



UNIVERSITÀ DEGLI STUDI DI BERGAMO

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THE FUTURE OF WORK: A MATTER OF SUSTAINABILITY

*A Discussion among Scholars, Experts and Practitioners
through an Interdisciplinary and Comparative Approach*

VII Edition

University of Bergamo (Italy), 11-12 November 2016
Historical Complex of S. Agostino – Piazzale S. Agostino, n. 2

 #GTL2016



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Friday 11 November

Conference Room

9.15-9.30 ***Opening of the Conference (English)***

Francesca Sperotti (ADAPT)

9.30-11.15 ***The Future of Work: Framing the Issue (English)***¹

The Future of Work and the Issue of Sustainability: Framing the Issue

Stephen Bevan (Institute for Employment Studies – IES)

Technology and Working Time in the 21st Century: Implications for Sustainable Work

Jon C. Messenger (International Labour Organization – ILO)

Job Quality in Europe: It's More Than Polarisation at Stake

Mathijn Wilkens (Eurofound)

European Policy and the Future of Work

László Andor (Corvinus University of Budapest)

Chair: **Francesco Seghezzi** (PhD in *Human Capital Formation and Labour Relations*, University of Bergamo)

11.15-13.00 ***The Future of Work and its Multiple Dimensions (English and Spanish)***²

The Future of Work: Impacts on Skills and Employability

Peter Cappelli (Wharton School, University of Pennsylvania)

The Future of Social Security Systems

József Hajdú (University of Szeged)

La empresa virtual: nuevos retos para el derecho del trabajo

Juan Raso Delgue (Universidad de la República)

The Role of Labour Market Intermediaries in a Changing World of Work: Developing Sustainable Workforce Solutions

Denis Pennel (World Employment Confederation)

Chair: **Kavi Gupta** (*Forbes*)

¹ A translation service will be provided from English to Spanish.

² A translation service will be provided from English to Spanish and vice versa.



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13.00-14.30

Buffet

14.30-16.45

PARALLEL WORKSHOPS

I.A – Technological Progress and Digitalisation of Work (English) – Conference Room

Future of Work in the Digital Age: Evidence from OECD Countries

Emilie Rademakers (KU Leuven)

Labor Law and the Sharing Economy: Do They Match?

Renan Bernardi Kalil (Universidade de São Paulo)

A Special Regulation for the Gig Economy: Which Things Would We Need to Regulate and Which Not

Adrián Todolí Signes (Universitat de les Illes Balears)

Platform Labor: On the Gendered and Racialized Exploitation of Low-Wage Service Workers in the “On-Demand” Economy

Niels van Doorn (University of Amsterdam)

The Impact of Social Network in the Breach of Post-Contractual Employment Non-Competition Clauses

Duarte Abrunhosa e Sousa (Centro de Investigação Jurídico-Económica – CIJE, Universidade do Porto)

Organizational Withdrawal as a Behavioural Response to Changes in Work Qualifications and Conditions

Wassila Merkouche (Université de Montréal)

Chair: **Emanuele Dagnino** (PhD in *Human Capital Formation and Labour Relations*, University of Bergamo)

I.B – Technological Progress and Digitalisation of Work: National Focuses (English) – Room n. 2

The New Technology and Labour Contract – Do They Co-Exist?

Gaabriel Tavits (University of Tartu)

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Self-Employment and Salaried Employment at a Crossroad: The On-Call Employment
Sónia Carvalho (Universidade Portucalense)

The Evolution of Working Practices and Patterns: New Developments of Management in Companies on the Example of Polish Practice and Legal Solutions

Krzysztof Skawiańczyk (Jagiellonian University in Kraków)

The Implication of Industry 4.0 on German Labour Market Policies: A PESTEL Analysis

Sarfraz Ghulam Muhammad, Vladimir Stantchev (SRH Hochschule Berlin)

The Evolution of Working Practices and Patterns: Sustainability Future of Work in CLMTV According to Multi-Cultural Analysis

Korakod Lanruk (Mahamakut Buddhist University)

Chair: **Francesco Seghezzi** (PhD in *Human Capital Formation and Labour Relations*, University of Bergamo)

I.C – El progreso tecnológico y la digitalización del trabajo (Spanish and Italian) – Room n. 6

Plataformas de crowdfemployment virtual: ¿nuevas formas de trabajo por cuenta ajena o generalización del falso trabajo autónomo?

Anna Ginès i Fabrellas (ESADE, Universitat Ramon Llull)

Bienestar en el trabajo y calidad de vida en el trabajo: relaciones con nuevas formas de trabajo e implicaciones futuras

Miguel Araújo (Universidade de Lisboa)

El trabajo en la era digital: reflexiones sobre el impacto de la digitalización en el trabajo, la regulación laboral y las relaciones laborales

Gerardo Cedrola (Universidad ORT Uruguay)

Los jóvenes millenium, la cuarta revolución industrial y las consecuencias en el trabajo

Jacinto García Flores (Benemérita Universidad Autónoma de Puebla)

Lavoro agile: un diritto di disconnessione per tutelare salute e produttività?

Matteo Avogaro (University of Milan)

Chair: **Lavinia Serrani** (ADAPT)

I.D – El progreso tecnológico y la digitalización del trabajo: enfoques nacionales (Spanish and Italian) – Room n. 1

Futuro del trabajo: el caso peruano

Claudia Ruiz (ILO Regional Office for the Latin America and the Caribbean)

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Teletrabajo en Perú: una herramienta de acercamiento a poblaciones vulnerables

Ivonne Sánchez Castro (Universidad de Salamanca)

Conciliación de la vida familiar y profesional del emprendedor en España

M^a Belén Fernández Collados (Universidad de Murcia)

Nuevos modelos de economía compartida: Uber economy como plataforma virtual de prestación de servicios y su impacto en las relaciones laborales

Lucía Aragüez Valenzuela (Universidad de Málaga)

L'obbligazione di sicurezza al tempo di Industry 4.0

Simone Caponetti (LUISS Guido Carli)

Modelli di management per lo sviluppo del lavoro agile

Pierluigi Richini (Quadrifor)

Chair: **Silvia Fernández Martínez** (PhD in *Human Capital Formation and Labour Relations*, University of Bergamo)

16.45-18.15

PARALLEL WORKSHOPS

II.A – Demographic Changes and Labour Market Trends: Towards Sustainable Work (English) – Conference Room

Right to Choose or Having No Choice: Retirement or Employment. Dilemmas Related to Old Age

Tatiana Wroclawska (University of Łódź)

The Impact of Demographic Changes on Employment Policies – Flexicurity as a Balance between the Employer's Flexibility and Employee's Security

Anna Stokłosa (Jagiellonian University in Kraków)

Cultural Identity: Does it Change the Way Work Is Associated with the Experience of Mental Health Problems?

Christiane Liliane Kammogne, Alain Marchand (Université de Montréal)

Work-Life Balance: Origins and Organizations Initiatives

Sondes Turki (Université de Montréal)

The Influence of Regulated Labor Standards on New Forms of Work

Jonathan Paolo A. Clerigo (University of the Philippines Diliman)

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Chair: **Federica Romano** (PhD in *Human Capital Formation and Labour Relations*, University of Bergamo)

II.B – Demographic Changes and Workplace Management: Towards Sustainable Work (English) – Room n. 1

When the Marginal Becomes Essential – The Place of Work-Life Balance Policies in the Future of Work

Agnes Uherezky (WorkLife HUB)

Inclusive HRM and Employment Security for Disabled People: an Interdisciplinary Approach
Irmgard Borghouts-van de Pas, Charissa Freese (Tilburg University)

Mental Health at Work: A Systematic Review of Organisational Interventions

Mariella Miraglia (Norwich Business School, University of East Anglia)

The Relationship between Corporate Social Responsibility and Firm Financial Performance: A Critical Literature Review

Raja Abid (Université de Montréal)

The Influence of Professional Identity on Workplace Aggressions in Skilled Trades: Aggressions Against Women and Gender-Based Aggressions

Geneviève Cloutier (Université de Montréal)

Chair: **Fabiola Silvaggi** (PhD in *Human Capital Formation and Labour Relations*, University of Bergamo)

II.C – Demographic Changes and Sustainable Work: National Focuses (English) – Room n. 2

Working and Caring – Polish Regulations in the Context of Demographic Change

Malgorzata Kurzynoga (University of Łódź)

Urbanization Predicament: Empirical Study on Willingness to Integrate and Signature of Labor Contract-Based on the Micro-Data of Four Cities in China

Ying Jin, Hong Mi, Lu Zhang (Zhejiang University)

Sustainable Work and Labor-Management Councils or Committees

Jonathan Sale (Council of Teachers and Staff of Colleges and Universities of the Philippines)

The Victorian Inquiry into Labour Hire & Insecure Work: Addressing Worker Exploitation in Complex Business Structures

Anthony Forsyth (RMIT University)

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The Protection and Promotion of the Psychosocial Health of Workers in South Africa and Nigeria: The Potential and Limitations of Occupational Health and Safety Regulation and Corporate Social Responsibility

Meryl Du Plessis (University of the Witwatersrand, Johannesburg)

The Impact of Oil on the Values and Works Relationships in Algeria

Koussa Boudjema (Université Sétif 2)

Chair: **Maddalena Saccaggi** (PhD in *Human Capital Formation and Labour Relations*, University of Bergamo)

II.D – Cambios demográficos: hacia un trabajo sostenible (Spanish and Italian) – Room n. 6

Ricognizione sull'evoluzione delle tutele per i malati cronici negli ultimi anni

Alida Cimarosti (University of Udine)

La dimensión laboral de la RSC, un enfoque interno

Rafael Moll Noguera (Universitat de València)

Buscando pistas para articular la renta básica ciudadana: las prestaciones económicas de garantía de recursos en España

Esther Carrizosa Prieto (Universidad Pablo de Olavide)

Las medidas para implementar los empleos verdes en España

Djamil Tony Kahale Carrillo (Universidad a Distancia de Madrid)

Chair: **Silvia Fernández Martínez** (PhD in *Human Capital Formation and Labour Relations*, University of Bergamo)

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Saturday 12 November

08.30-10.30

PARALLEL WORKSHOPS

III – The Role of Skills and Trades in Transitional Labour Markets: Supporting the Future of Work (English and Spanish)³ – Conference room

Competences and European Framework: Which Critical Approach in Front of the Great Transformation?

Giuditta Alessandrini (University of Rome “Roma Tre”)

The Contribution of Training Devices to Skills Development in the Workforce

Yves Blanchet (Université de Montréal)

Performance Pay and Education: Exploring the Role of Risk

Sara Martínez de Morentin Osés (Universidad Pública de Navarra)

Working for Sustainability

Silvia Angeloni (University of Molise)

La profesionalidad: patrimonio profesional del trabajador

María del Lujan Charrutti Garcén (Universidad de la República)

A Curriculum Framework for the Professional Development of Corporate Social Responsibility (CSR) Practitioners in Emerging Markets

Christopher McCreanor (Universiteit Stellenbosch)

The Future of Work in ASEAN: A Matter of Sustainability

Phasina Tangchuang, Chatchai Sirikulpan, Phramaha Sakun Thiangchai, Phramaha Weerasak Phala (Mahamakut Buddhist University)

Work-Based Learning: An Essential Model for South Africa’s Youth

Irene James (Dionysus Skills Development Initiative (Pty))

Employment Strategies: Post-Secondary Education and Next Steps for Locals in Harstad Norway and Letterkenny Ireland

Gordon Cooke (Memorial University of Newfoundland)

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Chair: **Maria Luigia Pisani** (PhD in *Human Capital Formation and Labour Relations*, University of Bergamo)

IV – Geografia e lavoro in un mondo che cambia (Italian) – Room n. 1

Città metropolitane, aree vaste e mercato del lavoro alla luce della legge n. 56/2014 sul riordino amministrativo

Francesco Dini (University of Florence), **Sergio Zilli** (University of Trieste)

La geografia del lavoro in Abruzzo alla luce delle più recenti ipotesi di regionalizzazione funzionale e amministrativa

Fabrizio Ferrari, Marina Fuschi (University “G. d’Annunzio”)

Città, lavoro e migrazioni: spazi urbani in rete e imprenditorialità dei migranti

Alessandra Ghisalberti (University of Bergamo)

La nuova geografia del lavoro

Michele Tiraboschi (University of Modena and Reggio Emilia)

Chair: **Federica Burini** (University of Bergamo)

10.30-11.15 *Work and the Environment: Striking a Sustainable Balance* (English) – Conference Room

Growth Within: Is the Circular Economy a Vision for a Competitive Europe?

Alexander Spermann (Universität Freiburg)

Labour Regulation for the Environment

Paolo Tomassetti (University of Modena and Reggio Emilia)

Trade Unions and the Environment: Dilemmas of Sustainability

Richard Hyman (London School of Economics and Political Science – LSE, University of London)

Chair: **Iliaria Armaroli** (PhD in *Human Capital Formation and Labour Relations*, University of Bergamo)

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11.15-12.15 *The Future of Work: Any Further Challenges?* (Spanish and English)⁴ –
Conference Room

Industrial relations quality: hacia un sistema para certificar la “calidad laboral”

Francisco José Barba Ramos (Universidad de Huelva)

El control empresarial del tiempo de trabajo en las nuevas formas de trabajo a distancia

Lourdes Mella Méndez (Universidad de Santiago de Compostela)

Precariousness and Vulnerability: What Do They Mean?

Malcolm Sargeant (Middlesex University London)

La dimensión social de la globalización en los instrumentos de la OIT

José Luis Gil y Gil (Universidad de Alcalá)

Chair: **Pietro Manzella** (ADAPT)

12.15-12.30 *The Future of Work. Great Debate: PhD Competition** (English) –
Conference Room

* A debate will take place among our Doctoral students concerning the most contentious aspects of the future 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.

⁴ A translation service will be provided from English to Spanish and vice versa.