

THE GREAT TRANSFORMATION OF WORK

International Conference organized by the Doctoral School in Human Capital Formation and Labour Relations (University of Bergamo) and ADAPT. The Conference is one of the ADAPT international events on

Productivity, Investment in Human Capital and the Challenge of Youth Employment

VI Edition

 **#GTL2015**

Bergamo (Italy), 6-7 November 2015
Piazzale Sant'Agostino n. 2



UNIVERSITÀ DEGLI STUDI
DI BERGAMO



Friday 6 November
Conference Room

9.00-10.20 ***Opening of the Conference*** (Italian language)

Giuseppe Bertagna (Università degli Studi di Bergamo)

Francesco Seghezzi (Università degli Studi di Bergamo)

Luigino Bruni (Università di Roma LUMSA)

Michele Tiraboschi (Università degli Studi di Modena e Reggio Emilia)

10.30-13.00 ***The Great Transformation of Work and its Multiple Dimensions*** (English language)

The Great Transformation of Work: Impacts on Workers and on Work Relations

Isabella Biletta (Eurofound)

The Changing Nature of Work and its Impact on Labor Law and Social Policy

Katherine Stone (UCLA School of Law)

New Workers Strategies in Global Supply Chains

Mark Anner (Pennsylvania State University)

New Technologies and New Challenges for Work-Life Balance and Worker's Health

Lourdes Mella Méndez (Universidad de Santiago de Compostela)

Social Justice and ILO Normative Action

José Luis Gil Gil (Universidad de Alcalá)

ARE WE GOING INFORMAL? Diffusion and Recognition of Informal and Non-Formal Learning in Europe: Premises and Implications

Lilli Viviana Casano (Università degli Studi di Bergamo)

Chair: **Francesca Sperotti** (ADAPT Research Fellow)

13.00-14.30

Buffet



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14.30-15.15 ***The Great Transformation of Work. Great Debate* : Ph.D. Competition***
(English language)

Exchange or Relationship? Which Word Best Describes the Work of the Future?

Thinkers or Test Takers? Where is the Future of Training Going?

Should be the Law or the Employment Contract used to Regulate the Work of the Future?

15.30-17.15

PARALLEL WORKSHOPS

I – SIPED Group “Istruzione superiore, alta formazione e dottorati di ricerca”: Dai tirocini curricolari ed extracurricolari all’apprendistato nei percorsi di alta formazione
(Italian language)

Conference Room

Coordinated by: **Giuseppe Bertagna** (Università degli Studi di Bergamo) and **Domenica Giuliana Sandrone** (Università degli Studi di Bergamo)

L’anno di prova nella formazione del dirigente scolastico

Carla Xodo (Università degli Studi di Padova)

La forma strutturale dell’apprendistato nella prima trasformazione adulta

Maria Teresa Moscato (Università di Bologna Alma Mater Studiorum)

Formazione, apprendistato e lavoro in Sicilia. Modelli e pratiche per la promozione ecologica dello spazio sociale: città e territorio

Paolina Mulè (Università degli Studi di Catania)

Un approccio europeo alla mappatura e validazione delle competenze nell’ambito delle professioni HR: il Progetto SMEQUAL

Giuditta Alessandrini (Università degli Studi di Roma Tre)

Higher Education e modernizzazione in Europa: la qualità, le eccellenze, la imprenditorialità

Sandra Chistolini (Università degli Studi di Roma Tre)

Peculiarità e potenzialità dei tirocini curricolari ed extracurricolari in ambito umanistico

Olga Rossi Cassottana (Università degli Studi di Genova)

L’apprendistato nei percorsi di Alta formazione

Gianni Bocchieri (Università degli Studi di Bergamo)



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Il valore educativo e formativo dell'apprendistato di alta formazione

Emmanuele Massagli (Università degli Studi di Bergamo)

I tirocini in assetto lavorativo: l'esperienza dell'Università di Bergamo

Andrea Potestio (Università degli Studi di Bergamo)

II.A – The Current Vision of Work: New Economic and Social Models (English language)

Room n.1

Resituating Resistance: The Place of the Human Subject in Resisting Work under Contemporary Capitalism

Samuel Mercer (University of Chester)

The Effects of Restructuring on Work Content in Different Institutional Contexts

Pamela Meil (Institut für Sozialwissenschaftliche Forschung e.V. – ISF, Monaco)

The Transformation of the Employment & Recruitment Industry – Leading in a Changing World of Work

Menno Bart (CIETT)

Employment as Development Strategy in a Changing Global World

Adele Bianco (Università degli Studi di Chieti G. D'Annunzio)

Romanian Labour Market Security Performance Assessing

Vasilica Ciucă (National Scientific Research Institute for Labour and Social Protection, Bucarest)

Cristina Lincaru (National Scientific Research Institute for Labour and Social Protection, Bucarest)

Human Capital and Earnings Differential for Canadian Artists

Laurence Dubuc (University of Montreal)

Chair: **Francesco Seghezzi** (Università degli Studi di Bergamo)

II.B – La visión del trabajo hoy: nuevos modelos económicos y sociales (Spanish language)

Room n.2

Presente y futuro de los Derechos Sociales en el ámbito internacional

Miguel Ángel Martínez Badenes (Universitat de València)

Externalización productiva y elusión de compromisos laborales. La necesidad de revisar la normativa europea en materia de subcontratación y sus consecuencias laborales

Anna Ginès i Fabrellas (ESADE - Universitat Ramon Llull)



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Teletrabajo y delimitación de las contingencias profesionales

María José Cervilla Garzón (Universidad de Cádiz)

Carmen Jover Ramírez (Universidad de Cádiz)

Chair: **Lavinia Serrani** (ADAPT Research Fellow)

III – Technological Development: Job Polarisation and New Opportunities (English language)

Room n.8

The Impact of Workplace Innovation on Workers

Dominique Kiekens (University of Antwerp)

Cloud Computing: an Enabler in Modern Labour Market

Sarfaraz Ghulam Muhammad (SRH Hochschule Berlin)

Meysam Salimi (Università degli Studi di Bergamo)

Self-Employment – Opportunities of the Booming Social Network System

Endre Dudaš (University of Pécs)

Telework in Colombia

Martha Monsalve Cuellar (Universidad de la Gran Colombia)

Chair: **Francesco Nespoli** (Università degli Studi di Bergamo)

17.15-18.45

PARALLEL WORKSHOPS

IV – Lagunas en la formación, falta de personal cualificado y desajustes en las cualificaciones: el papel de educación superior, del trabajo de investigación en empresa y de los sistemas de certificación de las competencias para los trabajos del futuro (Spanish language)

Room n.1

El sistema “alternativo” de Formación Profesional Dual para el Empleo en España: perspectivas de evolución

María Cristina Aguilar González (Universidad de Cádiz)

La formación dual en Alemania y en España: comparativa y propuestas de mejora

Adrián Todolí Signes (Universitat de València)



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Trabajo en investigación: luces y sombras de su progresiva laboralización en España

Nancy Sirvent Hernandez (Universidad de Alicante)

¿Ha hecho lo suficiente la legislación española para prevenir la utilización abusiva de los contratos de trabajo temporales en el ámbito de la investigación? La Directiva 1999/70/CE

Fernando Ballester Laguna (Universidad de Alicante)

El nuevo régimen jurídico laboral de los investigadores en España tras la Ley de la Ciencia: una solución a la falta de personal cualificado?

Lara Nogueira Ferreiro (Universidad de Santiago de Compostela)

Chair: **Elena Rueda** (Università degli Studi di Bergamo)

V.A – Laws Regulating the Changing World of Work: The Crisis of Wage Labour and Deregulation Processes of National Labour Laws (English language)

Room n.2

Regulatory Space and the Great Transformation of Work

Lucy-Ann Buckley (National University of Ireland, Galway)

Tony Dundon (National University of Ireland, Galway)

Cristina Inversi (National University of Ireland, Galway)

The Evolution of Employment Protection and Promotion of Disabled People: a Comparison of Italy and the UK

Rebecca Gumbrell-McCormick (Birkbeck, University of London)

Alberto Lepore (Università degli Studi di Roma Tre)

The Use of Information and Communication Technologies at Global Workplace as a Factor of the Interaction of Different Legal Measures

Gintarė Tamašauskaitė-Janickė (Vilnius University)

The Regulatory Challenges of Fulfilling the Policy Goal of Protecting Workers from Occupational Diseases

Ugo Orzulike (University of Manchester)

Liberalization Labor Reform in Kazakhstan: a Challenge to Society or New Opportunities

Muslim Khassenov (L.N. Gumilyov Eurasian National University)

Chair: **Emanuele Dagnino** (Università degli Studi di Bergamo)



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V.B – *El derecho para un trabajo que cambia: la crisis de la subordinación y los procesos de desregulación del Derecho del Trabajo nacional* (Spanish and Italian language)

Room n.8

El tránsito de la dependencia industrial a la dependencia digital: ¿qué derecho del trabajo dependiente debemos construir para el siglo XXI?

Esperanza Macarena Sierra Benítez (Universidad de Sevilla)

El Derecho de la OIT para el trabajo a distancia: ¿una regulación superada o todavía aplicable?

Tatsiana Ushakova (Universidad de Alcalá)

Il lavoro su piattaforma digitale “prende forma” tra autonomia e subordinazione. Nuove regole per nuovi lavori?

Annamaria Donini (Università degli Studi di Bologna Alma Mater Studiorum)

Los mecanismos de flexibilidad interna y externa como medidas de conflicto colectivo del empresario

Julio Cordero González (Universidad de Salamanca)

Chair: **Silvia Fernández** (Università degli Studi di Bergamo)

Saturday 7 November

Conference Room

8.15-10.00 ***Industrial Relations and the Great Transformation of Work*** (English language)

Trade Unions and the Environment

Paolo Tomassetti (ADAPT Research Fellow)

Old and New Actors in Employee Representation: Rivals or Allies?

Richard Hyman (London School of Economics and Political Science)

The Inequalities Within: Determinants of Two-Tier Provisions in Canadian Collective Labour Agreements

Patrice Jalette (School of IR-CRIMT-University of Montreal)

Irish Workplaces in the Great Recession and Recovery

William Roche (University College Dublin)

Chair: **Davide Mosca** (Università degli Studi di Bergamo)



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10.00-10.30 ***The Great Transformation of Work. Great Debate*: Ph.D. Competition***
(English language)

Are Trade Unions a Modern Component of Work?

State or Subsidiarity to Provide People with New Forms of Benefits?

10.45-12.30

PARALLEL WORKSHOPS

VI.A – Changing Employee Representation: What Role Could Industrial Relations Play?
(English language)

Room n.2

Recent Trends of Collective Bargaining in Europe

Ana Teresa Ribeiro (Portuguese Catholic University)

Modern Social Dialogue: Challenges, Opportunities and Developments

Daiva Petrylaite (Vilnius University)

Industrial Relations Institutions and Skill-based Pay Systems Regulatory Quality

Davide Mosca (Università degli Studi di Bergamo)

The Representation of the Pensioners in Context of Reorganization of Insolvent Company: a Question of Social Justice

Josée Côté (University of Montreal)

Chair: **Iaria Armaroli** (Università degli Studi di Bergamo)

VI.B – La representación del trabajo que cambia: ¿cuál es el papel de las Relaciones Industriales? (Spanish and Italian language)

Room n.6

La evolución de las estructuras de participación de los trabajadores en España a consecuencia de la crisis: sobre su consonancia (o disonancia) con la normativa internacional

Edurne Terradillos (Universidad del País Vasco)

La sfida della rappresentanza sindacale dei lavoratori 2.0

Michele Forlivesi (Università di Bologna Alma Mater Studiorum)



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La descentralización de la negociación colectiva en relación a la protección social complementaria sobre jubilación en España

Fernando Elorza Guerrero (Universidad Pablo de Olavide)

El impacto laboral de los grupos de empresa: una asignatura pendiente en el derecho del trabajo español

Juan Carlos García Quiñones (Universidad Complutense de Madrid)

Chair: **Francesca Sperotti** (ADAPT Research Fellow)

VII.A – Demographic Changes: Labour Law, Welfare Systems and New Organisational Models (English language)

Room n.7

Managing Labour During Periods of Tight Labour Markets and Ageing Populations in the Knowledge-Based Economy

Nils Britze (SRH Hochschule Berlin)

Active Ageing and the Supportive Working Time Measures

Agne Kalson (University of Tartu)

Older Women Workers and the Labour Market?

Malcolm Sargeant (Middlesex University)

Occupational Health and Safety and Older Workers: Need for a Special Legal Framework?

Ana Cristina Ribeiro Costa (Universidade Católica Portuguesa)

Free Movement of Workers as a Result of Polish Integration with the European Union: New Challenges for Legislators and the Public

Anna Stoklosa (Jagiellonian University in Kraków)

Stimulating Rural Labour Markets: County Donegal and Lyit's Strategies and Successes

Gordon Cooke (Memorial University of Newfoundland)

Chair: **Federica Romano** (Università degli Studi di Bergamo)

VII.B – Cambios demográficos: entre el Derecho del Trabajo, la Seguridad Social y los nuevos modelos organizativos de empresa (Spanish and Italian language)

Room n.8

Cambio demográfico: envejecimiento de la población, prolongación de la vida activa y Seguridad y Salud en el trabajo

María Teresa Igartua Miró (Universidad de Sevilla)



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La jubilación forzosa como medida de reparto del empleo y su incidencia en la sostenibilidad del sistema de seguridad social

Manuel García Muñoz (Universidad Pablo de Olavide)

Ageing workers tra politiche pubbliche e buone pratiche aziendali: come re-inventare la sfida del «miglioramento dell'invecchiamento attivo ed in buona salute»?

Anna Rota (Università di Bologna Alma Mater Studiorum)

Discapacidad, discriminación e indemnidad: algunas claves para proteger al trabajador enfermo

Esther Carrizosa Prieto (Universidad Pablo de Olavide)

Work-life balance: letteratura alla base della misurazione per poter catturare il ritorno di valore anche nelle sue possibili evoluzioni

Alida Cimarosti (Università degli Studi di Udine)

La respuesta a la sostenibilidad del sistema español de Seguridad Social en clave de género

María-Angustias Benito-Benítez (Universidad de Cádiz)

Estudio interdisciplinar de la eficacia de los permisos retribuidos para la conciliación desde las perspectivas de las personas trabajadoras: propuestas de mejora

Pilar Núñez-Cortés Contreras (Universidad Loyola Andalucía)

La figura della Consigliera di Parità nella promozione del welfare aziendale

Carmelina Fierro (Consigliera di Parità - Provincia di Rimini)

Chair: **Silvia Fernández** (Università degli Studi di Bergamo)

*** *The Great Transformation of Work. Great Debate: Ph.D. Competition* (English language)**

A debate will take place among our Doctoral students concerning the most contentious aspects of the great transformation of work. Students will be divided into small groups and will debate in front of a panel of distinguished arbitrators who are going to select the best “debater”. The main aim is to raise awareness of the multifaceted issues resulting from the changes that affect the world of work and to favour the interaction of students and professors, in order to further strengthen the idea of “School” our PhD program aims to pursue.
