



International School of Higher Education in  
Labour and Industrial Relations

# "LABOUR IS NOT A COMMODITY"

The Value of Work  
and its Rules between  
Innovation and Tradition

# TODAY

**Bergamo (Italy) | 28-30 November 2019**  
**X Edition**

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**Ministero del Lavoro e delle Politiche Sociali**



# PLENARY SESSIONS AND CONCURRENT WORKSHOPS

**THURSDAY, 28 NOVEMBER 2019**

**Auditorium Sant' Alessandro**, Via Giuseppe Garibaldi, 3

|               |                                                            |
|---------------|------------------------------------------------------------|
| 14.30 – 18.30 | <b>PLENARY SESSION #1 (En) - LABOUR IS NOT A COMMODITY</b> |
|---------------|------------------------------------------------------------|

**FRIDAY, 29 NOVEMBER 2019**

**Centro Congressi Giovanni XXIII**, Viale Papa Giovanni XXIII, n. 106

| Venue<br>Time | SALA<br>ALABASTRO                                                                                                                         | SALA<br>NOVELLI                                                                              | SALA<br>STUCCHI                                                                                                        | SALA<br>STAMPA                                                                                         |
|---------------|-------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| 9.00 - 10.30  | <b>PLENARY SESSION #2</b><br>(Simultaneous translation En/Sp-It)<br><b>BUILDING THE FUTURE OF WORK TOGETHER</b>                           | /                                                                                            | /                                                                                                                      | /                                                                                                      |
| 10.30 - 13.00 | WORKSHOP #4<br>(Simultaneous translation En/Sp/It) -<br>OCCUPATIONAL HEALTH AND SAFETY IN THE AGE OF DIGITALIZATION<br>(Session I - II)   | WORKSHOP #1 (Sp) -<br>TECHNOLOGICAL INNOVATION AND EMPLOYMENT PROTECTION                     | WORKSHOP #2 (En) -<br>GLOBAL SCENARIOS, NATIONAL PERSPECTIVES AND SECTORAL APPROACHES<br>(Session I)                   | WORKSHOP #3 (En) -<br>WORK AND WELLBEING AS THE NEW FRONTIERS OF WELFARE SYSTEMS                       |
| 13.00 - 14.00 | Buffet Lunch - SALA BIANCA SPAZIO CATERING                                                                                                |                                                                                              |                                                                                                                        |                                                                                                        |
| 14.00 - 15.30 | WORKSHOP #4<br>(Simultaneous translation En/Sp/It) -<br>OCCUPATIONAL HEALTH AND SAFETY IN THE AGE OF DIGITALIZATION<br>(Session III - IV) | WORKSHOP #5 (En) -<br>ACTORS AND TOOLS GOVERNING OCCUPATIONAL TRANSITIONS (Session I)        | WORKSHOP #2 (En) -<br>GLOBAL SCENARIOS, NATIONAL PERSPECTIVES AND SECTORAL APPROACHES<br>(Session II)                  | WORKSHOP #6 (En) -<br>PROTECTION AGAINST POVERTY AND SOCIAL EXCLUSION                                  |
| 15.30 - 17.00 | WORKSHOP #4<br>(Simultaneous translation En/Sp/It) -<br>OCCUPATIONAL HEALTH AND SAFETY IN THE AGE OF DIGITALIZATION<br>(Session V)        | WORKSHOP #5 (En) -<br>ACTORS AND TOOLS GOVERNING OCCUPATIONAL TRANSITIONS (Session I)        | WORKSHOP #7 (En) -<br>WORKER STATUS, CLASSIFICATION, AND ORGANIZATIONAL FLEXIBILITY: INSIGHTS FROM LABOUR LAW RESEARCH | WORKSHOP #2 (En) -<br>GLOBAL SCENARIOS, NATIONAL PERSPECTIVES AND SECTORAL APPROACHES<br>(Session III) |
| 17.00 - 18.30 | WORKSHOP #4<br>(Simultaneous translation En/Sp/It) -<br>OCCUPATIONAL HEALTH AND SAFETY IN THE AGE OF DIGITALIZATION<br>(Session V)        | WORKSHOP #5<br>(It/Sp) -<br>ACTORS AND TOOLS GOVERNING OCCUPATIONAL TRANSITIONS (Session II) | WORKSHOP #7 (En) -<br>WORKER STATUS, CLASSIFICATION, AND ORGANIZATIONAL FLEXIBILITY: INSIGHTS FROM LABOUR LAW RESEARCH | WORKSHOP #2 (En) -<br>GLOBAL SCENARIOS, NATIONAL PERSPECTIVES AND SECTORAL APPROACHES<br>(Session III) |

**SATURDAY, 30 NOVEMBER 2019**

**Centro Congressi Giovanni XXIII**, Viale Papa Giovanni XXIII, n. 106

| Venue<br>Time | SALA ALABASTRO                                                                                   |
|---------------|--------------------------------------------------------------------------------------------------|
| 09.00 - 11.00 | WORKSHOP #8 (En) - REPRESENTATION, PARTICIPATION AND COLLECTIVE BARGAINING                       |
| 11.00 - 13.00 | <b>PLENARY SESSION #3 (En) - OPPORTUNITIES AND PERSPECTIVES FOR THE COLLECTIVE VOICE OF WORK</b> |



# PROGRAMME

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## THURSDAY, 28 NOVEMBER 2019

### PLENARY SESSION #1, 14.30 – 18.30 (English)

**Auditorium Sant' Alessandro**, Via Giuseppe Garibaldi, 3

#### WELCOME REMARKS | 14.30 – 15.00

**Silvia Spattini** (ADAPT Director)

**Franco Bettoni** (President of INAIL)

**Gianni Rosas** (Director of the ILO Office for Italy and San Marino)

#### FRAMING THE ISSUE | 15.00 – 15.30

*"Labour is not a commodity" Today*

**Michele Tiraboschi** (Università di Modena e Reggio Emilia)

*The Meanings of 'Labour' and 'Work' Today*

**Pietro Manzella** (Senior Research Fellow and Head of the Language Department at ADAPT)

#### LABOUR IS NOT A COMMODITY: AN INDUSTRIAL RELATIONS PERSPECTIVE

**Bruce E. Kaufman** (Georgia State University) | 15.30 – 16.30

*A discussion with conference participants and the researchers of the PhD School coordinated by **Ilaria Armaroli** (ADAPT Researcher)*

#### LABOUR IS NOT A COMMODITY: THE TRANSITIONAL LABOUR MARKETS PERSPECTIVE

**Bernard Gazier** (Université Paris 1 Panthéon-Sorbonne) | 16.30 – 17.30

*A discussion with conference participants and the researchers of the PhD School coordinated by **Lilli Casano** (Research Fellow, Università di Modena e Reggio Emilia)*

#### LABOUR IS NOT A COMMODITY: THE ROLE OF LABOUR LAW BETWEEN PAST AND FUTURE

**Manfred Weiss** (Goethe-Universität Frankfurt am Main) | 17.30 – 18.30

*A discussion with conference participants and the researchers of the PhD School coordinated by **Emanuele Dagnino** (Researcher, Università di Modena e Reggio Emilia)*

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## FRIDAY, 29 NOVEMBER 2019

### PLENARY SESSION #2, 09.00 – 10.30 (English/Italian/Spanish) (\*)

#### BUILDING THE FUTURE OF WORK TOGETHER

**Centro Congressi Giovanni XXIII**, Viale Papa Giovanni XXIII, n. 106, SALA ALABASTRO

#### OPENING SESSION. OVERVIEW OF CONFERENCE THEMES | 9.00 – 9.20

*A Matter of Responsibility: The Role of Intermediate Bodies and Proper Politics*

**Emmanuele Massagli** (President of Asociación ADAPT)

*ADAPT-WEC: Building the Future of Work Together*

**Annemarie Muntz** (President of the World Employment Confederation)

#### CREATING AND GOVERNING NEW LABOUR MARKETS | 9.20 – 10.30

*The Contribution of Private Employment Services in Labour Markets: Activation, Transitions and Inclusiveness*

**Even Hagelien** (Economic Affairs Committee Chair at World Employment Confederation)

*New Professions and New Jobs: The Role of European Institutions*

**László Andor** (Secretary General of the Foundation for European Progressive Studies, former EU Commissioner for Employment, Social Affairs and Inclusion)

*Managing Change: Which Role for Organizations?*

**Federico Butera** (Fondazione Irso)

*Lessons Learned from the ILO Centenary Declaration*

**José Luis Gil y Gil** (Universidad de Alcalá)

*Discussion*

*Moderator: **Margherita Roiatti** (ADAPT Researcher)*

(\*) Simultaneous translation available

**CONCURRENT WORKSHOPS** (English/Italian/Spanish) | 10.30 – 13.00  
(SALA ALABASTRO **CW #4**; SALA NOVELLI **CW #1**; SALA STUCCHI **CW #2**; SALA STAMPA **CW #3**)

**Buffet Lunch** - SALA BIANCA SPAZIO CATERING | 13.00 – 14.00

**CONCURRENT WORKSHOPS** (English/Italian/Spanish) | 14.00 – 18.30  
(SALA ALABASTRO **CW #4**; SALA NOVELLI **CW #5**; SALA STUCCHI **CW #2 - CW #7**;  
SALA STAMPA **CW #6 - CW #2**)

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**SATURDAY, 30 NOVEMBER 2019**

**Centro Congressi Giovanni XXIII**, Viale Papa Giovanni XXIII, n. 106  
SALA ALABASTRO

**WORKSHOP #8** (English) | 9.00 – 11.00

**PLENARY SESSION #3**, 11.00 – 13.00 (English)

**OPPORTUNITIES AND PERSPECTIVES FOR THE COLLECTIVE VOICE OF WORK**

**OPENING SESSION** | 11.00 – 11.15

*The New Great Transformation of Work: What Challenges Representation?*

**Francesco Seghezzi** (President of Fondazione ADAPT)

**THE REVIVAL OF INDUSTRIAL RELATIONS BETWEEN ACADEMIC INSIGHTS AND REALITY** | 11.15 – 13.00

*Collective Representation: Global Challenges and Local Anchorage*

**Rebecca Gumbrell Mc-Cormick** (Birkbeck University)

*Resisting Commodification and Inequality: Traditional and Emerging Forms of Mobilisation*

**Richard Hyman** (LSE)

*"Prova di Solidarietà": How Effectively are Unions and Emerging Collective Worker Representatives Responding to New Business Models in Australia and Italy?*

**Anthony Forsyth** (RMIT University)

*Employees Voice at Work. Evolution and Perspectives*

**Adrian Wilkinson** (Griffith University)

Discussion

Moderator: **Francesco Seghezzi** (President of Fondazione ADAPT)





# CONCURRENT WORKSHOP #1

29 NOVEMBER 2019

## TECHNOLOGICAL INNOVATION AND EMPLOYMENT PROTECTION

10.30 – 13.00 (Spanish)

**Centro Congressi Giovanni XXIII**

Viale Papa Giovanni XXIII, n. 106 | SALA NOVELLI

**Gerardo Cedrola** (Universidad ORT Uruguay)

*Trabajo, Organización del Trabajo, Representación de los Trabajadores y Regulación laboral en el mundo de la Gig Economy*

**Inmaculada Marín Alonso** (Universidad de Sevilla)

*La adaptación del sindicato a los retos de la industria 4.0 y las nuevas formas de representación colectiva*

**Cristina Aguilar González** (Universidad de Cádiz)

*Digitalización o la oportunidad de creación de más y mejores empleos, y el papel del diálogo social europeo*

**Inmaculada Baviera Puig** (Universidad de Navarra)

*Inteligencia artificial-inteligencia emocional: algunos retos del Derecho del Trabajo*

**Esperanza Macarena Sierra Benítez** (Universidad de Sevilla)

*La revitalización de la representación sindical en la Industria 4.0*

**Lucía Aragüez Valenzuela** (Universidad de Málaga)

*La Consideración Del Trabajador Como Mercancía En La Economía De Plataformas Virtuales*

Moderator: **Lavinia Serrani** (ADAPT Researcher)





# CONCURRENT WORKSHOP #2

**29 NOVEMBER 2019**

## **GLOBAL SCENARIOS, NATIONAL PERSPECTIVES AND SECTORAL APPROACHES**

10.30 – 18.00 (English)

**Centro Congressi Giovanni XXIII**

Viale Papa Giovanni XXIII, n. 106 | SALA STAMPA, SALA STUCCHI

Session I – Old and New Jobs: between Informality and Social Changes  
10.30-13.00 | SALA STUCCHI

**Diane-Gabrielle Tremblay** (Université du Québec)

*Workers with Eldercare Responsibilities: What Do Firms and Community Organizations Offer to Value and Safeguard their Employment and Professionalism?*

**Hermann de Jesus Vazquez Flores** (Universidad Central de Venezuela)

*Domestic Work and Care for the Elderly: Social Practices Governing Contractual Motivation. Social Reasons vs. Legal Basis. A Case of Ambiguity in Spain*

**Saniye Dedeoglu, Ozge Berber Agtas** (Mugla University, ILO Ankara)

*Homeworkers in Turkey: Home Bounded - Global Outreach*

**Avinash Gupta, Dikshya Singh** (South Asia Watch on Trade, Economics and Environment - SAWTEE)

*Social Upgrading Dynamics in Nepal's Tea Value Chain: A Focus on Work and Workers*

**Zeynep Nettekoven** (Europäische Akademie der Arbeit -EAdA-, University of Frankfurt)

*Drivers of Excessive Labour in Turkey's Coal Mining Sector*

**Jonathan Sale** (Newcastle Business School Faculty of Business & Law)

*Representation, Participation and Collective Bargaining in Malaysia and the Philippines: A Comparative Case Study of Some Recent Developments in Labour Laws*

Moderator: **Pietro Manzella** (ADAPT Research)

## Session II – Employment Protection between Flexicurity, Capability e Commodification of Labour

14.00-15.30 | SALA STUCCHI

**Vijaya Lakshmi Subramaniam** (School of Excellence, The Tamilnadu Dr. Ambedkar Law University)

*Revisiting the Theory of Commodification of Labour in the Digital Revolution for Decent Work Agenda*

**Stefan Stanev** (Bulgarian Lawyers for Human Right)

*Prohibition of Forced Labor Under Article 4 of the European Convention on Human Rights*

**Felicity Lamm** (Centre for Occupational Health and Safety Research)

*Human Capability Framework and Migrant Workers: A Review of the New Zealand Recognised Seasonal Worker Scheme*

**Laura Madalina Dorneanu** (National Association of the Romanian Bar, Bucharest Bar)

*Flexicurity and Employee Participation in Workplaces – A Romanian Case Study*

**Eleonora Picco, Massimo Miglioretti, Vittorio Tripeni** (Università di Milano Bicocca)

*The Maastricht Instrument for Sustainable Employability – Italian version (MAISE-IT): The Validation Study*

Moderator: **Emanuele Dagnino** (Researcher, Università di Modena e Reggio Emilia)

## Session III – New Markets, New Work Environments and Old Problems

16.00-18.00 | SALA STAMPA

**Floriana Borino** (ILO)

*Employment Programs and Conflict in Somalia*

**Boudjemaa Koussa, Djaballah Yamina** (University Setif 2)

*The Wage Dilemma, Performance and Work Outcomes in Algeria*

**Martin Adekunle Egbanubi** (Michael Imoudu National Institute for Labour Studies)

*Decent Work Deficit and the Plight of Construction Workers in Nigeria*

**Teo En Qi** (National University of Singapore)

*Breaking New Ground in the 'Third Place': The Impact of Coworking Spaces on Work and Employment*

**Silvia Annen** (Federal Institute for Vocational Education and Training)

*The Transferability of Labour Across Country Borders – Comparative Results from a Mixed Methods Study in Canada and Germany*

**Shreshthi Rawat** (Indira Gandhi Institute of Development Research)

*Inequality of Opportunity in Informal Employment in India*

Moderator: **Michele Tiraboschi** (Università di Modena e Reggio Emilia)



# CONCURRENT WORKSHOP #3

29 NOVEMBER 2019

## WORK AND WELLBEING AS THE NEW FRONTIERS OF WELFARE SYSTEMS

10.30 – 13.00 (English)

**Centro Congressi Giovanni XXIII**

Viale Papa Giovanni XXIII, n. 106 | SALA STAMPA

**Stephen Bevan, Julie Vanderleyden** (Institute for Employment Studies)

*Mental Health Outcomes in the EU Workforce: Do Employment Arrangements Matter?*

**Juan-Angel Matamala-Gonzalez** (UCLA Anderson School of Management)

*Workload and Effort: Working Faster When There Is More Work to Do*

**Fabiola Silvaggi** (Foundation IRCCS Neurological Institute "Carlo Besta")

*Work and Chronic Diseases: a European Training Tool helping Managers to Promote Workers' Inclusion and Working Ability*

**Caterina Mazzanti** (Università di Udine)

*Time Porosity and Decent Working Time*

**Edurne Terradillos** (University of the Basque Country)

*Working Time, Digital Disconnection and Efficiency of the Law*

**Jim Arrowsmith** (Massey University)

*Moving the Minimum Wage towards a 'Living Wage': What is the Impact on Employers and Workers?*

**Lise Meylemans, Yennef Vereycken** (HIVA-KU Leuven)

*Industry 4.0: Experiences of Trade Union Members and Representatives in the Metal and Textile Industry in Belgium*

**Francesca Grosso** (INAIL)

*Wellbeing of Workers in the Sustainable Chain of Business Value: The Good Practices of Age Management*

**Aryaz Eghbali, Philippe Panhaleux, Roger Wattenhofer** (Swiss Federal Institute of Technology)

*Mitigation against Job Automation*

Moderator: **Silvia Spattini** (ADAPT Director)



# CONCURRENT WORKSHOP #4

29 NOVEMBER 2019

## OCCUPATIONAL HEALTH AND SAFETY IN THE AGE OF DIGITALIZATION

10.30 – 18.30 (English/Spanish/Italian) (\*)

### **Centro Congressi Giovanni XXIII**

Viale Papa Giovanni XXIII, n. 106 | SALA ALABASTRO

#### **Session I – Occupational Health and Safety in the Age of Digitalisation (10.30-12.30)**

**Lourdes Mella** (Universidad de Santiago de Compostela, Member of the ADAPT-DEAL-INAIL International Scientific Committee on Health and Safety in the context of the IV Industrial Revolution)

*Prevention of Labour Risks and The New Labour Market: Some Key Issues*

**Antonio Valenti** (INAIL)

*INAIL Research Contribution concerning the Protection of Health and Safety in the Context of Industry 4.0*

**Fiorenza Misale** (Università degli Studi Roma Tre)

*From Fordism to post-Fordism: Fragmented Work and Widespread Risks*

**Cristina Inversi** (University of Manchester)

*Time and Space in the Gig-economy: Challenges and New Approaches for The Regulation of Occupational Health and Safety*

**María Luisa Martín Hernández** (Universidad de Salamanca)

*El futuro de la seguridad y la salud en el trabajo*

**Vincenzo Cangemi** (DEAL Researcher), **Lorenzo Maria Pelusi** (ADAPT Researcher)

*The IV Industrial Revolution and Insurance Protection*

Moderator: **Antonella Mauro** (Università di Bergamo)

#### **Session II – Psycho-social Risks between Future and Past (12.30-13.00)**

**Aleksandra Pietras** (University of Lodz)

*Burnout from the Labour Protection Perspective. Risks Factors and Prevention*

**Cecilia Leccardi, Michele Tiraboschi** (Università di Siena, DEAL)

*From the I to the IV Industrial Revolution: Looking at the Past to Understand Current Psychosocial Risks*

Moderator: **Antonella Mauro** (Università di Bergamo)



### Session III – The Demographic Impact (14.00-15.00)

**Ingrid Julieth Gonzalez Cardozo** (Universidad Nacional de Colombia)  
*Physical Activity in the Workplace: Strategies and Economics Analysis in Health*

**Zeynep Sisli** (Izmir University of Economics)  
*Protection of Older Workers' Health at Work*

**Ramon Lopez Fuentes** (Universidad de Sevilla)  
*Jubilación y empleo: el envejecimiento activo como nexo de transición de activo a pasivo*

Moderator: **Cecilia Leccardi** (Università di Siena)

### Session IV – Domestic and Informal Work (15.00-15.45)

**Felicity Lamm** (Centre for Occupational Health and Safety Research)  
*Labour is not a Commodity: Lessons from New Zealand*

**Pallavi Joshi Lahari** (Jawaharlal Nehru University)  
*Precarious Work as a Determinant of Health in the Indian Informal Sector: Unravelling health and Work Linkages*

**Mario Quiroga López** (Universidad Nacional de Colombia)  
*Condiciones de trabajo de personal domiciliario vinculado a través de plataformas virtuales en la ciudad de Bogotá*

Moderator: **Francesco Nespoli** (ADAPT Research Fellow)

### Session V – The Impact of Technological Change (16.00-18.30)

**María Teresa Igartua Miró** (Universidad de Sevilla)  
*El impacto de la robótica en el mundo laboral: nuevos retos para la seguridad y salud en el trabajo*

**Mar Sabadell-Bosch, Eva Rimbau-Gilabert** (Universitat Oberta de Catalunya)  
*Whose Responsibility is It? The Impact of Labor and Risk Prevention Regulation to Developing Safe and Healthy Telework*

**Bárbara Torres García** (Universidad de Santiago de Compostela)  
*La protección de la seguridad y salud del trabajador en las nuevas formas de empleo: jornada y descanso en el trabajo a distancia*

**Emma Pietrafesa** (INAIL)  
*Health and Safety at Work and the Digital Transformation: New Skills and New Training Needs*

**Debora Gentilini, Giovanna Filosa** (INAPP)  
*Occupational Health and Safety in Smartworking: Legal Issues and Training Challenges*

**Estefanía González Cobaleda** (Universidad de Jaén)  
*La economía de plataforma y la necesidad de un enfoque de seguridad y salud en el trabajo: Un desafío para el nuevo modelo de producción*



**María Rosa Vallecillo Gámez** (Universidad de Jaén)

*El derecho a la desconexión digital: perspectiva comparada y riesgos laborales asociados*

**M. Carmen Aguilar del Castillo** (Universidad de Sevilla)

*La conducta del trabajador y la obligación del empresario ante la utilización de la inteligencia artificial en la prevención de riesgos laborales*

**Padmini Sharma** (Università degli studi di Milano)

*Precarious Work Practices in the Gig Economy: Its Implications on the Health and Safety of Gig Workers*

**Cristina Alessi** (Università di Brescia)

*Formazione e sicurezza sul lavoro: un diritto/dovere a geometria variabile*

**Gabriela Mendizábal Bermúdez** (Universidad Autónoma del Estado de Morelos)

*Salud y seguridad, el desafío de capacitar a los “trabajadores 4.0” en competencias digitales y socioemocionales*

Moderator: **Francesco Seghezzi** (President of Fondazione ADAPT)

(\*) Simultaneous translation available



**SALUS**  
THE FUTURE OF  
**E O S H**

# CONCURRENT WORKSHOP #5

**29 NOVEMBER 2019**

## **ACTORS AND TOOLS GOVERNING OCCUPATIONAL TRANSITIONS**

14.00 – 18.30 (English/Spanish)

**Centro Congressi Giovanni XXIII**

Viale Papa Giovanni XXIII, n. 106 | SALA NOVELLI

Session I – Work and Protection in New Transnational Labour Markets/1  
14.00-17.00 (English) | SALA NOVELLI

**Valeria Fili** (Università degli Studi di Udine)

*Promoting Active Ageing through Flexible Working Schemes*

**Enrico Tezza** (Green Economics Institute)

*Work and Labour in the Digital Age: Perspectives for Professionals*

**Cristina Lincaru, Speranta Pîrciog, Adriana Griegorescu** (National Scientific Research Institute for Labour and Social Protection – INCSMPS, National University of Political Studies and Public Administration -SNSPA)

*Mapping Transitional Labour Markets Models in Europe*

**Ewa Staszewska** (University of Lodz)

*Internship for the Unemployed: An Instrument for the Vocational Activation of Young People that Prevents Exclusion from The Labour Market. The Polish Experience*

**Ljupcho Grozdanovski** (University of Liège)

*Increased Human Development, A Consequence from Automation? Fighting Knowledge Inequality in the Face of Automated Labour*

**Jari Murto** (University of Helsinki)

*From Unemployment Benefits to Supporting Re-training of Employees: The Trajectory of Finnish Labour Market Funds*

**Lukasz Kozar** (University of Lodz)

*Job Transformation towards Green Jobs on the Local Labour Market*

**Kate Philip** (Board Member of the Institute for Economic Justice)

*Employment Matters Too Much to Society to Leave to Markets Alone. The Role of Public Employment Programmes as Part of a Social Contract for the Future of Work*

Moderator: **Lilli Casano** (Research Fellow, Università di Modena e Reggio Emilia)



**Manuel García Muñoz** (Universidad de Sevilla)

*Iniciativas de formación para incrementar el valor del trabajo y las oportunidades profesionales de las personas desempleadas*

**Antonio Fernández García, Esther Guerrero Vizuela** (Universitat Oberta de Catalunya, Universitat Rovira i Virgili)

*¿Pagar por buscar empleo? La gratuidad del servicio en la Intermediación laboral digital*

**Giuditta Alessandrini** (Università Roma Tre)

*Developing Capacitation: Civic Engagement and Prospects for VET Development*

**Sandra D'Agostino, Silvia Vaccaro** (INAPP)

*Enforcing Workers' Right to Training: A Comparison between Italy and France*

**Claudio Melacarne, Alessandra Romano** (Università degli Studi di Siena)

*Changing Work Practices in Transitional Labour Market*

**Milena Impicciatore** (Università "G. d'Annunzio" Chieti-Pescara)

*Training for Employment in a Changing Labour Market*

**Valerio Massimo Marcone** (Università Roma Tre)

*Dual Training and Capacitation Development Promoting Decent Labour*

Moderator: **Margherita Roiatti** (ADAPT Researcher)





# CONCURRENT WORKSHOP #6

29 NOVEMBER 2019

## PROTECTION AGAINST POVERTY AND SOCIAL EXCLUSION

14.00 – 16.00 (English)

**Centro Congressi Giovanni XXIII**

Viale Papa Giovanni XXIII, n. 106 | SALA STAMPA

**Tatsiana Ushakova** (Universidad de Alcalá)

*The Right of Protection Against Poverty: Lessons From The ESC (Revised)*

**Sandra Tavares** (Universidade Católica Portuguesa)

*Women Workers / Women Voice: What to Expect, What to Demand*

**Andrea Sitzia, Giulio De Luca** (Università degli studi di Padova)

*People's "Travail décent" and "Capacitation" in the Detention System*

**Roger Gomis** (ILO Department of Statistics)

*Are we Underestimating Income Inequality in Low Income Countries?*

**Claudia Carchio** (Università degli studi di Udine)

*Gender Pay Gap in the Public Sector. Southern Europe Performances*

**Maria Luisa Aversa, Valeria Iadevaia** (INAPP)

*Challenges and Changes for over-50 Workers in the Digital Era. Welfare, Well-being, and Occupational Health and Safety for a Better Employability. The Case of Belluno's Eyewear District*

Moderator: **Silvia Spattini** (ADAPT Director)





# CONCURRENT WORKSHOP #7

**29 NOVEMBER 2019**

## **WORKER STATUS, CLASSIFICATION, AND ORGANIZATIONAL FLEXIBILITY: INSIGHTS FROM LABOUR LAW RESEARCH**

15.30 – 18.30 (English)

**Centro Congressi Giovanni XXIII**

Viale Papa Giovanni XXIII, n. 106 | SALA STUCCHI

**Naj Ghosheh** (ILO Geneva Researcher)  
*Decent Work in the Platform Economy*

**Alexander Stöhr** (Goethe-University, Frankfurt)  
*Protection of Self-Employed Workers in Labour Law*

**Jimena Ruy-López Schmidt** (Ministerio de Trabajo y Seguridad Social -MTSS- de Uruguay)  
*Rights and Principles: the Web*

**Silvia Donà, Manuel Marocco** (INAPP)  
*Regulating Work on the Platform: A Way to Revitalize the Principle “Work is not a Commodity”?*

**Giovanni Gaudio** (Università di Milano Bocconi)  
*Adapting Labour Law to the Company’s Complex Organisational Settings*

**Francesca della Ratta, Alessia Sabbatini** (ISTAT)  
*The Line between Self-Employment and Salaried Employment and the ILO’s New Classification of Employment Status*

**Chiara Garbuio** (Università Ca’ Foscari Venezia)  
*Temporary Work in Italy: A Model for the Co-Existence of Flexibility and Job Protection*

**Olga Chesalina** (Max-Planck-Institute for Social Law and Social Policy)  
*Glass Employees vs. Gig Workers: Are There Any Differences?*



**Linda Lorea** (Università degli Studi di Napoli Federico II)  
*On the Notion of "Labour Exploitation": What Has Changed*

**Einat Albin** (Hebrew University of Jerusalem)  
*Workers as Robots and the Commodification of Labour*

Moderator: **Manfred Weiss** (Goethe-Universität Frankfurt am Main)



# CONCURRENT WORKSHOP #8

30 NOVEMBER 2019

## REPRESENTATION, PARTICIPATION AND COLLECTIVE BARGAINING

09.00 – 11.00 (English)

**Centro Congressi Giovanni XXIII**

Viale Papa Giovanni XXIII, n. 106 | SALA ALABASTRO

**Roberto Pedersini** (Università degli Studi di Milano)

*International Organisations and the Role of Collective Bargaining*

**Sazeeda Johora Thakur** (BRAC University School of Law)

*Social Dialogue: A New Dimension for Industrial Relations*

**Darryn Snell, Victor Gekara** (RMIT University)

*Assisting Workers Displaced by Digital Disruption: The Role of Trade Unions and Collective Bargaining*

**Egidio Riva, Mario Lucchini, Serafino Negrelli** (Università di Milano Bicocca)

*Patterns of Job Quality in Europe. A Repeated Cross-Sectional Study on Employees Using a Self-Organizing Map*

**Aron Peter Balogh** (University of Debrecen)

*Possibilities of Workplace Mediation in the European Union*

**Sarah Palinckx** (University of Antwerp)

*Collective Bargaining in the Belgian Public Sector. Stuck on the Road between Tradition and Innovation*

Moderator: **Ilaria Armaroli** (ADAPT Researcher)





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