



UNIMORE
UNIVERSITÀ DEGLI STUDI DI
MODENA E REGGIO EMILIA

XVI INTERNATIONAL CONFERENCE IN COMMEMORATION OF PROFESSOR MARCO BIAGI

ASSESSING WORKERS' PERFORMANCE IN A CHANGING TECHNOLOGICAL AND SOCIETAL ENVIRONMENT: AN INTERDISCIPLINARY AND MULTIFACETED PERSPECTIVE

Modena, 19-20 March 2018, Fondazione Marco Biagi

Si ringrazia per il contributo

BPER:
Banca

MONDAY 19 MARCH 2018

9.45-10.45 Welcome Addresses

Chair: **Giovanni Solinas**, Director of the Marco Biagi Department of Economics, Unimore

Angelo O. Andrisano, Rector of the University of Modena and Reggio Emilia

Gianpietro Cavazza, Deputy Mayor of Modena

10.45-11.45 **OPENING SESSION**

Chair: **Alan Neal**, University of Warwick (United Kingdom)

Introductory remarks

The Performance of Work in a Changing World: Problems and Perspectives

Janice Bellace, The Wharton School, University of Pennsylvania (USA), President-elect of the International Society of Labour and Social Security Law

Tiziano Treu, Catholic University of Milan (Italy), President of the International Society of Labour and Social Security Law

Presentation of the Conference

Edoardo Ales, University of Cassino and Southern Lazio, Marco Biagi Foundation (Italy)

11.45-12.00 Break

12.00-13.00 **PLENARY SESSION**

Presentation of the Survey “Performance Management in Italy”, Jointly Conducted by Marco Biagi Foundation and Job Pricing

Chair: **Jacques Rojot**, University of Paris II Panthéon-Assas (France)

Discussion

Tommaso Fabbri, University of Modena and Reggio Emilia, Marco Biagi Foundation (Italy)

Alessandro Fiorelli, JobValue - Jobpricing (Italy)

Ylenia Curzi, University of Modena and Reggio Emilia, Marco Biagi Foundation (Italy)

13.00-14.30 Lunch

14.30-16.30 **PARALLEL SESSIONS**

1. The Right to Privacy under the EU Framework

Chair: **Frank Hendrickx**, University of Leuven (Belgium)

Lie as a Workers’ Privacy Protection Measure

Izabela Florczak, University of Lodz (Poland); **Marcin Wujczyk**, Jagiellonian University (Poland)

Employee Privacy in the Context of EU Regulation n.2016/679: Some Comparative Remarks

Federico Fusco, Lund University (Sweden)

The Impact of European General Data Protection Regulation (EU/2016/679) on Remote Monitoring at Work Italian Legal Framework

Alessandra Ingraio, University of Milan (Italy)

2. Remedies and Protections against Unfair Performance Assessment

Chair: **Ralf Rogowski**, University of Warwick (United Kingdom)

Employment Protection Legislation and Mismatch: Evidence from a Reform

Fabio Berton, University of Turin (Italy); **Francesco Devicienti**, University of Turin (Italy); **Sara Grubanov-Boskovic**, European Commission

Customer Ratings as a Vector for Discrimination in Employment Relations? Pathways and Pitfalls for Legal Remedies

Rossana Ducato, Catholic University of Louvain (Belgium); **Miriam Kullmann**, Vienna University of Economics and Business (Austria); **Marco Rocca**, Hasselt University (Belgium)

Work Performance Appraisal and Unfair Dismissal: Using People Analytics to Justify Poor Performances

Dismissals

Ligia Ramia Munerati, University of Rome-Tor Vergata (Italy)

Tasks and Responsibilities of an Employer in Digital Age: How to Observe the Requirements of Applicable Labour Legislation?

Gabriel Tavits, University of Tartu (Estonia)

16.30-16.45 Break

16.45-18.45 **PARALLEL SESSIONS**

3. Social rights in a Changing Technological and Societal Environment

Chair: **Csilla Kollonay-Lehoczky**, Central European University, Budapest (Hungary)

New Forms of Workers' Associations for a Changing Technological and Societal Environment

Matteo Avogaro, University of Milan (Italy)

The Impact of the Working Discontinuity in the Digital Age on the Social Security System

Claudia Carchio, University of Udine (Italy)

For a Legal Definition of Social Performance or Take Workers' Rights into Account through Economic Logic

Fleur Laronze, University of Strasbourg (France)

The Quest for Productivity: Filling the Gender Gap with Benefits in the Modern Workplace 4.0

Davide Tardivo, University of Padua (Italy)

4. Performance Control and Digitalization

Chair: **Antonio Lo Faro**, University of Catania (Italy)

Social Work Informatics between Rational Myth and Reality. The Case Study of the Piedmont Information System

Roberto Albano, University of Turin (Italy); **Arianna Radin**, University of Bergamo (Italy); **Ylenia Curzi** University of Modena and Reggio Emilia, Marco Biagi Foundation (Italy)

Employer or Big Brother? The Interaction between Data Analytics and Existing Common Law and Statutory Protections for Employees

Leora Eisenstadt, Fox School of Business, Temple University (USA)

Control Over Employees and the Right to Privacy: How Clear Are the Limits to Distinguish Normal Employer's Supervision from Human Rights Abuses?

Elena Sychenko, Saint Petersburg University (Russia)

TUESDAY 20 MARCH 2018

9.00-11.00 **PARALLEL SESSIONS**

5. Skills and Performance

Chair: **Sergio Destefanis**, University of Salerno (Italy)

Collective Bargaining and Skill Formation: Evidence from Mixed Methods

Fabio Berton, University of Turin (Italy); **Anna Carreri**, University of Verona (Italy); **Francesco Devicienti**, University of Turin (Italy); **Andrea Ricci**, National Agency of Public Policy Analysis (Italy)

When Hard Skills are not Enough: Emotional, Social and Cognitive Competencies that Successful Data Scientists and Analysts Should Demonstrate

Elena Bruni, Ca' Foscari University of Venice (Italy); **Fabrizio Gerli**, Ca' Foscari University of Venice (Italy); **Sara Bonesso**, Ca' Foscari University of Venice (Italy)

6. Remuneration and Incentives

Chair: **Valeria Fili**, University of Udine (Italy)

Wage Discrimination by Gender and Performance Evaluation

Tindara Addabbo, University of Modena and Reggio Emilia, Marco Biagi Foundation (Italy)

The Workforce Productivity and Worker Performance Evaluation in the Modern Russian Environment as Challenges to Workers' Rights

Nikita Lyutov, Kutafin Moscow State University (Russia)

Remuneration and Motivation of Employees in Polish Organizations. Presentation of Empirical Data

Krzysztof Walczak, University of Warsaw (Poland)

The Worker in a Time of Long Crisis: Systemic Change, Insecurity, Productivity and Performance

Geoffrey Wood, University of Essex (United Kingdom)

11.00-11.15 Break

11.15-13.15 **PARALLEL SESSIONS**

7. The Digital Organization of the Workplace

Chair: **Massimo Pilati**, University of Modena and Reggio Emilia (Italy)

The Invention of the Future. Does "Platformisation" Redefine the Notion of the Firm?

Antonio Aloisi, Bocconi University of Milan (Italy)

Corporate Performance and Worker Performance in Corporate Culture: Changing Board Responsibilities and Changing Governance Rhetoric

Alice Belcher, University of Dundee, Scotland (United Kingdom)

Taylorisation of Work. Does Gig-economy Bring Us Back to 19th Century?

Nastazja Potocka-Sionek, European University Institute

Technology, Power, and the Organization. Understanding Digital-Enabled Practices and Their

Implications for Workers Performance

Lia Tirabeni, University of Turin (Italy)

8. The Redefinition of the Employment Contract

Chair: **Riccardo Del Punta**, University of Florence (Italy)

Assessing Work Performance: New Perspectives on the Synallagmatic Relations between Work and Pay

Elisabeth Brameshuber, Vienna University of Economics and Business (Austria)

Measuring Worker Performance Within the Limits of Employment Law in the Changing Workplace Environment of Industry 4.0

Ron Brown, University of Hawaii (USA)

Agile Work and the New Paradigm of Subordination: Implications in Terms of Performance Control and Measurable Productivity

Maria Giovannone, University of Roma Tre (Italy)

Work Performance and Organisational Flexibility: At the Core of the Employment Contract

Elena Gramano, J.W. Goethe University, Frankfurt am Main (Germany)

13.15-14.30 Lunch

14.30-15.30 **PLENARY SESSION**

Assessing Workers' Performance in a Changing Organizational Environment: the Stakeholder Perspective

Chair: **Tommaso Fabbri**, University of Modena and Reggio Emilia, Marco Biagi Foundation (Italy)

The roadmap to the digital transformation in ENEL

Carlo Bozzoli, Global Chief Information Officer, ENEL (Italy)

15.30-17.00 **PLENARY SESSION**

Assessing Workers' Performance in a Changing Organizational Environment: the Scholarly Perspective

Chair: **Manfred Weiss**, J.W. Goethe University, Frankfurt am Main (Germany)

Speakers

Frank Hendrickx, University of Leuven (Belgium)

Ralf Rogowski, University of Warwick (United Kingdom)

Csilla Kollonay-Lehoczky, Central European University, Budapest (Hungary)

Antonio Lo Faro, University of Catania (Italy)

Sergio Destefanis, University of Salerno (Italy)

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