



UNIVERSITÀ DEGLI STUDI DI BERGAMO



International Conference organised as part of the
Dottorato di ricerca in *Formazione della persona e mercato del lavoro*
Università degli Studi di Bergamo and ADAPT
IX Edition

PROFESSIONALITY, EMPLOYMENT CONTRACTS AND COLLECTIVE BARGAINING IN THE CONTEXT OF SOCIAL INNOVATION

Occupational Transitions,
Career and Educational Paths, and the Value of Work
in the IV Industrial Revolution

Università degli Studi di Bergamo

30 November-1 December 2018

Piazzale S. Agostino n. 2
Conference Room

 #GTL2018



The conference has been organised under the auspices of



ENTE BILATERALE
TERRITORIALE DEL TERZIARIO
DI BERGAMO



WORLD
EMPLOYMENT
CONFEDERATION
The Voice of Labour Market Enablers

REGISTRATION AND WELCOME ADDRESS

9.00-9.30 | Conference Room

Welcoming remarks by **Giuseppe Bertagna** (Coordinator of the PhD School, Università degli Studi di Bergamo) and **Maurizio Sacconi** (Chair of ADAPT's Steering Committee)

PLENARY SESSIONS

9.30-13.00 | Conference Room

9.30-10.00 | English

Some (good) Reasons to Provide an Interdisciplinary Reflection on the Concept of Professionality

- *Professionalism: a Concept to Review Labour Law and Industrial Relations?*
Michele Tiraboschi (Università degli Studi di Modena e Reggio Emilia)
- *Professionalism in Transitional Labour Markets*
Lilli Casano (ADAPT Senior Fellow)
- *'Professionalità' in International and Comparative Research: an Untranslatable Concept?*
Pietro Manzella (ADAPT Senior Fellow)

10.00-11.30 | English

Regulatory Challenges for New Labour Markets: a Talk with Manfred Weiss

Towards New Labour Law?

Manfred Weiss (Goethe-Universität Frankfurt am Main)

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A discussion with conference participants and the researchers of the PhD School coordinated by

Ilaria Armaroli (Università degli Studi di Bergamo)

Emanuele Dagnino (Università degli Studi di Modena e Reggio Emilia)

11.30-13.00 | English

Towards a New Social Contract for Work? A Talk with Thomas A. Kochan

Towards a New System of Industrial Relations?

Thomas A. Kochan (MIT Sloan School of Management)

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A discussion with conference participants and the researchers of the PhD School coordinated by

Paolo Tomassetti (ADAPT Senior Fellow)

Lilli Casano (ADAPT Senior Fellow)

13.00-14.00 | LUNCH BUFFET

PLENARY SESSION

14.00-15.30 | Conference Room

English

Professionalism and Social Innovation: Which Are the Enablers Promoting Occupational Transitions?

- *Adult Learning in Italy: What Role for the Joint Inter-Professional Funds?*
Alessia Forti (OECD)
- *Evaluating Workers' Professionalism in the Context of Digital Transformation*
Alessandra Ingraio (Università degli Studi di Milano)
- *Measuring the Relationship between Self-Employed Workers and Their Clients – A Statistical Survey of Labour Law Categories*
Samuel Engblom (TCO – Swedish Confederation of Professional Employees)
- *Which Governance for the Labour Market?*
Silvia Spattini (ADAPT Senior Fellow)
- *Social Innovation: Building New Safety Nets for a Diverse World of Work*
Annemarie Muntz (World Employment Confederation)

Moderator: **Elena Prodi** (Università degli Studi di Bergamo)

CONCURRENT WORKSHOPS – I

15.30-18.00 | Rooms 6 and 7; Conference Room

1. El derecho del trabajo a la prueba de la digitalización

Italian/Spanish | Conference Room

- *Telelavoro e smartworking: inquadramento giuridico e tendenze evolutive nell'organizzazione del lavoro e nei sistemi formativi*
Debora Gentilini, Giovanna Filosa (INAPP)
- *Nuevas tecnologías e iniciativas de formación para incrementar las competencias de los trabajadores ocupados*
Manuel García Muñoz (Universidad Pablo de Olavide Sevilla)
- *La incidencia de la MIFID II en la formación y en las competencias de los trabajadores del sector de la banca*
Esperanza Macarena Sierra Benítez (Universidad de Sevilla)

- *La autonomía colectiva y el derecho a la desconexión digital*
María Teresa Igartua Miró (Universidad de Sevilla)
- *La intermediación laboral en el marco de la innovación social*
Dulce Soriano Cortés (Universidad de Cádiz)

Moderator: **Enrico Angelo Pititto** (Università degli Studi di Bergamo)

2. The Renewed Centrality of the Worker within the Economy and Its Effect on Labour Markets

English | Room 6

- *The Employee's Right to Be Trained: an Attempt to Assess a Legal Reasoning*
Elena Gramano (Goethe-Universität Frankfurt am Main)
- *Technology and Work in the Human Economy*
Nicolas Bueno (Université de Lausanne)
- *La formación en el contrato de trabajo*
José Luis Gil y Gil (Universidad de Alcalá)
- *Promotion Probabilities of Workers in the Finnish Private Sector*
Saara Vaahtoniemi (Vasa Universitet)
- *Telework in Polish Labour Law – Chances and Threats from the Perspective of Work-Life Balance Conception*
Aleksandra Pietras (Uniwersytet Łódzki)
- *ALMP's Transformational Changes toward Human Capital Investment and the Need for a New Measures Governance Model – Study Case Romania*
Cristina Lincaru, Speranța Pîrciog (INCSMPS)

Moderator: **Rachele Berlese** (Università degli Studi di Bergamo)

3. New Ways of Working and New Challengers for National Systems of Industrial Relations

English | Room 7

- *La frammentazione dell'associazionismo d'impresa. Evidenze dall'indagine INAPP-RIL*
Francesca Bergamante, Manuel Marocco (INAPP)
- *El régimen jurídico de los trabajadores inmigrantes altamente cualificados en la UE: entre la unidad y la diversidad*
Tatsiana Ushakova (Universidad de Alcalá)
- *How Digital Nomads Affect Labour Market and Economy*
Dávid Benke, Ilona Cserhádi, Tibor Keresztély (Budapesti Corvinus Egyetem)

- *Platform Work in Norway – Precarious Work?*
Kristin Jesnes (Göteborgs Universitet)
- *Working Nomads of XXI Century – Case Study of Remote Jobs in Poland on Digital Market*
Kamila Naumowicz (Uniwersytet Warmińsko-Mazurski w Olsztynie)
- *The Highest Skilled Workers of Industry 4.0: New Forms of Work Organization for New Professions. A Comparative Study*
Matteo Avogaro (Università degli Studi di Milano)

Moderator: **Chiara Mancini** (Università degli Studi di Bergamo)

PLENARY SESSION

18.00-19.30 | Conference Room

English/Spanish

New Work Environments: the Quest for the Professionalism Needed to Promote Workers' Health and Safety and New Forms of Welfare

- *Emerging Risks in New Work Environments and New Ways of Working*
Lorenzo Maria Pelusi (Università degli Studi di Bergamo)
- *Promoting the Professionalism of People with Chronic Diseases in Collective Bargaining*
Silvia Fernández Martínez (ADAPT Fellow)
- *The Professionalism of Occupational Health and Safety Officers in New Work Organisation Schemes*
Manuel Luque Parra (Universitat Pompeu Fabra Barcelona)

Moderator: **Malcolm Sargeant** (Middlesex University London)

OPENING SESSION

9.00-9.30 | Conference Room

- *Sustainable Transformation @ Work*
Wayne Visser (Antwerp Management School)
- *Professionalism within the Great Transformation of Work*
Francesco Seghezzi (Università degli Studi di Modena e Reggio Emilia)

CONCURRENT WORKSHOPS – II

9.30-11.00 | Room 6 and Conference Room

1. Los retos para el legislador y la representatividad: welfare, innovación, formación

Italian/Spanish | Conference Room

- *Rigenerare il lavoro per un nuovo welfare*
Gerolamo Spreafico, Enrico Orizio (Università Cattolica del Sacro Cuore di Brescia)
- *Le reti territoriali d'impresa come vettori per la costruzione di un nuovo modello di welfare: una ricerca empirica in Emilia-Romagna e Veneto*
Lorenzo Arletti (Università di Bologna Alma Mater Studiorum)
- *Competencias, organización del trabajo y formación profesional en el trabajo del futuro: algunas reflexiones para posibilitar un cambio imprescindible*
Gerardo Cedrola (Universidad ORT Uruguay)
- *Las competencias transversales para la empleabilidad y su integración en la educación universitaria*
Esther Carrizosa Prieto (Universidad Pablo de Olavide Sevilla)

- *Ecosistemi 4.0, digital innovation hub, competence center e circolazione delle competenze*
Valeria Iadevaia, Massimo Resce (INAPP)

Moderator: **Margherita Roiatti** (Università degli Studi di Bergamo)

2. **Lawmakers' Challenges and Employee Representation: Welfare, Innovation and Training**

English | Room 6

- *The (Inefficient) Response of Social Partners to the Atypical Forms of Work: the Case of Slovenia*
Valentina Franca (Univerza v Ljubljani)
- *Two Different Views to Finnish Labour Market Policy: Basic Income Experiment and the Development of the Professional Skills of the Workforce*
Jari Murto (Helsingfors Universitet)
- *Collective Relationship in the Gig Economy*
Mathieu Vicente (Université de Strasbourg)
- *Acceptance of Industry 4.0 Solutions in Industry and Logistics*
Alfredo Virgillito, Martin Eisenmann (Ruhr-Universität Bochum)
- *Online Talent Platforms, Labour Market Intermediaries and the Changing World of Work*
Michael Freytag (World Employment Confederation)
- *The Researching Professional: a New Professionalism through Online Education*
Tomaso Tiraboschi (ADAPT Senior Fellow)

Moderator: **Silvia Scocca** (Università degli Studi di Bergamo)

CLOSING SESSION

11.00-12.00 | Conference Room

Italian

In Memory of Mario Napoli and Carlo Dell'Aringa

- *The Notion of Professionalism through a Legal Approach: Reading Mario Napoli*
Cristina Alessi (Università degli Studi di Brescia)

- *The Notion of Professionalism through an Economic Approach: Reading Carlo Dell'Aringa*
Emmanuele Massagli (LUMSA)
- *The Notion of Professionalism through a Pedagogical Approach*
Andrea Potesio (Università degli Studi di Bergamo)

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