



UNIVERSITÀ DEGLI STUDI
DI BERGAMO



THE GREAT TRANSFORMATION OF WORK

VI Edition

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

 #GTL2015

Globalization, new productive processes, technological progress, and demographic changes are some of the factors that are reshaping social and economic patterns, employment and the notion of “work”, more generally.

Concepts like “trade”, “profession”, “employment contract”, “working time” and “workplace” are given new meanings and are increasingly researched from an interdisciplinary perspective. More than in the past, the shifting nature of work poses many challenges for a number of social actors, who are therefore called to work together to deal with them.

In light of the above, this conference explores the transformation of work from an interdisciplinary and comparative perspective, considering different domains – cultural, economic, organizational, legal, educational etc. – to raise awareness of the ongoing changes and to promote new research and action.

The best papers presented at the conference will be collected in one of the publications of the [Doctoral School in Human Capital Formation and Labour Relations](#). The editors also welcome contributions from those who are not able to participate in the conference but are willing to give their contribution all the same.

The [Doctoral School in Human Capital Formation and Labour Relations](#), promoted by the [University of Bergamo](#) and [ADAPT](#), invites professors, researchers, doctoral students, experts, and practitioners and all those interested in the conference themes to present contributions on the **following topics**:

I) The Current Vision of Work: New Economic and Social Models

Work is above all a reflection of new socio-economic models, since it epitomizes the relationship between individuals and reality. In the 1980s, the crisis of Fordism paved the way for the transition to the post-fordism era, with further changes that were produced by technological advances and the 2007 economic downturn. The traditional capitalist model that favoured a certain vision of work is considerably different from previous economic patterns. Currently, priority is given to the “value-in-use” approach over the exchange value that was central in the XX century. This new approach affects work, because it concerns productive cycles, the skills required in production and trading systems, and the impact that technology has on one’s performances. Consequently, some questions arise that need to be addressed, among



UNIVERSITÀ DEGLI STUDI
DI BERGAMO



others:

- What are the new organizational and economic models?
- What are the consequences of these changes on new working patterns?
- How did the vision of work change?

II) Technological Development: Job Polarisation and New Opportunities

There is no doubt that the employment polarization reported in many countries in the last decades is one of the most researched effects of technological innovation and posed a number of questions, such as:

- How did remuneration levels and working conditions change? Is technology still replacing jobs?
- Are there any new employment opportunities and prospects?
- Are there any measures that can be adopted by stakeholders to deal with this ongoing transformation?

(III) Laws Regulating the Changing World of Work: The Crisis of Wage Labour and Deregulation Processes of National Labour Laws

The major changes experienced by the world of work affect the traditional categories and the underlying structure of labour law, favouring certain developments that can be summarized as follows:

- The evolution of working patterns and new forms of employment: the need to move beyond the classic approach of labour law to deal with new regulatory and protection needs.
- The distinction between wage labour and self-employment: new prospects and functions.
- Recent labour market reforms: their effectiveness and impact on social and productive dynamics.

(IV) Skills Gaps, Skills Shortages, and Skills Mismatches: The Role of Higher Education, Company-based Research and Skills Certification for the Jobs of the Future

The spread of new jobs and professions calls for a review of the relation between higher education and the world of work. To this end, consideration should be given to:

- The role of higher education institutions for young people's training and job placement.
- Skills gaps, skills shortages and skills mismatches.
- New higher education and research paths to be established in collaboration with the non-academic sector (apprenticeships for research purposes, industrial PhDs etc.)
- Research outside academia.
- The role of certification of skills and learning outcomes.



UNIVERSITÀ DEGLI STUDI
DI BERGAMO



- Technology and training: new opportunities arising from technology-based learning.

(V) Changing Employee Representation: What Role Could Industrial Relations Play?

The globalization of productive and distribution processes, the creation of new jobs, the blurry distinctions of employment, and the speed of productive cycles are only some of the aspects that are changing industrial relations, which also involve:

- The evolution of representative bodies.
- The change of the traditional forms of dialogue.

(VI) Demographic Changes: Labour Law, Welfare Systems and New Organisational Models

Current demographic trends, which are related to migration flows, the ageing of the active population, and the incidence of chronic diseases, pose some major challenges for the world of work in the years to come, among others:

- The impact of demographic trends on the overall dynamics of the labour market, work organization and employment policies.
- The future sustainability of welfare systems.
- The evolution of current legal, regulatory and contractual models.
- Quality of work, sustainable work, prevention and work-life balance.

Conference Committee

Prof. **Giuseppe Bertagna** (University of Bergamo), **Gianni Bocchieri** (Lombardy Region), Prof. **Bruno Rossi** (University of Siena), Prof. **Giulio Sapelli** (University of Milan), Prof. **Michele Tiraboschi** (University of Modena and Reggio Emilia), Prof. **Carla Xodo** (University of Padova), Prof. **Gaetano Zilio Grandi** (Ca' Foscari University of Venice)

On-line Submission of Abstracts

The procedures for abstract submission is on-line. Before starting, you must be registered with the conference system. To register, you need to create an account for the on-line cooperation area. Instructions are available here.

Deadlines

Deadline for submission of abstracts: **30 June 2015**

for our confirmation: **15 July 2015**

Deadline for your confirmation about your participation in the conference: **29 July 2015**

Deadline for submission of paper for the conference: **15 September 2015**

Fees and Expenses



UNIVERSITÀ DEGLI STUDI
DI BERGAMO



Participation to the conference is free. Accommodation costs will be covered by the organizers for the authors of the selected papers. Participants must cover their travel expenses. A limited number of grants is available for selected Doctoral or university students whose work is deemed of particular value in academic terms.

Further information

Additional information will be soon available on <http://moodle.adaptland.it/course/view.php?id=22> and www.bollettinoadapt.it (Heading “Eventi”). For any queries, please contact: sid@unibg.it.

Previous Editions

This conference is part of a series of events on *Productivity, Investment in Human Capital and the Challenge of Youth Employment*, the papers of which were collected in four volumes of the ADAPT Labour Studies Book Series published by Cambridge Scholars Publishing):

- *Productivity, Investment in Human Capital and the Challenge of Youth Employment* (September 2011)
- *Youth Unemployment and Joblessness: Causes, Consequences and Responses* (September 2012)
- *Tackling Youth Employment* (February 2014)