

WORK AND ITS VALUE

Interdisciplinary Reflections on an Ever-Changing Concept

International Conference



Bergamo (Italy) | 24-26 November 2021 | XI Edition
Palazzo dei Contratti, Via Petrarca 10
Auditorium di Piazza Libertà, Angolo via Norberto Duzioni 2

Supported by

INTESA  SANPAOLO

 **ENTE BILATERALE**
Territoriale del Terziario di Bergamo


**WORLD
EMPLOYMENT
CONFEDERATION**
The Voice of Labour Market Enablers

In collaboration with



Under the aegis of



INAIL
ISTITUTO NAZIONALE PER L'ASSICURAZIONE
CONTRO GLI INFORTUNI SUL LAVORO



COMUNE DI BERGAMO

**Presidenza
del Consiglio
dei Ministri**

Participation in the conference is free. For organisational reasons, access to meeting rooms is allowed only to those who **register to the event**: <http://internationalconference.adapt.it/registration/>



@adaptland

internationalconference.adapt.it

#GTL2021



PROGRAMME

Wednesday 24th November

PLENARY SESSION #1 (14.45-18.00) | Venue: Palazzo dei Contratti

RETHINKING WORK: SOME INSIGHTS

(Languages: English, Italian, Spanish)

- **Silvia Spattini** (ADAPT Director) | *Welcome Remarks*
- **Ruth Dukes** (University of Glasgow) | *Labour Law and Neoliberalism*
- **Wolfgang Streeck** (Max Planck Institute) | *Industrial Justice in a Conflictual and Dynamic Society*

Chairs: **Lilli Casano** (Università dell'Insubria), **Emanuele Dagnino** (Università di Modena e Reggio Emilia)

Thursday 25th November

SOCIAL PROGRAMME (10.00-13.00)

PLENARY SESSION #2 (17.00-18.30) | Venue: Palazzo dei Contratti

WORK AND ITS VALUE (THE INSTITUTIONAL PERSPECTIVE)

(Languages: English, Italian, Spanish)

- **Ilaria Armaroli** (ADAPT) | *Recognising and Measuring the Economic and Social Value of Work in a Changing Society: The Centrality of Industrial Relations*
- **Bettina Schaller** (WEC) | *The HR Services Industry in the New Normal: Creating More Value for the World of Work*
- **Stijn Broecke** (OECD) | *How to Protect Vulnerable Self-Employed Workers in the Platform Economy and Beyond*
- **Christina Behrendt** (ILO) | *Realizing Universal Social Protection as a Key Driver for Decent Work and an Inclusive, Resilient, and Sustainable Recovery*

Chair: **Margherita Roiatti** (ADAPT Research Fellow)

Friday 26th November

PARALLEL WORKSHOPS | Venue: Palazzo dei Contratti, Auditorium of Piazza Libertà

- **Morning Session – Workshop #1 to #5** (8.45-12.45) (*)
- **Afternoon Session – Workshop #6 to #9** (14.00-17.00) (**)

PLENARY SESSION #3 (17.15-18.45) | Venue: Palazzo dei Contratti
WORK AND ITS VALUE TODAY: AN INTERDISCIPLINARY APPROACH
(Languages: English, Italian, Spanish)

- **John Budd** (University of Minnesota) | *The Tensions of Valuing Work*
- **Manfred Weiss** (Goethe University in Frankfurt) | *Legal Preconditions for Valuable Work*
- **Valeria Filì** (Università di Udine) | *The Value of Women's Work between the Gender Gap and Gender Equality*
- **Enrica Morlicchio** (Università di Napoli) | *The Value of Work: “Which is to be Master?”*
- **Supriya Routh** (University of Victoria) | *Legal Imagination of a Social Relational Idea of Work*

Chair: **Pietro Manzella** (ADAPT Research Fellow)

Plenary sessions **live streaming** available upon [registration](#).

PARALLEL WORKSHOPS – OVERVIEW

(*) Friday 26th November | Morning Session (8.45-13.00)

Venue: Palazzo dei Contratti SALA MOSAICO	Venue: Palazzo dei Contratti SALA CONSIGLIO	Venue: Auditorium of Piazza Libertà
#1 Working Poor, Low-Paid Work, Care Work and Unproductive Work (8.45-11.15) Languages: ES-IT	#2 Comparisons in Decentralised Bargaining: towards New Relations between Trade Unions and Works Councils? (9.00-11.15) Language: EN <i>Workshop organised in the context of an EU-funded research project</i>	#3 Industrial Relations and Social Dialogue for an Economy and a Society “4.0”. A Spotlight on Digital Skills and Remote Work Languages: EN-IT (9.30-12.30) <i>Workshop organised in the context of an EU-funded research project</i>
#4 The Idea of Work Today and in History. Origins, Developments and Future prospects (11.15-13.00) Languages: EN-ES	#5 Man and the Machine: Friends or Foes? (11.15-13.00) Languages: EN-ES	

LUNCH BREAK (13.00-14.00)

(**) Friday 26th November | Afternoon Session (14.00-17.15)

Venue: Palazzo dei Contratti SALA MOSAICO	Venue: Palazzo dei Contratti SALA CONSIGLIO	Venue: Auditorium of Piazza Libertà
#6 Occupational Health: Developments, Risks and Skills (14.30-17.00) Languages: ES-IT	#7 Work and Works, Gender Issues and Diversity (14.00-15.30) Language: EN <i>Session devoted on topics discussed in the E-Journal of International and Comparative Studies</i>	#8 Fake and New Forms of Representation (14.00-17.00) Languages: EN-ES-IT
	#9 Measuring the Economic Value of Work: Job Classification Systems, Fair Wage, Certificates, Pay (15.45-17.00) Languages: EN-ES	

CONCURRENT WORKSHOP #1

26 NOVEMBER 2021

POOR WORK, LOW-PAID WORK, CARE WORK AND UNPRODUCTIVE WORK

8.45-11.00 (Spanish/Italian)

Juan Escribano Gutiérrez (Universidad De Córdoba)

Trabajo no remunerado en el derecho de la Unión Europea

Andrea Zini (Assindatcolf)

Lavoro domestico, tendenze e ipotesi di regolazione

Gerolamo Spreafico (Arc Centre for the Anthropology of Religion and Cultural Change –
Università Cattolica del Sacro Cuore)

La sfida di ri-fondare il sistema delle professioni di cura e educative

Maria Parente (INAPP – Istituto nazionale per l'analisi delle politiche pubbliche)

L'estranea in casa: le badanti straniere tra diffidenza e integrazione

Yacoub Zina (University of Béjaïa)

Riflessioni sull'uso del telelavoro ai tempi della pandemia di Covid-19 (focus su lavoro di cura)

Chair: **Lilli Casano** (Università dell'Insubria)

CONCURRENT WORKSHOP #2

26 NOVEMBER 2021

COMPARISONS IN DECENTRALISED BARGAINING: TOWARDS NEW RELATIONS BETWEEN TRADE UNIONS AND WORK COUNCILS

9.00-11.15 (English)

Frank Tros (University of Amsterdam)

Introduction: Research Framework of the CODEBAR Project

Catherine Vincent, Marcus Kahmann (Institut de Recherches Economiques et Sociales)

Case Study: France

Ana Belen Muñoz Ruiz (Universidad Carlos III de Madrid), **Nuria Ramos** (University of Amsterdam)

Case Study: Spain

Ilaria Armaroli (ADAPT)

Case Study: Italy

Valentina Paolucci (University College Dublin)

Case Study: Ireland

Thomas Haipeter, Sophie Rosenbohm (Universität Duisburg-Essen)

Case Study: Germany

Jan Czarzasty (SGH Warsaw School of Economics)

Case Study: Poland

Frank Tros, Niels Jansen (University of Amsterdam)

Case Study: The Netherlands

*Discussants: **Lukasz Pisarczyk** (University of Warsaw), **Teun Jaspers** (University of Amsterdam)*

*Chair: **Stefania Negri** (Università di Siena)*

CONCURRENT WORKSHOP #3

26 NOVEMBER 2021

INDUSTRIAL RELATIONS AND SOCIAL DIALOGUE FOR AN ECONOMY AND SOCIETY “4.0”. A SPOTLIGHT ON DIGITAL SKILLS AND REMOTE WORK

9-30-12.30 (English/Italian) Simultaneous translation available

Welcome and introduction to the event

Paolo Agnelli (President of Confindustria)

Italian Minister of labour (T.B.C.)

Paolo Gubitta (Scientific Director of Digital Work Research Center at University of Padova)
Basic Digital Skills and Digitization Processes in SMEs

Stefania Marassi (Senior Lecturer and Researcher in European Labour Law at the Hague University)
Provision of and Access to Training to Support Innovation: the Role of Social Partners, Collective Bargaining and Workers' Contribution to the Competitiveness of SMEs

Stavroula Demetriades (Senior Research Manager Eurofound)
Innovation and Digitalisation: Company Practices and Social Dialogue

Margherita Roiatti, Diletta Porcheddu (Fondazione ADAPT)
Digital Skills and Remote Work in Italy. IRESDES4.0 Initial Findings from the Research

Round up and conclusion

Cristiana Pauletti (Training Manager – FIM Cisl Veneto)

Sebastiano Toffaletti (Secretary General of European DIGITAL SME Alliance)

Domenico Galia (President of Confindustria Digitale)

CONCURRENT WORKSHOP #4

26 NOVEMBER 2021

THE IDEA OF WORK TODAY AND IN HISTORY. ORIGINS, DEVELOPMENTS AND FUTURE PROSPECTS

11.00-13.00 (English/Spanish)

Silvia Rainone (European Trade Union Institute, Ku Leuven)

Rethinking Labour Protection in the Era of the Digital Economy

Zeynep Nettekoven (Europäische Akademie Der Arbeit in Der Universität Frankfurt Am Main)

Social Policy in the "Beyond Growth" Debate: A Just Transition for Germany?

Henar Álvarez-Cuesta (Universidad de León)

Fighting Climate Change in Spain's Climate Change Law: A Real Commitment to a Just Transition?

Gaye Burcu Yildiz (Ankara University), **Elif Tugba Dogan**, **Serfer Oran** (Zonguldak Bulent Ecevit University)

Changing Paradigms, Consisting Question: Whom to Protect under Labour Law?

Tatsiana Ushakova (Universidad de Alcalá)

Exploring the Social Dimension of Fintech Firms: Risks and Opportunities

Fernando Elorza (Universidad Pablo De Olavide)

¿Qué es una huelga?: reflexiones a partir de la consideración de la huelga como "circunstancia extraordinaria" en el ámbito del reglamento (Ce) 261/2004 y la directiva (Ue) 2015/2302

Francisco Vigo Serralvo (Universidad de Málaga)

Contra el "trabajo decente". Sobre lo inadecuado de esta consigna y los motivos por los que la dignidad del trabajo es independiente de las condiciones en las que se presta

Chair: **Matteo Colombo** (Università di Bergamo)

CONCURRENT WORKSHOP #5

26 NOVEMBER 2021

MAN AND THE MACHINE: COMPLEMENTARITY OR CONFLICT?

11.15-13.00 (English/Spanish)

Barbara Surdykowska, Sławomir Adamczyk (Independent and Self-Governing Trade Union Solidarność)

The Cyborgization of the Working Man. Will the Covid-19 Pandemic Accelerate the Ongoing Processes?

Irina Filipova (Lobachevsky State University of Nizhny Novgorod)

Human Vs Artificial Intelligence: Who Wins in the World of Work?

Irmina Miernicka (University of Lodz)

The Right to Disconnect – Does It Require Legal Regulation?

Djamil Tony Kahale Carrillo (Politecnica di Cartagena)

Los algoritmos en las relaciones laborales: amigos o enemigos?

Juan Manuel Moreno Diaz (Universidad Pablo De Olavide)

La difícil concreción de los derechos laborales colectivos en entornos de trabajo digitalizado

Ma Belen Fernandez Collados (Universidad de Murcia)

El teletrabajo come formula de conciliacion del la vida familiar y laboral en el ordinamento juridico espanol

Mar Sabadell-Bosch, Josep Lladós-Masllorens (Universitat Oberta de Catalunya)

Teletrabajo y derechos de propiedad: una relación inestable

Ydangely Tropiano (Universidad Santa María)

Impacto de la sustitución del trabajador por la máquina, en especial la robotización. oportunidad y/o amenaza

Chair: **Francesco Seghezzi** (President Fondazione ADAPT)

CONCURRENT WORKSHOP #6

26 NOVEMBER 2021

OCCUPATIONAL HEALTH: DEVELOPMENTS, RISKS AND SKILLS

14.00-17.00 (Spanish/Italian)

Javier Fernández-Costales Muñiz (Universidad de León)

La prevención de riesgos laborales ante los riesgos emergentes

Silvia Fernández Martínez (Universidad de Santiago de Compostela)

La formación de los trabajadores en materia preventiva ante los nuevos riesgos laborales derivados de la digitalización

Stefania Negri (Università di Siena)

Le figure professionali della salute e sicurezza sul lavoro: gli sviluppi nel contesto italiano

Reyes Martínez Barroso (Universidad de León)

La protección de la seguridad y salud de los trabajadores maduros: propuestas de actuación ante la revolución digital

Arturo Montesdeoca Suárez (Universidad de Las Palmas de Gran Canaria)

La prevención de riesgos laborales ante el desafío del trabajo a distancia o teletrabajo

Bárbara Torres García (Universidad de Santiago de Compostela)

La importancia de la formación profesional ante la digitalización del mercado. Especial referencia al supuesto del teletrabajador

Matteo Avogaro (Esade Institute for Labour Studies, Ramon Llull University)

Teleworkers and Informal Overtime. Legal Obstacles Discouraging Claims for Health and Safety Issues, and their Compliance with the Eu Legal Framework

Juan José Fernández Domínguez (Universidad de Deusto)

Trabajo y suicidio: una historia inacabada

Chairs: **Michele Tiraboschi** (Università di Modena e Reggio Emilia), **Lavinia Serrani** (ADAPT Research Fellow)

CONCURRENT WORKSHOP #7

26 NOVEMBER 2021

WORK AND WORKS, GENDER ISSUES AND DIVERSITY

*Session devoted on topics discussed in the E-Journal
of International and Comparative Studies*

14.00-15.30 (English)

Adela Popa (Lucian Blaga University of Sibiu)

The Challenges of Returning to work after Chronic Illness in Romania – A Conceptual and Analytical Framework and Preliminary Results

Nicola Deleonardis (Università di Bari Aldo Moro)

"The Danish Girls" in Workplace and Labor Market. Barriers and Prejudices Towards Gender Identity

Kamila Naumowicz (University of Warmia and Mazury in Olsztyn)

Gendered Impact of Remote Work During the Covid-19 Pandemic

Massimiliano De Falco (Università di Udine)

The Conventions Favours Access to Employment of Persons with Disabilities: a Genuine Tool to Promote Their Value

Michele Dalla Sega (Università di Siena)

Ageing Workforce and IR: a new role for Italian social partners?

Chair: **Anna Zilli** (Università di Udine)

CONCURRENT WORKSHOP #8

26 NOVEMBER 2021

“FAKE” AND NEW FORMS OF REPRESENTATION

14.00-17.15 (Spanish/Italian/English)

Session 1 | 14.00-15.45 (Spanish/Italian)

José Luis Gil Y Gil (Universidad de Alcalá)
Collective Bargaining for the Self-Employed

Esther Guerrero Vizuite, Antonio Fernández García (Universitat Rovira i Virgili)
The Impact of Labour Law of the New Forms of Self-Employment

Luz Rodriguez (Universidad de Castilla-La Mancha, ILO)
Collective Bargaining on the Periphery of the Labour Market: Who Bargains and What Are the Issues of Collective Agreements for Protection of Workers in the Platform Economy?

Giulia Marchi (Università di Bologna)
In-Work Poverty, lavoratori vulnerabili e bassi salari

Valentina Anibaldi (Università Mercatorum)
Autotutela dell'interesse comune e contrasto al sindacalismo di comodo

Montse Sole Truyols (Universitat Rovira i Virgili)
The Individualisation of Collective Representation

Francisco José Barba Ramos (Universidad de Huelva)
Tripartismo en las nuevas relaciones laborales, entre la tradición y la innovación. Balance del diálogo social en España en la crisis pandémica

Chair: **Giovanni Pigliararmi** (Università di Modena e Reggio Emilia)

Session 2 | 15.45-17.00 (English)

Valentina Franca (University of Ljubljana)

Remote Working, Unions and Works Councils: How Not to Lose the Workers' Voice in the Recovery Period

Ana Teresa Ribeiro (Universidade Católica Portuguesa)

Challenges to Employee Representation in the 21st Century

Nabiyla Risfa Izzati (Universitas Gadjah Mada)

Are Unions Still Relevant? Social Media Activism and Wildcat Strike in the Indonesia's Gig Economy

Péter Máté Sipka, György Nádas, Aron Peter Balogh (University of Debrecen)

Collective Bargaining Outside of the Employment Relationship? – New Forms of Representation

Chair: **Michele Dalla Sega** (Università di Siena)

CONCURRENT WORKSHOP #9

26 NOVEMBER 2021

MEASURING THE ECONOMIC VALUE OF WORK: JOB CLASSIFICATION SYSTEMS, FAIR WAGE, CERTIFICATES, PAY 15.30-17.00 (English/Spanish)

Catharina Hänsel (University of Göttingen, Scuola Normale Superiore di Pisa)
*Trusteeship of Wealth and Wages – The Emergence of Indian Wage Policy in
Ahmedabad, 1935-1965*

Henriett Nádasné Rab (University of Debrecen)
Working Time in Connection with the Value of Work

Carin Håkansta (Karolinska Institutet, Karlstad University)
*Solidarity and the Battle Against Undeclared Work: The Case of a Government Initiative in
Sweden*

Łukasz Kozar (University of Lodz)
*Covid-19 and its Influence on Business Decision-Making among those Seeking to Become
Economically Active through Self-Employment*

Roberto Fernández Fernández (Universidad de León)
El Big Data como instrumento potenciador de los procesos de selección de trabajadores

Katarzyna Bomba (University of Warmia and Mazury in Olsztyn)
The Minimum Wage as an Instrument to Provide the Dignity at Work

Chair: **Ruben Schiavo** (Università di Siena)

ORGANISING COMMITTEE

Ilaria Armaroli (Coordinator of Research Projects with National & International Social Partners)
Pietro Manzella (Coordinator ADAPT's Language Services and Research)
Emmanuele Massagli (President of Associazione ADAPT)
Margherita Roiatti (Coordinator of ADAPT International Relations)
Francesco Seghezzi (President of Fondazione ADAPT)
Lavinia Serrani (Coordinator of ADAPT International Relations - Spain and Latin America)
Silvia Spattini (Director of ADAPT)
Michele Tiraboschi (Coordinator of ADAPT Scientific Committee)

ADAPT INTERNATIONAL SCIENTIFIC COMMITTEE

Lena Abrahamsson (University of Lulea, Sweden)
Giuseppe Bertagna (Università di Bergamo, Italy)
John Budd (University of Minnesota, USA)
Alexis Bugada (Université d'Aix-Marseille, France)
Federico Butera (Università di Milano Bicocca, Fondazione Irso)
Jesús Cruz Villalón (Universidad de Sevilla, Spain)
Marc De Vos (Macquarie University, Australia)
Juan Raso Delgue (University of the Republic, Uruguay)
Ruth Dukes (University of Glasgow, Scotland)
Anthony Forsyth (RMIT University, Australia)
Bernard Gazier (Université Paris 1 Panthéon-Sorbonne, France)
José Luis Gil y Gil (Universidad de Alcalá, Spain)
Julio Armando Grisolia (Universidad Nacional de Tres de Febrero, Argentina)
Thomas Haipeter (Institute Work, Skills and Training at the University of Duisburg-Essen, Germany)
József Hajdú (University of Szeged, Hungary)
Thomas Kochan (Massachusetts Institute of Technology, USA)
Felicity Lamm (Auckland University of Technology)
Lourdes Mella Méndez (Universidad de Santiago de Compostela, Spain)
Shynia Ouchi (University of Kobe, Japan)
Daiva Petrylaite (Vilnius University, Lithuania)
William Roche (University College Dublin, Ireland)
Alfredo Sanchez Castaneda (Mexico National Autonomous University, Mexico)
Michele Tiraboschi (Università di Modena e Reggio Emilia, Italy) – Coordinator
Eric Tucker (York University, Canada)
Manfred Weiss (Goethe-Universität, Germany)
Adrian Wilkinson (Griffith University, Australia)

PARTNERS AND SUPPORTERS

Organized by



In partnership with



International
Labour
Organization

In collaboration with



Supported by



Under the aegis of



Presidenza del Consiglio dei Ministri