students, and research fellows interested in participating, from all Areas of SSM.

   This course will engage a wide variety of perspectives: from psychoanalytic theory to musical theater (by W.A. Mozart and by Romeo Castellucci), film (Luchino Visconti, Stanley Kubrick, Sergio Leone and Charlie Chaplin), and literary theory, aiming to *An Anthropology of Organizing and Law*. In this way, intersections among disciplinary fields and their implications for issues of organizational inclusion and disability will be highlighted.

   This approach will also help all students to be able to refer theoretical reflections to organizations (Companies, no-profit Associations and Legal Institutions) dealing with inclusion and disability, through the practice of "overlapping" that will be discussed extensively during the five months lectures.

   The step-by-step, co-construction approach that characterizes this course involves both the study of the literature (indicated below) and the fieldwork. The bibliographic, sitographic, cinematic, and theatrical references are to be considered as "starting points." In fact, as with all courses in the LOSPD area, those materials should be analyzed **before** and **not after** classes, and additional literature will emerge as the classes progress. Moreover, it is of fundamental importance that students engage with the topics of the course by providing personal contributions and formulating autonomous proposals: for example, discovering books, articles, organizations, persons and artists potentially interesting for the class and proposing them as object of study, or even contacting them in order to involve them in the fieldwork. The stretched-out time of the course will help us working together in this direction.

   Similarly, the interaction with Companies, no-profit Associations and Legal Institutions that deal with inclusion and disability will be consistently integrated with the classroom work and will be object of the students' final presentations.

   The coexistence of different types of students and scholars (Undergraduate students, Doctoral Students and Post-doc Fellows interested in partecipating) and their different backgrounds, which represent the different areas of SSM, will be a fruitful opportunity to enrich the comparison and

facilitate cooperation among people going through different moments of their life and with different intellectual formations.

Aims

At the end of the course, students will be able to:

- recognize the importance of the intersection of Law and Organizational Studies as fundamentals of the Humanities and social sciences
- formulate an autonomous proposal for an anthropology of Organizing and Law
- master a flexible method of thinking to move between theory and practice, by implementing the method of "overlapping"
- activate the practices of interdisciplinarity to understand the complexity of the experiences of disability
- define a proposal aimed at that each Person with disability can be recognized in their uniqueness and in a multidimensional vision, considering not only material needs, but also existential, relational, emotional, and educational needs, being able to develop an individualized path to live an independent life, enhancing and protecting the role of families and caregivers.

Learning Methods

- Students will be required to choose, under the professor's guide, the texts to study before each class among the ones indicated below as "kick-off references" and to supplement them with additional texts that will emerge during classes
- Classes will be based on active discussions between the professor and students regarding the major issues that emerge from the readings. In addition, students will be expected to engage critically with the texts, identifying the major strengths and weaknesses of the selected readings
- All students are expected to participate actively in the discussion, providing comments and raising questions about the issues discussed in class
- All students are expected to engage with the topics of the course by providing personal contributions and formulating autonomous proposals about organizations and phenomena to be explored
- All attendants will have to prepare a final presentation that should explore one of the issues touched upon in class, although differentiated assessment methods will be identified for undergraduate students, Ph.D. students, and Post-doc Fellows. The work will be presented during the final class.

Course material

Course material will consist of book chapters and journal articles, a selection of at least three films from the complete works by Luchino Visconti, Stanley Kubrick, Sergio Leone and Charlie Chaplin, the Italian Mozart trilogy, and a first approach to the research work by Romeo Castellucci (website below). In addition to these kick off readings, additional study materials will be co-constructed during class to cover specific topics in more detail.

Exam and Evaluation

All students will be evaluated based on their constructive participation in class and final presentation. Class participation accounts for 60% of the evaluation.

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Evaluation will be customized and agreed upon with the professor based on the stage of learning, thus differently for Undergraduate or Ph.D. students.

Final Presentation

Students will be required to prepare a presentation that examines in depth one of the aspects touched upon in class, of their choice. The presentation can be delivered in any format (power point, artwork, sound work, project work, multimedia work, scientific paper, and so on), and must be discussed with the class during the final class.

Also the final presentation will be customized and agreed with the professor according to the stage of learning, so differently for undergraduate or Ph.D. students.

Detailed program

Class 1 - Tuesday, September 13, 2022 3:00 p.m. - 5:00 p.m. – Room 2	Introduction to the course and how to construct our working method during the class period
Readings	- *how to work with "Readings assigned" and with "Readings proposed by the students"* - *how to use our theoretical materials with associations and institutions working on disability and inclusion* See below for "kick off references"
Class 2 - Tuesday, September 27, 2022 3:00 p.m. - 5:00 p.m. – Room 2	Organizations do not exist: from business organization to the issue of the boundaries of organizational action. An Anthropology of Organizing: the Psychoanalysis Issue for People with Disability - Invited Professor Sarantis Thanopulos
Readings	*Readings assigned, selected among the "kick off references"* *Readings proposed by the students*
Class 4 - Tuesday, October 11, 2022 3:00 p.m. - 5:00 p.m. – Room 2	Beyond the economic models of coordination: textuality in twentieth-century musical theater and experiences of Disability - Invited Professor Daniela Tortora
Readings	*Readings assigned, selected among the "kick off references"* *Readings proposed by the students*
Class 5 - Tuesday, October 25, 2022 3:00 p.m. - 5:00 p.m. – Room 2	Why inclusion is a social construct? Law and Organizational Studies as milestones for disability
Readings	*Readings assigned, selected among the "kick off references"* *Readings proposed by the students*
Class 6 - Tuesday, November 8, 2022 3:00 p.m. - 5:00 p.m. – Room 2	Forming as a model of coordination: the experience of writing. The Disability Issue - Invited Professor: Silvio Perrella
Readings	*Readings assigned, selected among the "kick off references"* *Readings proposed by the students*
Class 7 - Tuesday, November 22, 2022 3:00 p.m. - 5:00 p.m. – Room 2	Overlapping theory and personal experiences: an application of social constructionism for People with Disability. A glance at the experience of Italian disability associationism, institutions and companies
Readings	*Readings assigned, selected among the "kick off references"* *Readings proposed by the students*
Class 8 - Tuesday, December 6, 2022 3:00 p.m. - 5:00 p.m. – Room 2	Three forms of coordination: hierarchy, market, textuality/coding
Readings	*Readings assigned, selected among the "kick off references"* *Readings proposed by the students*

Class 9 - Tuesday, December 20, 2022 3:00 p.m. - 5:00 p.m. – Room 2	Change resistances as an expression of an anthropology of organizing and Law: some comparative experiences of organizations for people with disabilities. Listening to and with Disability. Invited Professor: Enrico Malatesta
Readings	*Readings assigned, selected among the "kick off references" Readings proposed by the students*
Class 10 - Tuesday, January 9, 2022 1:00 p.m. - 3:00 p.m. – Room 2	*Silvio Perrella - Follow-up*
Class 11 - Tuesday, January 17, 2023 3:00 p.m. - 5:00 p.m. – Room 2	*Daniela Tortora – Follow-up*
Class 12 - Tuesday, January 24, 2023 3:00 p.m. - 5:00 p.m. – Room 2	*Saradis Thanopulos – Follow-up*
Class 13 - Tuesday, January 31, 2022 3:00 p.m. - 5:00 p.m. – Room 2	Learning experience assessment and project work discussion

Kick off references: let's pick together

Berger, Peter L., Luckmann, Thomas (1966), *The Social Construction of Reality: a Treatise in the sociology of knowledge*, Garden City, New York, Doubleday.

Bion, Wilfred R. (1961), *Experiences in Groups*, London, Tavistock.

Bion, Wilfred R. (1962a), A theory of thinking, *International Journal of Psycho-Analysis* (43): 306-310.

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Birken, Lawrence (1999), Freud's "Economic Hypothesis": From Homo Oeconomicus to Homo Sexualis. *American Imago,* (56)4: 311-330.

Boncori, Ilaria, Sicca, Luigi M., Bizjak, Davide (2018), Transgender and Gender Non-conforming People in the Workplace: Direct and Invisible Discrimination, in Nachmias, S., *Inequality and Organizational Practice*, London, Palgrave Mcmillan, 141-160.

Brewis, Jo, Boncori, Ilaria, Sicca, Luigi M., Smith, Charlie (2019), Carne – Flesh and organization, *Culture and Organization*, 25(4).

Burrell, Gibson & Morgan, Gareth (1979), *Sociological Paradigms and Organizational Analysis,* London, Heinemann Educational Books.

Cage, John (1961), *Silence: Lectures and Writings,* Middletown, Connecticut, USA, Wesleyan University Press.

Clark, B. R. (1972), The Organizational Saga in Higher Education, *Administrative Science Quarterly*, (17)2: 178-184.

Curto, N., Marchisio, C.M. (2020), *I diritti delle persone con disabilità. Percorsi di attuazione della convenzione ONU*, Roma, Carocci.

Marchisio, C.M., Curto, N. (2019), *Diritto al lavoro e disabilità. Progettare pratiche efficaci*, Roma, Carocci

Czarniawska, Barbara (2004), *Narratives in Social Science Research*, Thousand Oaks, California, Sage.

Czarniawska, Barbara (2014), *A Theory of Organizing,* Cheltenham, UK, Elgar.

Czarniawska, Barbara (2021), Social Constructionism and Organization Studies. In: R. Westwood and S. Clegg (Eds), *Debating Organization: Point-Counterpoint in Organization Studies*, Melbourne: Blackwell Publishing: 167-184.

Di Scipio, Agostino (2013), *Pensare le tecnologie del suono e della musica*, Napoli, Editoriale scientifica.

Fligstein, Niel (1993), *The Transformation of Corporate Control*, Harvard, Harvard University Press.

Gagliardi, Pasquale (1986), The creation and change of organizational cultures: A conceptual framework, *Organization Studies*, 7(2): 117-134.

Gagliardi, Pasquale (1986), *Le imprese come culture*, Torino, Isedi.

Katz, Daniel, Kahn, Robert L. (1966), *The Social Psychology of Organizations*, New York, USA, John Wiley.

Kelleher, Joe, Ridout, Nicholas *e al.* (2007), *The Theatre of Societas Raffaello Sanzio*, London, Routledge

Knorr-Cetina, Karin (1981), *The manufacture of knowledge: an essay on the constructivist and contextual nature of science*, Oxford, UK, Pergamon Press.

Knorr-Cetina, Karin (1997), Sociality with Objects: Social Relations in Postsocial Knowledge Societies, *Theory, Culture & Society*, 14(1): 1-30.

Knorr-Cetina, Karin (1999), *Epistemic cultures: how the sciences make knowledge*, Cambridge Massachusetts, USA, Harvard University Press.

Knorr-Cetina, Karin (2006), Post-Humanist Challenges to the Human and Social Sciences. In P Gagliardi, B. Czarniawska (Eds.), *Management Education and Humanities*: (3-9). Cheltenham, UK, Edward Elgar.

Kuhn, Thomas S. (1962), *The Structure of Scientific Revolutions*, Chicago, USA, Chicago University Press.

Morgan, Gareth (2006), *Images of Organization*, London, Sage.

Nacamulli, Raoul C.D., Rugiadini, Andrea (1985), *Organizzazione & Mercato*, Bologna, Il Mulino.

Nussbaum, M. (2007), *Le nuove frontiere della giustizia. Disabilità, nazionalità, appartenenza di specie*, Bologna, Il Mulino.

Senge, Peter (ed. it. a cura di L.M. Sicca) (2019), *La Quinta Disciplina*, Napoli, Editoriale scientifica.

Sicca, Luigi M. (1997), Management of Opera Houses: The Italian Experience of The "Enti Autonomi", *The International Journal of Cultural Policy*, 4(1): 201-224.

Sicca, Luigi M. (2000), Chamber Music and Organization Theory: Some Typical Organizational Phenomena Seen Under The Microscope, *Studies in Cultures Organizations and Societies*, 6(2): 145-168 # Culture and Organization.

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Sicca, Luigi M. (2021), ING: quando l'organizzare genera conflitto, *Prospettive in organizzazione*, 16.

Sicca, Luigi M. Bizjak, Davide, Fruttaldo, Antonio (2017), LGBTIQ+ Perspectives in Institutional Contexts: Challenging heteronormative paradigms in the workplace *Gender, Work & Organization*, 24(6): 675-677.

Sicca, Luigi M., Faldetta, Guglielmo, Bizjak, Davide (2018), The Role of Solidarity in Diversity Management Practices: A Challenge for Social Innovation in Organisations, *Studi Organizzativi*, (2): 130-146.

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Thanopulos, Sarantis, Sicca, Luigi M. (2020), L'economia, la cultura e la natura, *Il Manifesto*, 19 dicembre.

Tortora, Daniela (2022), *Fuga dal testo. Dieci saggi sul teatro musicale italiano del Novecento*, Napoli, Editoriale scientifica.

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Weick, Karl (1969; 1979), *The Social Psychology of Organizing*, Reading, MA, Addison- Wesley.

Kick off filmography references

- Charlie Chaplin, *Please*, *Choose three films from the author's complete works*
- Sergio Leone, *Please*, *Choose three films from the author's complete works*
- Stanley Kubrick, *Please, Choose three films from the author's complete works*
- Luchino Visconti, *Please, Choose three films from the author's complete works*

Kick off theater references

Wolfgang A. Mozart, Italian trilogy

- *Le nozze di Figaro*
- *Don Giovanni*
- *Così fan tutte*

Sitography

Romeo Castellucci's "Societas Raffaello Sanzio": https://www.societas.es/artists/?lang=en