



Fondazione  
Marco Biagi



**UNIMORE**  
UNIVERSITÀ DEGLI STUDI DI  
MODENA E REGGIO EMILIA

# XXIII International Conference in Commemoration of Professor Marco Biagi

Towards Equal and Inclusive Labour Relations:  
Systems, Strategies, and New Conceptual  
Frameworks

Modena, 18-19 March 2026  
(Time zone GMT +2, Rome)



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# Abstract

## Introduction

On the twenty-fourth anniversary of the death of Professor Marco Biagi, the Foundation and the University of Modena and Reggio Emilia are commemorating the man and the labour law scholar by organizing an international conference on “Towards Equal and Inclusive Labour Relations: Systems, Strategies, and New Conceptual Frameworks”.

The two-day event will bring together scholars from different disciplines and geographical contexts to engage in an interdisciplinary and comparative dialogue on **Equality, Diversity, and Inclusion (EDI)** in contemporary labour markets. The conference will provide a space to critically examine how enduring forms of inequality and discrimination intersect with ongoing structural transformations, including digital and ecological transitions, demographic changes, and recurrent global crises.

By addressing key issues such as the conceptual foundations of **equality and non-discrimination**, the systemic mechanisms that produce and reproduce **labour market inequalities**, the role of legal, institutional and organisational actors, and the redefinition of vulnerability in evolving employment contexts, the conference aims to foster a deeper and more critical understanding of EDI in practice.

# Wednesday, March 18th

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2:00 pm - 2:30 pm

## Introduction & Chair

**Edoardo Ales** Full Professor, "Parthenope" Univ. of Naples (Italy);  
Scientific Committee of the Marco Biagi Foundation (Italy)

## Welcome Addresses

**Rita Cucchiara** Rector of the Univ. of Modena and Reggio Emilia  
(Italy)

**Massimo Mezzetti** Mayor of Modena *tbc*

**Tindara Addabbo** Dean of the Marco Biagi Department of  
Economics, Univ. of Modena and Reggio Emilia; Scientific Committee  
of the Marco Biagi Foundation (Italy)

2:30 pm - 4:15 pm

## Opening Session

*ILO Evidence on Horizontal Inequalities in Labour Markets*

**Nick Drydakis** Anglia Ruskin Univ. (United Kingdom)

*Diverging Pathways: Accommodation of Worker Diversity and the  
Case-Law of the Court of Justice*

**Mark Bell** Trinity College Dublin (Ireland)

*Unmasking the Labour Market Illusion: Infrastructures of Labour  
Circulation Producing Difference Amidst Precarity*

**Patrizia Zanoni** Hasselt Univ. (Belgium)

4:15 pm - 4:30 pm

## 2025 Marco Biagi Award Ceremony

4:30 pm - 6:00 pm

## Parallel Session 1

# 1A

## Inequalities in the labour market: making visible discriminations and uncovering their systemic roots

Moderator: **Miguel A. Malo** Associate Professor, Universidad de Salamanca (Spain)

*The Critique of Labour in the Neoliberal Era. On the Metamorphoses of a Concept between Pathology and Power*

**Nicolò Maria Ingarra** Research Fellow, Univ. of Macerata (Italy)

*Making visible LGBTQI+ inequalities in working conditions and access to employment to guide coalitions to achieve social justice*

**Tindara Addabbo** Full Professor, Univ. of Modena and Reggio Emilia (Italy);

**Giuseppe Caruso** Research Fellow, University of Firenze (Italy);

**Chiara Mussida** Full Professor, Piacenza Catholic Univ. of the Sacred Heart (Italy)

*Childbirth and the dynamics of female employment pay status in Europe*

**Chiara Mussida** Full Professor, Piacenza Catholic Univ. of the Sacred Heart (Italy);

**Dario Sciulli** Associate Professor, D'Annunzio Univ. of Chieti-Pescara (Italy)

*Borders of freedom: work as a space of capability for intersectionally-marginalised women*

**Carlotta Barra** Research Fellow, Univ. of Modena and Reggio Emilia (Italy);

**Eleonora Costantini** Researcher, Marco Biagi Foundation (Italy);

**Francesca Nepoti** Research Fellow, Univ. of Modena and Reggio Emilia & Marco Biagi Foundation (Italy)

*Youth Labour Vulnerability in Europe: From NEET Status to Non-Standard Employment*

**Miguel A. Malo** Associate Professor, Universidad de Salamanca (Spain)

## Rethinking work, care, and inclusion: gendered norms, performance, and discrimination

Moderator: **Edoardo Ales** Full Professor, "Parthenope" Univ. of Naples (Italy)

*Transforming organisations through (gender) equality: working time as a driver of inclusive change*

**Matilde Biagiotti** Researcher, Univ. of Eastern Piedmont (Italy)

*Unfit for the Ideal? Fathers, care, and the gendered logic of performance management systems*

**Francesca Nepoti** Research Fellow, Univ. of Modena and Reggio Emilia (Italy);

**Ylenia Curzi** Associate Professor, Univ. of Modena and Reggio Emilia (Italy);

**Tommaso Fabbri** Full Professor, Univ. of Modena and Reggio Emilia (Italy);

**Filippo Ferrarini** Research Fellow, Univ. of Modena and Reggio Emilia (Italy)

*Beyond the Privilege: Masculinity and In-Group Exclusion in DEI Policies*

**Martina Gianecchini** Full Professor, Univ. of Padova (Italy);

**Enrico Carlet** Post-doc Researcher, Univ. of Padova (Italy)

*Care responsibilities: a new ground of discrimination?*

**Joana Isabel Sousa Nunes Vicente** Assistant Professor, Researcher, Univ. of Coimbra (Portugal)

*From Coleman to Bervidi – (Indirect) discrimination by association on the grounds of disability in dialogue with the protection of work-life balance*

**Milena da Silva Rouxinol** Associate Professor, Universidade Católica Portuguesa (Portugal)

# 1B



## Towards the protection of intersectional discrimination: which remedies for women workers with disabilities?

Introduction and Moderation:

**Rosita Zucaro** Inapp - The National Institute for Public Policy Analysis (Italy);

**Lilli Carollo** Inapp - The National Institute for Public Policy Analysis (Italy)

Speakers:

**Olga Rymkevich** Marco Biagi Foundation (Italy)

**Gualtiero Michelini** Court of Cassation (Italy)

**Silvia Stefanovichj** CISL Nazionale (Italy)

## Generational inequalities in contemporary labour markets

Moderator: **Massimiliano Delfino** Full Professor, Univ. Federico II of Naples (Italy)

*Discrimination against older people in the field of employment*

**Alexander Stöhr** Probationary judge, Berlin Labour Court (Germany)

*Elderly Care (Platform) Work in Germany: Ensuring a Level Playing Field*

**Olga Chesalina** Senior Researcher, Max-Planck-Institute for Social Law and Social Policy (Germany)

*Fragmented Work, Firm Boundaries and Inequality: Reinterpreting Outsourcing through Labour Law (in the legacy of Marco Biagi)*

**Giacomo Gallo** PhD Student, Univ. of Padua (Italy)

*Regional and Socioeconomic Drivers of Youth Disengagement: Evidence from Spain's NEET*

**Maria Novitasari** PhD Candidate, Piacenza Catholic Univ. of the Sacred Heart (Italy);

**Chiara Mussida** Full Professor, Piacenza Catholic Univ. of the Sacred Heart (Italy)

*Misalignment and vulnerability: why young workers exit a fragmented labour market*

**Margherita Gorrieri** PhD Candidate, Univ. of Florence, IMT School for Advanced Studies Lucca (Italy);

**Sara Lombardi** Associate Professor, Univ. of Florence (Italy);

**Federico Martellozzo** Associate Professor, Univ. of Florence (Italy)



7:15 pm - 8:00 pm

## Holy Mass in memory of prof. Marco Biagi

Sant'Agostino Church (Piazza Sant'Agostino, 6 – Modena)

# Thursday, March 19th

9:30 am - 11:00 am | Parallel Session 2

## Systems, culture, and power: new perspectives on workplace inequality

# 2A

Moderator: **Tindara Addabbo** Full Professor, Univ. of Modena and Reggio Emilia (Italy)

*Think Crisis, Think Female? Gender, Career Self-Efficacy, Leadership Traits, and the Glass Cliff in Italy*

**Erica Poma** Research Fellow, Univ. of Modena and Reggio Emilia (Italy);

**Barbara Pistoresi** Associate Professor, Univ. of Modena and Reggio Emilia (Italy)

*Standard of Reasonableness in Anti-discrimination Law in Japan: A Comparative Study on Law and Culture*

**Michela Riminucci** Associate Professor, Kobe Univ. (Japan)

*Beyond the Gaps: Understanding the Systems that Produce Inequality*

**Anna Paraskevopoulou** Associate Professor, Anglia Ruskin Univ. (United Kingdom)

*Diversity, Equity, and Inclusion and Worker-Owned Cooperatives: U.S. and Italy Compared*

**Ariana R. Levinson** Frost Brown Todd Professor of Law, Univ. of Louisville Louis D. Brandeis School of Law (USA)

# 2B

## From CSR to just transition: tackling labour inequalities among contemporary challenges

Moderator: **Ralf Rogowski** Professor Emeritus, Univ. of Warwick (United Kingdom)

*Towards Fair and Inclusive Employment Relations: Business as an Agent of Social Change Through Corporate Social Responsibility, Integrated Corporate Welfare and Safety at Work*

**Giorgio Luigi Risso** Assistant Professor, College of Business, Feng Chia Univ.(Taiwan);

**Paolo Orlando Ferrara** Safety Professional, PhD in Labour Relations

*Assessing the Impact of Climate Change on Social Protection and Occupational Safety and Health: Toward an Integrated Framework*

**Marius Paul Olivier** Honorary Professor, Adjunct Professor, Extraordinary Professor, Nelson Mandela Univ. South Africa, Univ. of Western Australia, North-West Univ. (South Africa);

**Ockert Dupper** Global Programme Manager, Vision Zero Fund, ILO, Extraordinary Professor, Univ. of Stellenbosch (South Africa)

*Towards a Just Transition Insurance: Integrating Climate Risk, Social Protection, and Green Finance*

**Yilmaz Alper** Attorney at Law, Istanbul Bar, LLB, Univ. of Galatasaray (Türkiye)

*Climate Change, Labour-Market Inequalities, and the Portuguese Regulatory Framework*

**Ana Teresa Ribeiro** Assistant Professor, Universidade Católica Portuguesa (Portugal)

# 2C

## Conceptualising old and new inequalities and vulnerabilities in contemporary labour relations

Moderator: **Manfred Weiss** Professor Emeritus, J.W. Goethe Univ. of Frankfurt (Germany)

*Non-discrimination in private rental housing as a means to promote workers' mobility and equal treatment*

**Ana Costa Afonso** Associate Professor, Universidade Católica Portuguesa (Portugal)

*The epistemic organization as a conceptual challenge in the audit of labour relations*

**Massimo Bianchi** Former Full Professor, Univ. of Bologna (Italy)

*Forced Labour, More than a Concept?*

**Victoria Skeie** Doctoral researcher, Univ. of Oslo (Norway)

*Freedom of Expression at Work: Between Inclusion, Vulnerability and Organisational Control*

**Verena Vinzenz** University Assistant (postdoc), Institute of Labour Law and Social Security Law, Univ. of Graz (Austria)

## Migrant workers and the limits of equality: intersectional and structural perspectives

# 3A

Moderator: **Alan Neal** Professor Emeritus, Univ. of Warwick (United Kingdom)

*An intersectional analysis of migration and gender determining access to social protection: the need for an appropriate response framework*

**Marius Paul Olivier** Honorary Professor, Adjunct Professor, Extraordinary Professor, Nelson Mandela Univ., Univ. of Western Australia, North-West Univ.

*Structural Inequalities and Labour Market Integration of Migrant Workers in Europe: Towards a Multidimensional Understanding of Inclusion*

**Izabela Florczak** Assistant Professor, Univ. of Lodz (Poland)

*Moving Beyond Worker Rights to Worker Justice*

**Shefali Milczarek-Desai** Associate Professor, Univ. of Arizona James E. Rogers College of Law (USA)

*Equal treatment for migrant workers in the transition to a greener economy*

**Emily Cunniffe** PhD Researcher, Trinity College Dublin (Ireland)

# 3B

## Workplace equality between organization and collective bargaining

Moderator: **Csilla Kollonay-Lehoczky** Professor Emerita, Central European Univ. (Hungary)

*How Industrial Relations shape organizational Equity: The case of Automobili Lamborghini*

**Angela Zaniboni** PhD Student, Univ. of Siena, with Internship in Automobili Lamborghini (Italy)

*Dismissal due to illness and disability discrimination between case law and collective bargaining*

**Riccardo Maraga** Researcher in tenure track, Univ. e-Campus (Italy)

*«EDI Metrics»: A Study on Silent Actors of Workplace Equality Policies*

**Maria Giulia Arciero** PhD Candidate, Sapienza Univ. of Rome (Italy)

*Negotiating Vulnerability: Gendered Gig Work, and Inclusion in the Global South*

**Megha Sharma** Assistant Professor, NLSIU Bangalore (India)

# Equal Pay, transparency, and collective regulation of labour markets

3C

Moderator: **Janice Bellace** Professor Emerita, The Wharton School, Univ. of Pennsylvania, (USA)

*The Concept of a 'Single Source' in Equal Pay Law – Chances and Risks*

**Erika Kovács** Associate Professor, Vienna Univ. of Economics and Business (Austria)

*Collective Bargaining and Pay Transparency – Are Small Businesses at Risk?*

**Péter Sipka** Associate Professor, Univ. of Debrecen (Hungary);

**Tamás Németh** PhD Student, Univ. of Debrecen (Hungary)

*The impact of pay transparency policies on gender pay equality and labor market structure: between theory and regulatory effectiveness*

**Łucja Kobroń-Gąsiorowska** Professor, Univ. of the National Education Commission (Poland);

**Anna Nieć-Mrzygłód** PhD Candidate, Lawyer, Bigger Law Office (Poland)

*Accounting for the distribution of job quality within a (putative) liberal employment regime: the case of Ireland's labour market*

**John Geary** Full Professor, Univ. College Dublin (Ireland);

**Lisa Wilson** Senior economist, Nevin Economic Research Institute (Ireland)

## Workplace harassment, whistleblowing, and access to justice

# 4A

Moderator: **Susan Bisom-Rapp** Full Professor, California Western School of Law (USA)

*Protection from violence and harassment in the workplace: an intersectional approach from a labour law perspective*

**Maria Giovannone** Associate Professor, Univ. of Roma Tre (Italy);

**Fabiola Lamberti** Researcher, Univ. of Roma Tre (Italy)

*Equality, diversity and inclusion in the whistleblowing laws and policies*

**Marta Kozak-Mańnicka** PhD candidate, Univ. of Warsaw (Poland)

*Justice in a Walled Garden: Structural Secrecy and Sexual Harassment Data Access*

**Leora Faye Eisenstadt** Associate Professor & Murray Shusterman Research Fellow, Temple Univ., Fox School of Business (USA);

**Charlotte Alexander** Professor, Georgia Institute of Technology, Scheller College of Business (USA);

**Jeffrey Boles** Associate Professor and Associate Dean for Undergraduate Academic Programs, Temple Univ., Fox School of Business (USA);

**Nathan Dahlberg** Founder, Docket Analyzer and former Data Scientist and Deep Learning Engineer, SCALES-OKN Project (USA)

# 4B

## Workplace equality between organization and collective bargaining

Moderator: **Carla Spinelli** Full Professor, Aldo Moro Univ. of Bari (Italy)

*EU legal framework and CJEU case law on reasonable accommodation*

**Christina Hiessl** Professor, Univ. of Leuven, KU Leuven (Belgium)

*Reasonable Accommodation in Denmark: a Trajectory of its Case Law*

**Vincenzo Pietrogiovanni** Associate Professor, Univ. of Southern Denmark – SDU (Denmark)

*Between legislation and jurisprudence. Reasonable accommodations for workers with disabilities according to Polish law*

**Lukasz Pisarczyk** Associate Professor, Univ. of Silesia in Katowice (Poland)

*The obligation to provide for reasonable accommodation: lights and shadows in the Italian legal order*

**Carla Spinelli** Full Professor, Aldo Moro Univ. of Bari (Italy)

## Digital technologies at work: inequality, power, and regulatory challenges

# 4C

Moderator: **Frank Hendrickx** Full Professor, KU Leuven (Belgium)

*Predicting Inequality: Limiting the Impact of Predictive Health Data at Work*

**Elizabeth A. Brown** Full Professor, Bentley Univ. (USA)

*Who Keeps the Eyes Open? Wireless Power as the Missing Layer in Inequality Research*

**Barbara Surdykowska** mgr, NSZZ Solidarność, Univ. of Warsaw (Poland)

*Designing for inclusion? Technologically enhanced bodies and lines of (in)equality in labour law*

**Sławomir Adamczyk** mgr, NSZZ Solidarność (Poland)

*The digital divide as a catalyst for labour inequalities: regulatory assumptions for a just transition*

**Lucía Dans Álvarez de Sotomayor** Profesora Contrada Doctora, Universidad de La Laguna (Spain)

4:00 pm - 5:30 pm

## Closing Session

*General Debate*

*Closing Remarks*

**Tiziano Treu** Catholic Univ. of Milan; Scientific Committee of the Marco Biagi Foundation (Italy)

**Local Scientific Committee:**

Prof. Tindara Addabbo (University of Modena and Reggio Emilia), Prof. Edoardo Ales ("Parthenope" University of Naples), Prof. Ylenia Curzi (University of Modena and Reggio Emilia), Prof. Tommaso Fabbri (University of Modena and Reggio Emilia), Prof. Chiara Mussida (Piacenza, Catholic University of the Sacred Heart), Prof. Iacopo Senatori (University of Modena and Reggio Emilia).

**Organizing Committee:**

Dr. Carlotta Serra (Marco Biagi Foundation, Chair), Dr. Carlotta Barra (University of Modena and Reggio Emilia), Dr. Eleonora Costantini (Marco Biagi Foundation), Dr. Margherita Grillo (Marco Biagi Foundation), Dr. Francesca Nepoti (University of Modena and Reggio Emilia), Dr. Federica Palmirotta (Marco Biagi Foundation), Dr. Ilaria Purificato (University of Modena and Reggio Emilia), Dr. Olga Rymkevich (Marco Biagi Foundation).

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