



“THE CURRENT SOCIAL AND WORK CHANGES: NEW CHALLENGES FOR THE WORLD OF LABOUR ”

30th September-1st October 2016
Catholic University of Portugal. Law Faculty
Oporto (Portugal)

 #GTT2016
 @CIELOlaboral

I. Presenting the CIELO Network and its inaugural Congress

CIELO, *Comunidad para la investigación y el estudio laboral y ocupacional*, hereby publishes the call for papers for its Inaugural Congress, where “The current social and work changes: new challenges for the world of labour” will be addressed, which will be held on September 30th and October 1st, 2016, at the Law School of the Catholic University of Portugal, Oporto (Portugal).

The aim of the CIELO Community, which already gathers dozens of individual members and partners, is to build an active and critical group of researchers and experts related to the world of labour, from their different perspectives, such as, for example, legal, economic or sociological. The ultimate purpose of the CIELO NETWORK is to analyze, share ideas and present suggestions for improvement in relation to the great transformation that is occurring in the employment field, in its different aspects, through congresses, participation in common research projects, joint publications and, finally, exchanges of teachers and researchers between its several members.

The geographical scope of the Network members, in principle, involves Latin America (not only Spanish or Iberian America) and the European countries directly related to it (Spain, Portugal, France and Italy, this last one as the birthplace of the latin language and Roman Law - or Continental Law- that unite us all, compared to the anglo-saxon model). It aims to strengthen the traditional bridges of personal and professional collaboration between the mentioned countries of both continents, that share languages, common traditions and cultures. In other words, it seeks to encourage and benefit from the synergies that can easily be generated from such a tightly bound Community which is now being born.



Regarding the theme of the Congress, it is clear that several factors, such as technological progress, demographic variations, climate and environment changes and migratory movements are affecting the world of work and labour relations. Trades, professions, skills, contracts, schedules and workplaces, social security systems and collective bargaining are undergoing a transformation that, for the last century, reflects an unprecedented speed and interdisciplinarity. Consequently, this raises a number of challenges for the plurality of subjects involved, which, now more than ever, are called to dialogue and to cooperate in order to provide an adequate response to them.

From this perspective, this Congress seeks to analyze - through an interdisciplinary and comparative approach - the present and future transformation of the labour work, by deepening six major areas: technology, demographics, climate changing and environment, conflicts and social migratory movements, labour reforms in times of crisis and education and training for the work of the future. The ultimate goal will be a better understanding and reflection about the changes that are occurring around us, and that directly affect the way we work, live and interact, both in a society and in our family.

CIELO invites teachers, researchers, doctoral students, lawyers, professionals and, in general, all those who are interested in the Congress theme (members or not of the Community), as specialists in the various disciplines related to the world of labour, to submit their proposals for papers in connection with any of the following areas:

1. Technological development: new challenges and opportunities for Labour Law and labour relations

In recent decades, technological development has produced many changes in the world of labour, working conditions, representation structures and forms of traditional social dialogue. As an example, we list a possible object of study, in the following areas:

- New technologies and new ways of individual work (*teleworking, smart working, casual work, interim management, voucher-based work, etc.*).
- New technologies and new ways of working collectively (*sharing economy*).
- The impact of technology in the staff selection processes.
- Technological development and effects in working conditions (such as working place and time, wages, changing of such conditions and safety and health at work).
- The interaction of new technologies with reconciling work and family life.
- The effect of technological progress in the ways of communication and representation of the social partners.
- Challenges and opportunities in this area for trade unions and employer organizations, collective bargaining and social dialogue.

2. Demographic changes: challenges for Labour Law, Social Security and company organizational models

The demographic trends that are developing - among which migratory flows, the progressive aging of the workforce, the rise of chronic diseases, delaying young people in access to



employment, etc. – appear as one of the biggest challenges that the world of labour will face in the coming decades.

The papers in this block may relate, among others, to the following matters:

- The impact of demographic changes in the dynamics of the labour market and in the policies for employment: the role of institutions and actors of the labour market (private and public employment agencies, trade unions, business associations, etc.).
- The effect of demographic changes in the organizational company models, especially in the inter-generational dialogue, active aging, sustainable employment, diversity management, increasing the quality of work and, finally, prevention of labour risks and conciliation.
- The employment status, working conditions, challenges and opportunities of certain groups of workers such as the elderly, young people, carers, chronically ill and migrant workers.
- The future sustainability of social security systems.
- The evolution of legal, regulatory and contractual systems.

3. Climate change and environment: effects and possible solutions to the labour market, employment and social security systems

In recent years, climate change and the environment are also presented as an additional factor of change for the world of work, companies and labour relations, as demonstrated by the increasing number of natural disasters and their consequent effects on the society and the economy of the affected regions. Undoubtedly, such disasters affect different sectors, professions and jobs, as well as the relationship of the activity and role of the company with the environment around it. In this area, the following topics of study include:

- Natural and environmental disasters: causes, effects, prevention and the role of labour laws and collective bargaining.
- Climate change and implications for work and workers at the company level and the labour market.
- Development of green economy, new "green" jobs and new ways of working, the role of social partners and training institutions.
- Labour, economic and social policies in the environment and opportunities in a new labour market.

4. Social migration: impact on a new global labor market

Climate change, globalization, economic crises or social and existing armed conflicts in various parts of the world have caused migration of people between regions, countries and continents that are impacting labour markets in a relevant way. For example, the effects are evident in the imbalance that is occurring between supply and labour, labour specialization and professional needs of the productive sectors of different geographical regions or, finally, between the social resources available and the subjects in need of them in the host countries. In this block, proposals for presentations or seminars may focus, among others, on the following aspects:

- Social migrations: causes, types and effects on labour markets.



- Technology, globalization and migration: the new geography of jobs, evolution in skills and sectorial and professional specializations.
- Conflicts (social, racial, armed) and migration: impacts on the social systems of the receiving countries.
- Changes in the location of production and distribution systems.
- New social, economic, labour and social security policy responses to migratory movements.

5. Labour reforms in times of crisis and its impact as a change agent in the world of work

Virtually every country in the European area and many of the American continent have had to adopt radical labor reforms to face the serious economic crisis we are experiencing - perhaps one of the worst we remember- for over five years. This implies the need to assess, from a practical standpoint, the impact that such labour reforms have had on the delicate balance of labour relations and the world of collective relations.

We point out the following possible study themes:

- The legal changes made during the economic crisis and their importance as an element of change from the previous model of labour relations.
- Convergence with the European model of labour austerity.
- New employment status of workers.
- New model of collective bargaining.
- Procedural issues: the importance of the work of judges in interpreting the reforming rules.
- Practical application of labour and judicial reforms.
- Ability to recover more protective employment patterns than the ones of the past.
- Other effects and economic consequences of the labour reforms adopted in times of crisis.

6. The "informal" nature of work and its consequences as an element of change towards job insecurity and the underground economy

The issue of labour informality is a serious problem for the economy of any country, and is reflected clearly in Latin America, which accumulates very high percentages in this area. Aware of the serious consequences that this entails, the ILO adopted – in June 12th 2015, in Geneva – its Recommendation No. 204, on the transition from the informal to the formal economy, establishing measures that promote such change as a solution the economic crisis in many countries and the decline in the social protection of workers.

As a mere indication, the following points are identified for discussion:

- Causes of labour and business informality and the affected economic units and social groups.
- Conditions of performance of the informal labour activity and its impact on workers' rights and social protection, as well as on each country's economy.
- Indications of labour informality by country (types of industries, workers, regions).
- Strategies for the transition to a formal economy by country: educational, social or



legal incentive and its impact.

- Labour informality and decent work: compatibility or mutual exclusion?
- The role of workers' representatives, trade unions and social dialogue in moving towards formal employment.

7. Education and training for the present and future work

In view of all the changes that are affecting the world of work, education and training systems are challenged to prepare young people and to retrain adults for the jobs of the future. The emergence of new trades and professions also calls for a reflection on the relations between the world of higher education and work.

The following points are suggested for analysis:

- The role of Institutions of Higher Education in training and placement of young people.
- The transition from school to work, dual training and the contract for training and learning.
- New university programs in higher education and research training (contracts for training and learning research, industrial doctorates, etc.) oriented to the collaboration with companies.
- Research work in the academic world.
- The role of the learning certification system (formal and informal) and skills.
- Continuing education for adults, in relation to the new skills required for a successful occupation of new jobs.



II. ORGANIZING COMMITTEE OF THE INAUGURAL CONGRESS OF THE CIELO NETWORK

I. Honorary President of the CIELO NETWORK: Prof. Tiraboschi. Scientific Director of ADAPT (Italy)

II. Executive Committee of the CIELO NETWORK:

1. Prof^a Lourdes Mella Méndez. University of Santiago de Compostela (Spain). General Coordinator of the CIELO NETWORK.
2. Prof. Duarte Abrunhosa e Sousa. Lawyer. CIJE-Oporto University (Portugal)
3. Prof. Tiago Pimenta Fernandes. Lawyer. Portucalense University (Portugal)
4. Prof^a Macarena Sierra Benítez. Sevilla University (Spain)
5. Prof^a Nicole Maggi-Germain. Instituto de las Ciencias Sociales del Trabajo (ISST). University of París I Panthéon-Sorbonne (France)
6. Prof. Juan Raso-Delgue. University of la República (Uruguay)
7. Prof. Francisco Tapia Guerrero. Pontificia Catholic University of de Chile (Chile)
8. Prof. Alberto Fantini. National University Tres de Febrero (UNTREF) (Argentina)

III. Highlighted members of the organization of the Inaugural Congress:

1. Prof. Manuel Fontaine. Dean of the Catholic University of Portugal, Oporto (Portugal)
2. Prof. Rui Medeiros. Catholic University of Portugal, Lisbon (Portugal)
3. Prof. Júlio Gomes. Counselling Judge at the Portuguese Supreme Court of Justice (Portugal) and Catholic University of Portugal, Oporto (Portugal)
4. Prof^a. Catarina Carvalho. Catholic University of Portugal, Oporto (Portugal)
5. Prof.^a Milena Rouxinol, Catholic University of Portugal, Oporto (Portugal)
6. Prof^a. Consuelo Ferreiro Regueiro. General Secretary of the University of Santiago de Compostela (Spain)

IV. Technical Executive Committee of the CIELO Network:

1. Lavinia Serrani. ADAPT (Italy). General Secretary of the CIELO Network.
2. Silvia Fernández Martínez. ADAPT (Italy). General Secretary of the CIELO Network
3. Ana Ribeiro da Costa. Catholic University of Portugal, Oporto (Portugal)
4. Lara Nogueira Ferreiro. University of Santiago de Compostela (Spain)
5. Alicia Villalba Sánchez. University of Santiago de Compostela (Spain)
6. Ana Teresa Ribeiro. Catholic University of Portugal, Oporto (Portugal)

III. ONLINE SUBMISSION OF PROPOSALS: INSTRUCTIONS

Applicants (members of the CIELO Network or not) may submit their proposals to actively participate in the Inaugural Congress.

Such participation may be individual, in the traditional way, or collective. In the second case, proposals shall be for specific symposia or seminars (for example: 1 coordinator, 3-4 speakers



and one commenter). In the first case, the accepted applicant will appear in the final program as a speaker; in the second, as a speaker member of the corresponding seminar.

The procedure for submitting proposals is available online, so it is necessary to register by creating an account in the Area of Cooperation CIELO website, by following these instructions:

For members of CIELO who already have an account at the CIELO Cooperation Area, the procedure for submissions will be made online.

Instructions:

- Enter the CIELO Cooperation Area. Press "Login" at the top on the right and then enter your credentials: <http://moodle.adaptland.it/course/view.php?id=504>
- Once you have accessed the online platform, enter the "CIELO 2016 Congress".
- Within this section there are two databases: one for individual presentation proposals and the other for seminars or symposiums.
- Press in the corresponding database and select the "Add Entry" option. Once inside, fill out the required fields and enter the abstract in the corresponding part.
- Once you have completed all fields, press down "Save & View".

For non-members of CIELO, sending individual paper proposals or seminar or symposium shall be submitted via email to comunidad@cielolaboral.com, along with your CV. Proposals for participation sent by applicants will be evaluated by the members of the Organizing Committee or, where appropriate, by specifically appointed experts, according to their respective theme.

IV. DEADLINES

Deadline for submission of proposals (máximum 250 words): **April 30th, 2016**

Deadline for notification of selection: **May 13th, 2016**

Deadline to confirm participation in the Congress: **May 27th, 2016**

Deadline for submission of full papers: **September 1st, 2016**

V. PUBLICATION OF CONGRESS PAPERS

Upon selection, the best papers presented at the Congress will be published (by thematic blocks) in one of the Open Access Reviews directed or managed by community members, for example:

- The *Revista Internacional y Comparada de Relaciones Laborales y Derecho del Empleo*. ADAPT (http://www.adapt.it/EJCLS/index.php/rlde_adapt)
- Other posible Reviews run by members of the CIELO Community from different countries



- The possibility of publishing a book in paper or in an electronic format (ebook) will be also analyzed, according to the offers and possibilities received either from network members or from external publishers.

VI. COSTS: REGISTRATION

- Members of the NETWORK

Participation and enrollment in the event is free for individual members of CIELO and representatives of collaborating entities (including attendance and participation diploma, as well as speaker's certificate, if any).

As usual, travel and accommodation expenses shall be borne by the participants.

However, Congress organizers will try to make available a limited number of scholarships to cover accommodation costs to the younger members of the Community.

Selection will be based on the scientific quality of the proposed works to be presented in Congress.

Contribution to the Gala Dinner: Attendants who wish to participate in the Gala Dinner must contribute with 50 euros.

- Participants outside the NETWORK

Participants outside the Network or members of organizations which have signed a cooperation protocol with the Organizers to hold the Congress must pay an enrollment fee of 60 euros. Where applicable, the fee scheduled for the Gala Dinner may also be paid.

This fee includes attendance and a certificate of participation, as well as a speaker's certificate, if any.

As usual, travel and accommodation expenses shall be borne by the participants.

- Researchers, teachers and students of the Catholic University of Portugal, which hosts the Congress

Participation and assistance will be free.

VII. CONGRESS LANGUAGES

The conference languages will be the official of the countries of the CIELO Network: spanish, portuguese, french and italian.



VIII. ADDITIONAL INFORMATION

For more information: <http://www.cielolaboral.com/>

For any further questions, write us: comunidad@cielolaboral.com