



International School of Higher Education
in Labour and Industrial Relations

CALL FOR PAPERS
– Early Announcement –

WORK AND ITS VALUE

Interdisciplinary Reflections
upon an ever-changing Concept

International Conference

Bergamo | 26-28 November 2020 | XI Edition

Over the last three centuries, work and its value have been considered mostly in terms of economic exchange. Work regulation and industrial relations systems too are founded on this view, as they draw on well-defined categories – e.g. legal subordination, collective interest, social class, abstract work, exchange value – which have long constituted the legal, institutional and economic foundations of the 'social pact' underpinning western economies and some dichotomies therein (e.g. public/private, state/market, local/global).

Market exchange and its legal definition still hold a major role, as they govern the labour market, ensuring employee protection and remuneration in exchange for work done. Yet today it is important to understand if work can be seen as a mere exchange relationship between individuals who want to maximise their profit.

The economic changes we are called on to appreciate seem to provide a heterogeneous picture – which appears to be a paradox if investigated taking account of the categories employed for the long-standing social contract. Most work in new capitalism is mutual, cooperative and relational in nature. The circular model is gradually replacing the pyramidal one, with employees' professionalism and skills which are given increasing relevance. With capitalism reaching its advanced stage, the value of work is given priority, raising competition in traditional market segments and producing low-paid and unqualified jobs, which are usually taken on by the most vulnerable groups.

The economic dimension and the regulation of the employment relationships between different parties are still important components, but these relationships are not well defined while the centrality of the parties and their peculiarities is more pronounced, be they workers or employers. Labour law, industrial relations, economic models, traditional industrial sociology and anthropological studies modelled around the concept of a worker in place in the twentieth century. Those historical categories are no longer suitable to frame current changes, although they are still used to interpret and investigate the everyday impact of work.

It is against this background that ADAPT's 2020 international conference intends to examine these paradoxes characterising today's labour market, trying to deconstruct them in order to rethink the value of work. Through new legal, economic and sociological categories that go beyond linear, conceptual juxtapositions, an attempt will be made to bring to the fore the economic and welfare dimension, which appears to be more apt to define today's meaning of work.

We are looking for abstracts that directly relate to the Conference theme and research tracks as described below:

- **Poor Work, Low-Paid Work, Care Work and Unproductive Work;**
- **The Dignity of Work between Economic and Social Value;**
- **Measuring the (Economic) Value of Work: Job Classification Systems, Fair Wage, Certificates, Pay;**
- **Employee Representation between Collective Relationship Individualisation and Social and Contractual Dumping;**
- **The Idea of Work Today and in History. Origins, Developments and Future Prospects;**
- **Work and Works: Gender Issues and Differences;**
- **Man and the Machine: Complementarity or Conflict?;**
- **Work and the Environment: Developments and Objectives of 'Just Transition';**
- **Work and Common Goods.**

IMPORTANT DATES & ABSTRACTS SUBMISSION GUIDELINES

- Abstracts can be submitted between **1 February 2020** and **31 July 2020**.
- Speakers will be notified late **September 2020**.

WHAT IS THE PROCESS FOR SUBMITTING ABSTRACTS?

Abstracts must be submitted online through the Abstract Submission Portal. The portal will be soon available on internationalconference.adapt.it and allow you to set up an account and upload your abstract. It will also contain all the instructions for submission.

SCIENTIFIC COMMITTEE

Members of the ADAPT International Scientific Committee.

PAPERS

The best papers presented at the conference will be selected and, depending on the topic, evaluated for publication in *Professionalità Studi*, *Diritto delle Relazioni Industriali* and *E-Journal of International and Comparative Labour Studies*. Editors will

also consider for publication the papers by those who are unable to attend the conference but are willing to provide their contribution just the same.

COSTS

Participation in the conference is free. Participants must bear the expenses of travel and accommodation. A limited number of grants to cover part of the travel costs will be made available for students or doctoral students whose abstracts are particularly worthy of originality and scientific quality.

DO YOU NEED ASSISTANCE?

For inquiries, send a mail to the Speaker & Abstracts Manager to **internationalconference2020@adapt.it**.

STAY CONNECTED

Don't miss out! Updates and announcements about the 2020 ADAPT International Conference will be shared through the official event website **internationalconference.adapt.it** and via social (**[@ADAPT_Bulletin](#)** – **[@adaptland](#)**).