

#ADAPTCONFERENCE2024



ADAPT

What Do Workers Want, Today?

An Interdisciplinary Reflection on
Representation, Industrial Relations
and Labour Law

International Conference XIV Edition

IN-PERSON EVENT

Bergamo (Italy)
4 - 6 December 2024

Venue: Centro Congressi Giovanni XXIII
Viale Papa Giovanni XXIII, 106

PROGRAMME

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Plenary Session #1

Wednesday 4 December | 2.00-4.30 pm

What Do Workers Want, Today? The Perspective of Institutions, International Stakeholders and Research

Location: ALABASTRO room (2nd floor)

Language: EN

Chair: Margherita Roiatti (ADAPT)

Additional details: this session will be streamed on [ADAPT's YouTube channel](#)

- **Francesco Seghezzi** (ADAPT)
What do workers want, today? An interdisciplinary reflection on representation, industrial relations and labour law
- **Manuela Geleng** (European Commission)
Future of Work: Quality Jobs, Skills, and Social Dialogue in the age of AI
- **Stijn Broecke** (Organisation for Economic Cooperation and Development - OECD)
The impact of artificial intelligence on the labour market
- **Viktorija Proskurovska** (World Employment Confederation - WEC)
The work we want
- **Konstantinos Papadakis** (International Labour Organization - ILO)
The social dialogue we want
- **Luis Rodrigo Morales** (International Organisation of Employers - IOE)
The dynamics of industrial relations to support the development of competitive and sustainable labour markets

Wednesday 4 December | 4.30-6.45 pm

Desafíos contemporáneos en el derecho laboral: dimensiones globales, derechos fundamentales y conflictos sociales/Défis contemporains du droit du travail: dimensions globales, droits fondamentaux et conflits sociaux

Location: ALABASTRO room (2nd floor)

Languages: ES/FR

Chairs: Francesco Alifano (University of Modena and Reggio Emilia, ADAPT), Francesco Nespoli (LUMSA, ADAPT)

Keynote opening speech by **José Luis Gil y Gil** (University of Alcalá)

LA LIBERTAD SINDICAL EN LOS INSTRUMENTOS DE LA OIT

- **Miguel Rodríguez-Piñero Royo** (University of Seville)
La Gran Dimisión y las pequeñas dimisiones: el papel del derecho del trabajo
- **Eleonora Peliza** (Pontifical Catholic University of Argentina, ILERA)
¿Qué quieren los trabajadores? Fenomenología de la huelga como expresión del conflicto social, económico y político en Argentina, Brasil y Uruguay. Un análisis comparado
- **Tatsiana Ushakova** (University of Alcalá)
Mecanismos de control de las normas de la OIT: particular referencia al procedimiento especial de queja
- **Aloui Bouchta** (Sidi Mohamed Ben Abdellah University of Fès)
Le sort des salariés dans les entreprises en difficulté: vers un nouveau droit du travail au secours de la sauvegarde des intérêts salariaux
- **Ingrid Kiessling** (Gabriela Mistral University)
Derechos fundamentales y soft law en el derecho laboral: la nueva ciudadanía en el ámbito del trabajo
- **José Javier Cabello Burgos** (Auren Lawyers and Legal Advisors AGP, SAP)
La negociación colectiva en el sector público: evolución, involución e innovación

Wednesday 4 December | 4.30-6.45 pm

Retos y estrategias actuales en seguridad y salud laboral: perspectivas desde la digitalización, igualdad de género y transformación del entorno de trabajo

Location: NOVELLI room (2nd floor)

Language: ES

Chairs: Michele Tiraboschi (University of Modena and Reggio Emilia), Lavinia Serrani (ADAPT)

Keynote opening speech by **Lourdes Mella Méndez**
(University of Santiago de Compostela)

LA ESTRATEGIA ESPAÑOLA DE SEGURIDAD Y SALUD EN EL TRABAJO (2023-2027): PUNTOS CRÍTICOS

- **M^a Belén Fernández Collados** (University of Murcia)
Propuestas y soluciones para afrontar las desigualdades de género en materia de seguridad y salud laboral
- **Sarai Rodríguez González** (University of La Laguna)
Salud mental y trabajo decente: desafíos de la prevención de riesgos ante la transformación de los entornos laborales
- **Nadia Fernanda Torres Torres** (Technical University of Ambato)
Seguridad y salud ocupacional: derecho a desarrollar labores dependientes en un ambiente adecuado y propicio
- **Tamara Prieto Pérez** (University of León)
Digitalización y calidad en el empleo: luces y sombras
- **Edgar Enríque Martínez Cárdenas** (Higher School of Public Administration – ESAP)
Las dinámicas del teletrabajo: entre inclusión y nuevas formas exclusión laboral
- **Arturo Montesdeoca Suárez** (University of Las Palmas de Gran Canaria)
La lucha contra el cambio climático por los agentes sociales: la configuración de la figura del delegado de medio ambiente
- **Maritza Cruz Caicedo** (University of Tolima)
La prevención del acoso laboral como pilar del derecho a un entorno seguro y saludable en el trabajo en la Comunidad Andina de Naciones

Wednesday 4 December | 5.00-6.30 pm

Artificial Intelligence (AI): Going Beyond Technological Unemployment to Address the Quality of Work?

Location: STAMPA room (2nd floor)

Language: EN

Chair: Emanuele Dagnino (University of Modena and Reggio Emilia, ADAPT)

- **Zina Yacoub** (University of Béjaïa)
What future for human work in the age of artificial intelligence
- **Marta Rozmysłowicz** (OZZ Workers' Initiative)
We're not robots': legal limits on work intensity and productivity quotas in the context of workers' health and safety at the high-tech warehouse
- **Iván Williams Jiménez** (independent researcher)
The hidden toll of work of the invisible digital human labour in the AI supply chain
- **Izabela Warwas, Justyna Wiktorowicz, Iwa Kuchciak** (University of Lodz)
Corporate family responsibility in financial sector in Europe

Concurrent Workshop #4

Wednesday 4 December | 5.00-6.30 pm

PRIN INSPIRE: What Do Workers Want, Today? Representation and (or?) Participation in a Changing World

Location: STUCCHI room (1st floor)

Language: EN

Chair: Anna Zilli (University of Udine)

Discussants: Frederic Guiomard (Toulouse 1 Capitole University), Ljubinka Kovacevic (University of Belgrade)



INSPIRE
Inclusion Strategies
through Participation in Workplace
for Organizational Well-Being

Additional details: workshop devoted to the dissemination of the scientific results of the research Project of Relevant National Interest (PRIN_2020CJL288) *INSPIRE – Inclusion strategies through participation in workplaces for organizational well-being*. Principal Investigator: Prof. Marina Brollo (University of Udine)

- **Massimiliano De Falco** (University of Udine)
What do workers want, today? Some insights from recent labour market dynamics for the occupational well-being
- **Matilde Biagiotti** (University of Bologna Alma Mater)
Training as a tool for the inclusion of vulnerable workers: what role for trade unions?
- **Caterina Pareo** (University of Pisa)
The key role of workers' participation in the regulation of AI
- **Angelo Delogu** (University of Urbino Carlo Bo)
Participatory tools, work inclusion and (possible?) responsibility: the role of workers' representatives for health and safety
- **Gianluigi Pezzini** (University of Milan)
Organizational participation of invulnerable workers: participatory governance in Italian universities

Organising Committee: Prof. Marina Brollo (University of Udine), Prof. Pasqualino Albi (University of Pisa), Prof. Alessandro Boscati (University of Milan), Prof. Emanuele Menegatti (University of Bologna Alma Mater), Prof. Paolo Pascucci (University of Urbino Carlo Bo)

Thursday 5 December | 9.00-10.45 am

Evolving Labour Representation: Addressing Climate Action, Workforce Diversity and Corporate Responsibility in the New Economy

Location: ALABASTRO room (2nd floor)

Language: EN

Chair: Giorgia Martini (University of Siena, ADAPT)

Keynote opening speech by **Rebecca Gumbrell-McCormick**
(Birkbeck, University of London)

EUROPEAN TRADE UNIONS AND CLIMATE CHANGE:
MOVING THE AGENDA FORWARD

- **Francesco Nespoli** (LUMSA, ADAPT)
TikTok in the perception of Italian labour interest groups. Collective labour representation or individual satisfaction through services?
- **Malcolm Katrak** (Osgoode Hall Law School, York University)
Cross-sector labour coalitions in the 'new economy' and 'logistics sector': enhancing coalitional power resources
- **Michele Dalla Sega, Diletta Porcheddu** (ADAPT)
The role of trade unions in the hospitality sector in safeguarding the quality of work of a diverse labour force: some comparative insights from an EU project
- **Stan De Spiegelaere** (UNI Europa, Ghent University)
Democracy at work, democracy in society

Thursday 5 December | 8.45-10.30 am

Formación y empleo ante desafíos nacionales y ambientales: oportunidades y retos para el futuro del trabajo

Location: NOVELLI room (2nd floor)

Language: ES

Chairs: Matteo Colombo, Michele Corti (ADAPT)

- **Claudia Rodrigo Silva** (University of Chile, Postdoctoral Researcher Fondecyt)
El derecho al trabajo y la Ley 3/2023 de Empleo de España: lagunas, instituciones sociales y posibilidades de realización de este derecho social
- **Paula López Aguado** (University of Valencia)
El aprendizaje continuo en España: permiso individual de formación
- **Esther Carrizosa Prieto** (Pablo de Olavide University)
La formación y orientación profesional como instrumento de readaptación profesional ante la transición climática. El ordenamiento jurídico español
- **Javier Fernández-Costales Muñiz** (University of León)
La generación de empleo en el sector de las energías renovables
- **Sergio Yagüe Blanco, Belén Morant Torán** (University of Valencia)
La formación preventiva en la política de lugar de trabajo sobre violencia y acoso

Thursday 5 December | 9.00-10.30 am

Workers and Industrial Relations Against the Background of the Twin-Transitions/ Lavoratori e Relazioni Industriali sullo Sfondo delle Transizioni Gemelle

Location: STAMPA room (2nd floor)

Languages: EN/IT

Chair: Sara Prosdocimi (University of Siena, ADAPT)

- **Andrey Sgorla** (Sant'Anna School of Advanced Studies)
Fermenting contemporary handicrafts: new professions, green economy and transformations in the global market
- **Łukasz Kozar** (University of Lodz)
Economic, financial and logistical challenges in the green transformation of social cooperatives: a Polish perspective
- **Blandine Emilien** (University of Bristol Business School)
Exploring methodologically in human resource management in favour of decent work
- **Luciana Piccinelli Gradowski** (Brazilian Bar Association, Federation of Industries of the State of Paraná – FIEP)
Azienda che promuove la salute mentale: un'iniziativa brasiliana che risponde ai desideri dei lavoratori

Thursday 5 December | 9.00-10.30 am

Revisiting Worker Representation on Boards: the 'Forgotten' EU Countries in Codetermination Studies/Ripensare il ruolo dei rappresentanti dei lavoratori all'interno dei Consigli di amministrazione: gli studi sulla codeterminazione e il caso dei Paesi europei "dimenticati"

Location: STUCCHI room (1st floor)

Hybrid participation will be possible via [Zoom \(ID meeting: 89135942207; Access code: 099396\)](#)

The workshop will be recorded

Languages: EN/IT (simultaneous interpretation available)

Chair: Ilaria Armaroli (ADAPT)

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Additional details: book presentation and discussion organised in collaboration with the **European Trade Union Institute** (the ETUI is co-funded by the European Union)

- **Sara Lafuente** (ETUI)
The significance of worker representation on boards in Europe: ideas, debates and practices
- **Volker Telljohann** (IRES Emilia-Romagna)
The difficult standing of board-level employee representation in Italy

Discussion with

Andrea Cuccello (CISL) and **Salvo Leonardi** (Fondazione Giuseppe di Vittorio)

Plenary Session #2

Thursday 5 December | 11.00 am-12.30 pm

What do Workers Want, Today? Reflections between Labour Law and Economic Policy

Location: ALABASTRO room (2nd floor)

Language: EN

Guest: Manfred Weiss (Goethe University Frankfurt)

Additional details: this session will be streamed on [ADAPT's YouTube channel](#)

- **Adrián Todolí Signes** (University of Valencia)
How employment rights improve the economy
- **Sara Lafuente** (ETUI)
From industrial democracy to democracy at work: enlarging the purpose of worker representation

Thursday 5 December | 12.30-2.00 pm

LIGHT LUNCH

Location: BIANCA room (2nd floor)

Concurrent Workshop #9

Thursday 5 December | 2.30-5.30 pm

Financing the Green Transition. Transnational Collective Bargaining and the Role of EWCs in Supporting European Banks' Shift Towards Environmental and Social Responsibility. Focus on New Job Profiles and P&Ms re-skilling/Finanziare la transizione verde. La contrattazione collettiva transnazionale e il ruolo dei CAE nel sostenere il passaggio delle banche europee alla responsabilità ambientale e sociale. Focus sui nuovi profili professionali e sulla riqualificazione dei professionisti e manager

Location: ALABASTRO room (2nd floor)

Languages: EN/IT (simultaneous interpretation available)

Hybrid participation will be possible via [Zoom \(ID meeting: 86196839619; Access code: 739051\)](#)

The workshop will be recorded



Additional details: final conference and roundtable organised in the context of the EU funded Project *GreenFIN* (No. 101052465)

- **Domenico Iodice** (Project Manager, FIRST CISL, Fondazione Fiba), **Izabela Warwas** (University of Lodz), **Sara Prosdocimi** (University of Siena, ADAPT)
A comprehensive overview of the GreenFIN Project: from partner contributions to the action, to the achievements and results delivered

Roundtable discussion with:

Riccardo Colombani, Secretary General, FIRST CISL; **Paolo Tomassetti**, University of Milan, ETUI; **Francesca Boccia**, Coordinator National Commission Artificial Intelligence, Federmanager; **Francesco Seghezzi**, ADAPT President

Chair: Sergio Luciano, Economy Director

Thursday 5 December | 2.00-4.15 pm

Redefining Boundaries: the Right to Rest, Disconnect and Fairness in the Evolving Workplace

Location: NOVELLI room (2nd floor)

Language: EN

Chair: Diletta Porcheddu (ADAPT)

- **Matteo Avogaro** (ESADE, Ramon Llull University)
Telework and right to disconnect: an EU turning point?
- **Nuna Zekić** (University of Amsterdam)
Setting boundaries: do we need a right to disconnect when we have a fundamental right to rest?
- **Montserrat Sole-Truyols** (Autonomous University of Barcelona)
A right to rest as a measure to limit working time in the digital environment
- **Till Staps** (Martin Luther University Halle-Wittenberg)
Should workers want to work on Sundays?
- **Iwona Gesicka** (Maria Curie-Skłodowska University), **Dominika Dorre-Kolasa** (Jagiellonian University)
Workplace tests for drugs similar to alcohol and discrimination against workers in treatment
- **Joyce Mamode** (University of Sheffield), **Sian Moore** (Anglia Ruskin University), **Kirsty Newsome**, **Safak Tartanoglu Bennett** (University of Sheffield)
Autonomy for some, decent work for others?
- **José Pedro Oliveira Pinto** (Portuguese Catholic University)
The challenges of bioethics in access to parental labour rights: from surrogacy to trans pregnancy

Thursday 5 December | 4.15-6.45 pm

Inteligencia artificial y derechos laborales: nuevas fronteras para la representación de los trabajadores y la seguridad laboral

Location: NOVELLI room (2nd floor)

Languages: ES/IT

Chair: Emanuele Dagnino (University of Modena and Reggio Emilia, ADAPT)

- **Francisco Rafael Ostau De Lafont De Leon** (Catholic University of Colombia)
La negociación colectiva y la inteligencia artificial en el mundo del trabajo
- **Galo Iván Masabanda Analuiza** (Technical University of Ambato)
Estudio bibliométrico de la inteligencia artificial y el derecho al trabajo publicitario
- **Galo Iván Masabanda Analuiza** (Pontifical Catholic University of Ecuador),
Alexandra Aman (Judicial Function Tungurahua)
La inteligencia artificial y la protección de la estabilidad laboral en el Ecuador
- **Jeanneth Elizabeth Jordán Buenaño** (Technical University of Ambato)
El papel de los sindicatos en la protección de derechos laborales en la era digital
- **César Alejandro Nájjar Becerra** (Catholic University of Santa María)
El trabajo fantasma en la era de la digitalización: la necesaria protección del trabajo decente en las cadenas de suministro de inteligencia artificial
- **Simone Saccomani** (University of Italian Switzerland)
Inteligencia artificial, algocracia y nuevas fronteras del derecho laboral
- **Olga Lenzi** (University of Valencia)
Tiempo de trabajo y empleo en el hogar familiar: una relación compleja
- **Jaime Piqueras García** (University of Valencia)
Principales aspectos sobre la contratación temporal en México
- **Ana Aguas Blasco** (University of Zaragoza)
Tiempo de trabajo, flexibilidad y conciliación

Thursday 5 December | 2.00-4.00 pm

Democracy at Work: Rethinking Participation, Representation and Worker Autonomy in a Changing Labour Landscape

Location: STAMPA room (2nd floor)

Language: EN

Chair: Michele Dalla Sega (ADAPT)

- **Francesca Sgobbi, Lino Codara** (University of Brescia)
Employee participation reimagined: insights from trade union and company collaboration
- **Ilaria Armaroli** (ADAPT)
Direct participation and worker representation: exploring areas of integration
- **Csaba Makó** (Ludovika University of Public Service)
Algorithmic management in traditional workplaces: the case of high vs low involvement working practices (the context of the non-inclusive industrial relations system in Hungary)

Thursday 5 December | 4.15-6.30 pm

Trabajo, transición ecológica y derechos laborales: retos y oportunidades en un entorno sostenible

Location: STAMPA room (2nd floor)

Language: ES

Chair: Lavinia Serrani (ADAPT)

- **Roberto Fernández Fernández** (University of León)
Oportunidades de empleo en el sector primario en el marco de la transición ecológica
- **Fernando Fita Ortega** (University of Valencia)
Derecho del trabajo con perspectiva medio ambiental
- **María José Gómez-Millán Herencia** (Pablo de Olavide University)
La negociación colectiva ante el desafío de la descarbonización en España
- **Juan José Rodríguez Bravo de Laguna** (University of La Laguna)
Transición laboral justa: el papel del diálogo social y la negociación colectiva ante el cambio climático
- **Susana Rodríguez Escanciano** (University of León)
Los derechos de las personas trabajadoras ante la inteligencia artificial: garantías para una transición justa
- **Jhon Jairo Peña Ocampo** (University of Tolima)
Renta básica como forma de complementar y alcanzar una dignidad para el trabajador

Concurrent Workshop #14

Thursday 5 December | 2.15-4.00 pm

Lifelong Learning and Labour Law: Global Perspectives and Future Directions

Location: STUCCHI room (1st floor)

Language: EN

Chair: Giorgio Impellizzeri (University of Modena and Reggio Emilia, ADAPT)

- **Peter Sipka** (University of Debrecen)
Implementing lifelong learning into a national labour law – A case study of Hungary
- **Anil Verma** (University of Toronto)
Moving the needle on lifelong learning: calibrating progress
- **Jari Murto** (University of Helsinki)
Labour law and lifelong learning: the future research needs and strategies
- **Felicia Kain** (University of Vienna)
Lifelong learning and labour law from an international law perspective
- **Alexander De Becker** (Ghent University)
EU social dialogue and lifelong learning: a fit or a mismatch?

Thursday 5 December | 4.15-6.30 pm

Global and Local Dynamics for Competitive, Inclusive and Sustainable Labour Markets/Dinámicas globales y locales para mercados laborales competitivos, inclusivos y sostenibles

Location: STUCCHI room (1st floor)

Languages: EN/ES

Chair: Jacopo Sala (ADAPT)

- **Jan Denys** (Randstad)
The return of full employment: what does it mean for labour market policy?
- **Francesco Alifano** (University of Modena and Reggio Emilia, ADAPT), **Diletta Porcheddu** (ADAPT)
Can social dialogue guarantee decent work in GVCs? Insights from an empirical study on Italy, Albania and Hungary
- **Aneta Tyc** (University of Lodz)
From the EU-New Zealand FTA to the EU-Kenya EPA: a step backwards for sanctions for non-compliance with the ILO core labour conventions?
- **Elena Magrini** (Burning Glass Europe, Lightcast)
Developing future ready local economies
- **Dulce Soriano Cortés** (University of Cádiz)
Acuerdos marco globales
- **Isirabahenda Gonzague** (Babeş-Bolyai University)
Career stability and insecurity: evidence from outsourced jobs in Romania

Friday 6 December | 8.45-10.45 am

Gestión algorítmica y derechos laborales: desafíos jurídicos y protección en la era de la inteligencia artificial

Location: ALABASTRO room (2nd floor)

Languages: ES

Chair: Emanuele Dagnino (University of Modena and Reggio Emilia, ADAPT)

- **Rafael José López Bedmar** (University of Granada)
El derecho a la desconexión digital y su conexión con la negociación colectiva en el marco de la era de la digitalización
- **Paula Sardegna** (Kennedy University), **Eleonora Peliza** (Pontifical Catholic University of Argentina, ILERA)
Desafíos jurídicos ante la gobernanza de datos y la opacidad algorítmica en el empleo
- **Juan Peña Moncho** (Roca Junyent)
Supervisión humana de la dirección algorítmica y el papel de la representación de la plantilla
- **Rafael García-Purriños García** (Catholic University of Murcia)
Interacciones de la inteligencia artificial y la prevención de riesgos laborales: impacto en los trabajadores de cadenas globales de suministro
- **J. Eduardo López Ahumada** (University of Alcalá)
Sistemas algorítmicos y desarrollo de la inteligencia artificial desde la perspectiva del poder de dirección de las empresas
- **José Iván Pérez López** (University of Malaga)
La selección automatizada de trabajadores mediante sistemas de inteligencia artificial
- **Carlos Teruel Fernández** (Catholic University of Murcia)
El derecho de información de los trabajadores tras la implantación por las empresas de sistemas automatizados de toma de decisiones que utilizan IA
- **Juan Pablo Montero Solano** (Technical University of Ambato)
El rol del inspector del trabajo y la protección de los derechos del trabajador en el Ecuador

Friday 6 December | 8.45-10.45 am

Nuevas dinámicas de representación y gobernanza: retos normativos y sociales en el mundo laboral contemporáneo

Location: NOVELLI room (2nd floor)

Language: ES

Chair: Giorgio Impellizzeri (University of Modena and Reggio Emilia, ADAPT)

- **Francisco José Barba Ramos** (University of Huelva)
Nuevos tiempos para la participación institucional: entre la gobernanza y los mecanismos tradicionales de representación. Un debate político, normativo y territorial
- **Julia Dormido Abril** (Complutense University of Madrid)
Una revisión del derecho de reunión
- **José María Ruz López** (University of Córdoba)
La vertiente colectiva de la subcontratación laboral: el convenio colectivo aplicable como vía para alcanzar la equiparación de condiciones laborales
- **Manuel García Muñoz** (Pablo de Olavide University)
Tradición e innovación en las estructuras de representación de los trabajadores
- **Mariana Mendy** (University of the Republic)
Los trabajadores uruguayos: la disputa por el empleo, el trabajo y la construcción sindical
- **David Crespo Ortiz** (University of Valencia)
Tecnocensura y la transformación de la representación sindical en la era de las redes sociales: desafíos y estrategias
- **Eleonora Peliza** (Pontifical Catholic University of Argentina, ILERA)
Eficacia de la normativa laboral latinoamericana: tensiones y sinergias. La brecha entre la tésis de la normativa y la realidad sociolaboral. ¿Qué demandan los actores sociales?

Friday 6 December | 8.45-10.45 am

Inclusione e parità di genere nel mercato del lavoro: esperienze e strumenti per superare barriere e discriminazioni

Location: STAMPA room (2nd floor)

Languages: IT

Chair: Stefania Negri (ADAPT)

- **Carla Spinelli** (University of Bari Aldo Moro)
Il ruolo dei servizi per il collocamento mirato e dei disability manager nel contrasto alle discriminazioni per disabilità nell'accesso al lavoro
- **Virginia Maria de Capitani Riva** (Professional School of Masonry Art)
Essere donna e straniera nel mercato del lavoro lombardo. Casi studio dal terzo settore
- **Gabriella de Chiara** (Study Centre Order of Labour Consultants of Ancona)
Parità di genere e accesso al mercato del lavoro. Quali strumenti per diminuire il gender pay gap nel contesto europeo? Analisi comparata tra Italia e Spagna

Friday 6 December | 8.45-10.45 am

Managing Workers in the Age of AI: Power, Privacy and the Need for New Rights

Location: STUCCHI room (1st floor)

Languages: EN

Chair: Giulia Comi (University of Siena, ADAPT)

- **Miłosz Barłóg** (University of Silesia in Katowice)
Employee management and power asymmetry in the era of artificial intelligence systems
- **Krzysztof Stefański** (University of Lodz)
Algorithmic management and workers' right to information
- **Dana Volosevici** (Petroleum-Gas University of Ploiesti)
Legal perspectives on human reliability and AI: balancing industrial efficiency and worker rights
- **Aneta Giedrewicz-Niewińska** (University of Białystok), **Krystyna Ziółkowska** (University of Warmia and Mazury in Olsztyn)
Protecting the image of the employee in the age of digital technologies – The legal position and employee attitudes and expectations
- **Małgorzata Kurzynoga** (University of Lodz)
Monitoring of the remote worker – Between the right to privacy and protection of the employer's interest

Plenary Session #3

Friday 6 December | 11.00 am-12.45 pm

What Do Workers Want, Today? The Industrial Relations Perspective

Location: ALABASTRO room (2nd floor)

Language: EN

Chair: Ilaria Armaroli (ADAPT)

Discussants: Richard Hyman (London School of Economics and Political Science – LSE), Manfred Weiss (Goethe University Frankfurt)

Additional details: this session will be streamed on [ADAPT's YouTube channel](#)

- **Richard B. Freeman** (Herbert Ascherman Chair in Economics at Harvard University, Research Associate at the National Bureau of Economic Research and Faculty Co-Director of the Center for Labor and a Just Economy at the Harvard Law School)
Who owns the labour institutions rules the world: workers, unions and labour law when AI and robots do most of the work

Friday 6 December | 12.45-2.00 pm

LIGHT LUNCH

Location: BIANCA room (2nd floor)

Plenary Session #4

Friday 6 December | 2.00-3.30 pm

What Do and Do Not Workers Want, Today? Addressing Inequalities in the Modern Labour Market

Location: ALABASTRO room (2nd floor)

Language: EN

Chair: Francesco Seghezzi (ADAPT)

Additional details: this session will be streamed on [ADAPT's YouTube channel](#)

- **Georg Picot** (University of Bergen)
The politics of regulating low wages
- **Heejung Chung** (King's College London)
Flexibility paradox and flexibility stigma: why flexible working won't magically solve issues of inequalities

Concurrent Workshop #20

Friday 6 December | 3.30-6.00 pm

Anziani, Salute e Mercato del Lavoro

Location: ALABASTRO room (2nd floor)

Language: IT

Discussants: Cristina Alessi (University of Brescia), Marco Esposito (University of Naples Parthenope), Michele Tiraboschi (University of Modena and Reggio Emilia)

Additional details: workshop organised as part of the event series “Nuovi percorsi di studio e ricerca per la (giovane) dottrina giuslavorista”, “L’Impatto delle Dinamiche Demografiche sul Mercato del Lavoro” 2024 edition.

Event under the aegis of  **AIDLAS**
ASSOCIAZIONE ITALIANA DI DIRITTO DEL LAVORO
E DELLA SICUREZZA SOCIALE

Hybrid participation will be possible via [Zoom \(ID meeting: 89877486773; Access code: 976716\)](#)

- **Francesco Alifano** (University of Modena and Reggio Emilia)
Orario di lavoro e trasformazioni demografiche nella contrattazione di secondo livello
- **Fulvio Cucchisi** (University of Udine)
L’inclusione lavorativa delle persone con malattie croniche e trapiantate: il crocevia degli accomodamenti ragionevoli
- **Giovanna Pistore** (UnitelmaSapienza University of Rome)
Salute e sicurezza dei lavoratori maturi ed esercizio dei poteri datoriali: verso un approccio “intersezionale”?
- **Flavia Schiavetti** (University of Bergamo)
Invecchiamento della popolazione e sostenibilità della sicurezza sociale: il ruolo dei caregiver familiari
- **Silvio Sonnati** (Bocconi University)
Il diritto del lavoro tra calo demografico e prolungamento della vita lavorativa: verso la costruzione di un indice di giustizia intergenerazionale

Scientific Committee: Cristina Alessi (University of Brescia), William Chiaromonte (University of Florence), Marco Esposito (University of Naples Parthenope), Valeria Filì (University of Udine), Marco Gambacciani (Roma Tre University), Michele Tiraboschi (University of Modena and Reggio Emilia)

Organising Committee: Paolo Bernardo (Roma Tre University), Claudia Carchio (University of Udine), Maria Giovanna Elmo (University of Naples Parthenope), Arianna Ferraguzzo (University of Insubria), Federico Micheli (University of Brescia), Samuele Renzi (University of Florence)



Friday 6 December | 3.30-6.00 pm

Igualdad de género y derechos laborales: retos y avances en la protección antidiscriminatoria y la conciliación

Location: NOVELLI room (2nd floor)

Language: ES

Chair: Chiara Altilio (University of Siena, ADAPT)

- **Paula González León** (Alberto Hurtado University)
Sobre la confianza, la discriminación y el reconocimiento socio-laboral de mujeres teletrabajadoras
- **Miriam Judit Gómez Romero** (University of Cantabria)
La Directiva Europea sobre diligencia debida y trabajo decente. Una mirada a las migraciones y al trabajo infantil en las cadenas de valor
- **Ana Castro Franco** (University of León)
La corresponsabilidad como contenido de la negociación colectiva: avances y deficiencias
- **Eduardo Taléns Visconti** (University of Valencia)
La jornada laboral en el teletrabajo

Friday 6 December | 3.30-5.30 pm

Evolving Labour Rights: Pay Determination, Dismissal Protection and Collective Bargaining in the 21st Century

Location: STAMPA room (2nd floor)

Language: EN

Chair: Federica Chirico (University of Siena, ADAPT)

- **Valentina Paolucci** (Maynooth University), **Bill Roche** (University College Dublin)
Decentralized pay determination in Ireland since the global financial crisis
- **Zoltán Petrovics** (ELTE University)
Do workers want security? Protection against dismissal in the 21st Century
- **Lukasz Pisarczyk, Błażej Mądrzycki** (University of Silesia in Katowice)
Is a revival of collective bargaining possible? The transposition of the Adequate Minimum Wages Directive in central and eastern Europe
- **Jari Murto** (University of Helsinki)
Social packages agreed in income policy agreements – Political exchange between wage increase and social benefit and reforms

Friday 6 December | 3.30-6.00 pm

Diálogo social, derechos laborales y nuevas perspectivas en el entorno digital y global/Dialogo sociale, diritti dei lavoratori e nuove prospettive nel contesto digitale e globale

Location: STUCCHI room (1st floor)

Languages: ES/IT

Chair: Giovanni Pigliararmi (University of Modena and Reggio Emilia, ADAPT)

- **Marialaura Birgillito** (Complutense University of Madrid)
Rapporto salariale, retribuzione sufficiente e diritto del lavoro
- **Laura Casanova Martín** (University of La Laguna)
El diálogo social como vía hacia un trabajo doméstico decente: experiencia comparada y retos para su desarrollo en España
- **Gianfranco Brusaporci** (FISASCAT-CISL), **Riccardo Fazioli** (FISTEL-CISL)
Dialogo sociale: un elemento essenziale per la coesione e la competitività europea
- **Esther Guerrero Vizquete** (Rovira i Virgili University)
La tensión entre lo individual y lo colectivo en el ámbito de la tutela de las personas trabajadoras autónomas no empleadoras
- **Ydangely Tropiano** (Santa Maria University, Aprendizaje Jurídico)
¿Qué anhelan los trabajadores en América, en el mundo laboral?

PLENARY SESSIONS and CONCURRENT WORKSHOPS | Overview

Wednesday 4 December

Plenary Session #1

**What Do Workers Want, Today?
The Perspective of Institutions, International Stakeholders and Research**

ALABASTRO room | 2.00-4.30 pm

Concurrent Workshop #1

**Desafíos contemporáneos en el derecho laboral:
dimensiones globales, derechos fundamentales y conflictos sociales**

**Défis contemporains du droit du travail:
dimensions globales, droits fondamentaux et conflits sociaux**

ALABASTRO room | 4.30-6.45 pm

Concurrent Workshop #2

**Retos y estrategias actuales en seguridad y salud laboral:
perspectivas desde la digitalización,
igualdad de género y transformación del entorno de trabajo**

NOVELLI room | 4.30-6.45 pm

Concurrent Workshop #3

**Artificial Intelligence (AI):
Going Beyond Technological Unemployment to Address the Quality of Work?**

STAMPA room | 5.00-6.30 pm

Concurrent Workshop #4

**PRIN INSPIRE: What Do Workers Want, Today?
Representation and (or?) Participation in a Changing World**

STUCCHI room | 5.00-6.30 pm

Thursday 5 December

Concurrent Workshop #5

**Evolving Labour Representation: Addressing Climate Action,
Workforce Diversity and Corporate Responsibility in the New Economy**

ALABASTRO room | 9.00-10.45 am

Concurrent Workshop #6

**Formación y empleo ante desafíos nacionales y ambientales:
oportunidades y retos para el futuro del trabajo**

NOVELLI room | 8.45-10.30 am

Concurrent Workshop #7

Workers and Industrial Relations Against the Background of the Twin-Transitions

Lavoratori e Relazioni Industriali sullo Sfondo delle Transizioni Gemelle

STAMPA room | 9.00-10.30 am

Concurrent Workshop #8

**Revisiting Worker Representation on Boards:
the 'Forgotten' EU Countries in Codetermination Studies**

**Ripensare il ruolo dei rappresentanti dei lavoratori
all'interno dei Consigli di amministrazione: gli studi sulla codeterminazione
e il caso dei Paesi europei "dimenticati"**

STUCCHI room | 9.00-10.30 am

Plenary Session #2

**What do Workers Want, Today?
Reflections between Labour Law and Economic Policy**

ALABASTRO room | 11.00 am-12.30 pm

Concurrent Workshop #9

Financing the Green Transition. Transnational Collective Bargaining and the Role of EWCs in Supporting European Banks' Shift Towards Environmental and Social Responsibility. Focus on New Job Profiles

Finanziare la transizione verde. La contrattazione collettiva transnazionale e il ruolo dei CAE nel sostenere il passaggio delle banche europee alla responsabilità ambientale e sociale. Focus sui nuovi profili professionali e sulla riqualificazione dei professionisti e manager

ALABASTRO room | 2.30-5.30 pm

Concurrent Workshop #10

**Redefining Boundaries:
the Right to Rest, Disconnect and Fairness in the Evolving Workplace**

NOVELLI room | 2.00-4.15 pm

Concurrent Workshop #11

**Inteligencia artificial y derechos laborales:
nuevas fronteras para la representación de los trabajadores y la seguridad laboral**

NOVELLI room | 4.15-6.45 pm

Concurrent Workshop #12

Democracy at Work: Rethinking Participation, Representation and Worker Autonomy in a Changing Labour Landscape

STAMPA room | 2.00-4.00 pm

Concurrent Workshop #13

**Trabajo, transición ecológica y derechos laborales:
retos y oportunidades en un entorno sostenible**

STAMPA room | 4.15-6.30 pm

Concurrent Workshop #14

Lifelong Learning and Labour Law: Global Perspectives and Future Directions

STUCCHI room | 2.15-4.00 pm

Concurrent Workshop #15

**Global and Local Dynamics for Competitive, Inclusive
and Sustainable Labour Markets**

Dinámicas globales y locales para unos mercados laborales
competitivos, inclusivos y sostenibles

STUCCHI room | 4.15-6.30 pm

Friday 6 December

Concurrent Workshop #16

**Gestión algorítmica y derechos laborales:
desafíos jurídicos y protección en la era de la inteligencia artificial**

ALABASTRO room | 8.45-10.45 am

Concurrent Workshop #17

**Nuevas dinámicas de representación y gobernanza:
retos normativos y sociales en el mundo laboral contemporáneo**

NOVELLI room | 8.45-10.45 am

Concurrent Workshop #18

**Inclusione e parità di genere nel mercato del lavoro:
esperienze e strumenti per superare barriere e discriminazioni**

STAMPA room | 8.45-10.45 am

Concurrent Workshop #19

Managing Workers in the Age of AI: Power, Privacy and the Need for New Rights

STUCCHI room | 8.45-10.45 am

Plenary Session #3

What Do Workers Want, Today? The Industrial Relations Perspective

ALABASTRO room | 11.00 am-12.45 pm

Plenary Session #4

**What Do and Do Not Workers Want, Today?
Addressing Inequalities in the Modern Labour Market**

ALABASTRO room | 2.00-3.30 pm

Concurrent Workshop #20

Anziani, Salute e Mercato del Lavoro

ALABASTRO room | 3.30-6.00 pm

Concurrent Workshop #21

**Igualdad de género y derechos laborales:
retos y avances en la protección antidiscriminatoria y la conciliación**

NOVELLI room | 3.30-6.00 pm

Concurrent Workshop #22

**Evolving Labour Rights: Pay Determination, Dismissal Protection
and Collective Bargaining in the 21st Century**

STAMPA room | 3.30-5.30 pm

Concurrent Workshop #23

**Diálogo social, derechos laborales y nuevas perspectivas
en el entorno digital y global**

**Dialogo sociale, diritti dei lavoratori e nuove prospettive
nel contesto digitale e globale**

STUCCHI room | 3.30-6.00 pm

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