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Fondazione del Consiglio di Modena



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With the support of the European Commission



MODENA
18-19 MARCH 2014

**12th International
Conference
in Commemoration
of Prof. Marco Biagi**

Marco Biagi Foundation,
University of Modena
and Reggio Emilia, Italy

**LABOUR AND
SOCIAL RIGHTS**
An Evolving Scenario



dipartimento
economia
Marco Biagi



UNIVERSITÀ DEGLI STUDI
DI MODENA E REGGIO EMILIA

Tuesday 18 March

9.15-9.30 **Welcome Address**
Angelo Oreste Andrisano Rector of the University of Modena and Reggio Emilia
Giovanni Solinas Director of the Marco Biagi Department of Economics, University of Modena and Reggio Emilia
Giorgio Pighi Mayor of Modena
Patrizio Bianchi Assessor to Education, Training, University, Research and Labour, Region Emilia-Romagna

9.30-13.00 **First Plenary Session**
DRIVING FORCES IN CHANGING EMPLOYMENT RELATIONSHIPS
 Chair: **Tiziano Treu** Catholic University of Milan (Italy)

9.30-10.00 Keynote speech:
Riccardo Del Punta University of Florence (Italy)

10.00-11.30 Selected papers:

Alice Belcher University of Dundee (UK)
 Re-establishing the link between direction and employment in defining organisations

Richard Croucher Middlesex University (UK)
 "Slimming the State". A cross-national study of the effects of outsourcing in the European Public Sector

Andrea Pontiggia Cà Foscari University, Venice (Italy)
 China's human resources development: recent evolution and implications for the global market

Teresina Torre University of Genoa (Italy)
 The evolution of compensation towards personalized reward systems

11.30-11.50 Break

11.50-12.30 Discussants:
Csilla Kollonay-Lehoczky Central European University, Budapest (Hungary)
Giovanni Masino University of Ferrara (Italy)

12.30-13.00 Debate

13.00-14.30 **Lunch**

14.30-18.00 **Parallel Sessions**

1. Rights and protections in a context of increased labour flexibility

Chair: **William Bromwich** University of Modena and Reggio Emilia (Italy)

Raffaella Cascioli ISTAT (Italy)
 The employment prospects of young Italians at the end of the education and training path: an analysis based on a new European indicator

Bengt Furåker University of Gothenburg (Sweden)
 Patterns of locking-in: a study of employees in the Finnish, Norwegian and Swedish labour markets

Merle Muda University of Tartu (Estonia)
 Promotion of lifelong learning in the framework of the employment relationship

Carla Spinelli University of Bari (Italy)
 Flexicurity in Italy in a time of uncertainty

Hiroaki Richard Watanabe University of Sheffield (UK)
 Deterioration of worker protection in Japan: Impact of new needs of economic competitiveness and changing human resources management and industrial relations

2. Social dialogue and labour standards

Chair: **Susan Bisom-Rapp** Thomas Jefferson School of Law, San Diego (USA)

Olga Chesalina Max Planck Institute for Social Law and Social Policy (Germany)
 Atypical employment relationships in Germany and its consequences for social security

Nikita Lyutov Moscow State Law University (Russia)
 Is ILO control over the application of the international labour standards effective in the modern world?

Marius Olivier Northwest University Potchefstroom (South Africa)
 International standards and social protection practices: Perspectives from India and South Africa

William K. Roche University College Dublin (Ireland)
 Employers, unions and concession bargaining in the Irish recession

Volker Telljohann IRES Emilia-Romagna (Italy)
 Overcoming the fragmentation of employee representation – how to re-build coordinated interest representation along the automotive value chain

Hélio Zylberstajn University of São Paulo (Brazil)
 Workers' rights in the Brazilian sugarcane ethanol industry

20.30 **Gala Dinner**

Wednesday 19 March

9.30-13.00 **Second Plenary Session**
VALUES AND INTERESTS IN THE EMPLOYMENT RELATIONSHIP
 Chair: **Roger Blanpain** Universities of Leuven (Belgium) and Tilburg (The Netherlands)

9.30-10.00 Keynote speech:
Edoardo Ales University of Cassino and Southern Lazio (Italy)

10.00-11.30 Selected papers:
Susanne Burri Utrecht University (The Netherlands)
 Challenging perspectives on work/life balance issues in EU and Dutch law

Trina Jones Duke University School of Law (USA)
 Civil rights at 50: Contemporary challenges for U.S. employment discrimination law

Supriya Routh Nantes Institute for Advanced Study (France)
 A rights-plus approach to the protection of informal workers in India

Mies Westerveld University of Amsterdam (The Netherlands)
 Women and social justice: game over?

11.30-11.50 Break

11.50-12.30 Discussants:
Lina Gálvez Muñoz Universidad Pablo de Olavide, Seville (Spain)
Jacques Rojot University of Paris II Pantheon-Assas (France)

12.30-13.00 Debate

13.00-14.30 **Lunch**

14.30-18.00 **Third Plenary Session**
LEGAL THEORY AND THE SOURCES OF THE EMPLOYMENT RELATIONSHIP
 Chair: **Manfred Weiss** J.W. Goethe University, Frankfurt (Germany)

14.30-15.00 Keynote speech:
Catherine Barnard Cambridge University (UK)

15.00-16.30 Selected papers:
Richard Michael Fischl University of Connecticut School of Law (USA)
 Legal theory and US labor law: A view from the radical middle

Attila Kun Károli Gáspár University (Hungary)
 The semaphore versus the truncheon new "energies" in labour regulation

Michael Zimmer Loyola University, Chicago (USA)
 Theory Supporting Transnational Workers Organizations

16.30-16.50 Break

16.50-17.10 Discussant:
Mia Rönnmar University of Lund (Sweden)

17.10-18.00 Debate

18.00-18.15 Conclusion:
Janice Bellace The Wharton School, University of Pennsylvania, Philadelphia (USA)

