



**Fondazione
Marco Biagi**



UNIMORE
UNIVERSITÀ DEGLI STUDI DI
MODENA E REGGIO EMILIA

Twenty-Third International Conference in Commemoration of Prof. Marco Biagi

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

Modena, Italy, 18th-19th March 2026
Marco Biagi Foundation, University of Modena and Reggio Emilia

Programme (draft 13th February 2026)

Wednesday 18th March 2026

13.30-14.00: *Registration of participants*

14.00-14.30 *Welcome Addresses*

Rita Cucchiara, Rector of the University of Modena and Reggio Emilia *tbc*

Massimo Mezzetti, Mayor of Modena *tbc*

Tindara Addabbo, Dean of the Marco Biagi Department of Economics, University of Modena and Reggio Emilia; Scientific Committee of Marco Biagi Foundation

14.30-16.15: *Opening Session (Plenary)*

Introduction and Chair: **Edoardo Ales**, “Parthenope” University of Naples (Italy); Scientific Committee of Marco Biagi Foundation (Italy)

Keynote Speakers:

Nick Drydakis, Professor of Economics, Anglia Ruskin University (United Kingdom) – *ILO Evidence on Horizontal Inequalities in Labour Markets*

Mark Bell, Regius Professor of Law, Trinity College Dublin (Ireland) – *Diverging Pathways: Accommodation of Worker Diversity and the Case-Law of the Court of Justice*

Patrizia Zanoni, Full Professor of Organization Studies, Hasselt University (Belgium) – *Unmasking the Labour Market Illusion: Infrastructures of Labour Circulation Producing Difference Amidst Precarity*

Debate

16.15-16.30: *2025 Marco Biagi Award Ceremony*

16.30-18.30: *Parallel Sessions*

Session 1A. Inequalities in the labour market: making visible discriminations and uncovering their systemic roots

Moderator: **Miguel A. Malo**, Full Professor, IE University (Spain)



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The Critique of Labour in the Neoliberal Era. On the Metamorphoses of a Concept between Pathology and Power – **Nicolò Maria Ingarra**, Research Fellow, University 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, University of Modena and Reggio Emilia (Italy); **Giuseppe Caruso**, Research Fellow, University of Firenze (Italy); **Chiara Mussida**, Full Professor, Piacenza Catholic University of the Sacred Heart (Italy)

Childbirth and the dynamics of female employment pay status in Europe – **Chiara Mussida**, Full Professor, Piacenza Catholic University of the Sacred Heart (Italy); **Dario Sciulli**, Associate Professor, D'Annunzio University of Chieti-Pescara (Italy)

Borders of freedom: work as a space of capability for intersectionally-marginalised women – **Carlotta Barra**, Research Fellow, University of Modena and Reggio Emilia (Italy); **Eleonora Costantini**, Researcher, Marco Biagi Foundation (Italy); **Francesca Nepoti**, Research Fellow, University of Modena and Reggio Emilia (Italy)

TBD - **Miguel A. Malo**, Full Professor, IE University (Spain)

Session 1B. Rethinking work, care, and inclusion: gendered norms, performance, and discrimination

Moderator: **Edoardo Ales**, “Parthenope” University of Naples (Italy)

Transforming organisations through (gender) equality: working time as a driver of inclusive change – **Matilde Biagiotti**, Researcher, University of Eastern Piedmont (Italy)

Unfit for the Ideal? Fathers, care, and the gendered logic of performance management systems – **Francesca Nepoti**, Research Fellow, University of Modena and Reggio Emilia (Italy); **Ylenia Curzi**, Associate Professor, University of Modena and Reggio Emilia (Italy); **Tommaso Fabbri**, Full Professor, University of Modena and Reggio Emilia (Italy); **Filippo Ferrarini**, Research Fellow, University of Modena and Reggio Emilia (Italy)

Beyond the Privilege: Masculinity and In-Group Exclusion in DEI Policies – **Martina Gianecchini**, Full Professor, University of Padova (Italy); **Enrico Carlet**, Post-doc Researcher, University of Padova (Italy)

Care responsibilities: a new ground of discrimination? – **Joana Isabel Sousa Nunes Vicente**, Assistant Professor, Researcher, University of Coimbra Institute for Legal Research (Portugal)

A glance on the CJ(UE) Bervidi Judgement – the intersection between protecting persons with disabilities and reconciling work and family – **Milena da Silva Rouxinol**, Associate Professor, Portuguese Catholic University (Portugal)



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Session 1C. 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)

Marika Curvo, ENEL (Italy)

Session 1D. Generational inequalities in contemporary labour markets

Moderator: **Massimiliano Delfino**, University 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, University of Padua (Italy)

Regional and Socioeconomic Drivers of Youth Disengagement: Evidence from Spain's NEET – **Maria Novitasari**, PhD Candidate, Piacenza Catholic University of the Sacred Heart (Italy); **Chiara Mussida**, Full Professor, University of Parma (Italy)

Meaning, mobility and misalignment: young workers' responses to labour-market fragmentation – **Margherita Gorrieri**, PhD Candidate, University of Florence, IMT School for Advanced Studies Lucca (Italy); **Sara Lombardi**, Associate Professor, University of Florence (Italy); **Federico Martellozzo**, Associate Professor, University of Florence (Italy)

Thursday 19th March 2026

09.30-11.00: Parallel Sessions

Session 2A. Systems, culture, and power: new perspectives on workplace inequality

Moderator: **Tindara Addabbo**, Dean of the Marco Biagi Department of Economics, University of Modena and Reggio Emilia (Italy)



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Think Crisis, Think Female? Gender, Career Self-Efficacy, Leadership Traits, and the Glass Cliff in Italy – **Erica Poma**, Research Fellow, University of Modena and Reggio Emilia (Italy); **Barbara Pistoresi**, Associate Professor, University 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 University (Japan)

Beyond the Gaps: Understanding the Systems that Produce Inequality – **Anna Paraskevopoulou**, Associate Professor, Anglia Ruskin University (United Kingdom)

Diversity, Equity, and Inclusion and Worker-Owned Cooperatives: U.S. and Italy Compared – **Ariana R. Levinson**, Frost Brown Todd Professor of Law, University of Louisville Louis D. Brandeis School of Law (USA)

Session 2B. From CSR to just transition: tackling labour inequalities among contemporary challenges

Moderator: **Ralf Rogowski**, Professor Emeritus, University 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 Riso**, Assistant Professor, College of Business, Feng Chia University (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 University South Africa, University of Western Australia, North-West University (South Africa); **Ockert Dupper**, Global Programme Manager, Vision Zero Fund, ILO, Extraordinary Professor, University 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, University of Galatasaray (Türkiye)

Climate Change, Labour-Market Inequalities, and the Portuguese Regulatory Framework – **Ana Teresa Ribeiro**, Assistant Professor, Universidade Católica Portuguesa (Portugal)

Session 2C. Conceptualising old and new inequalities and vulnerabilities in contemporary labour relations

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

Non-discrimination in private rental housing as a means to promote workers' mobility and equal treatment – **Ana Costa Afonso**, Associate Professor, Cattolica University (Portugal)

The epistemic organization as a conceptual challenge in the audit of labour relations – **Massimo Bianchi**, Former Full Professor, University of Bologna (Italy)



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Forced Labour, More than a Concept? – **Victoria Skeie**, Doctoral researcher, University 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, University of Graz (Austria)

11:00 – 11:15 Break

11.15 - 12.45: Parallel Sessions

Session 3A. Migrant workers and the limits of equality: intersectional and structural perspectives

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

Structural Inequalities and Labour Market Integration of Migrant Workers in Europe: Towards a Multidimensional Understanding of Inclusion – **Izabela Florczak**, Assistant Professor, University of Lodz (Poland)

Moving Beyond Worker Rights to Worker Justice – **Shefali Milczarek-Desai**, Associate Professor, University 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)

Session 3B. Workplace equality between organization and collective bargaining

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

How Industrial Relations shape organizational Equity: The case of Automobili Lamborghini – **Angela Zaniboni**, PhD Student, University 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, University e-Campus (Italy)

«EDI Metrics»: A Study on Silent Actors of Workplace Equality Policies – **Maria Giulia Arciero**, PhD Candidate, Sapienza University of Rome (Italy)

Negotiating Vulnerability: Gendered Gig Work, and Inclusion in the Global South – **Megha Sharma**, Assistant Professor, NLSIU Bangalore (India)

Session 3C. Equal Pay, transparency, and collective regulation of labour markets



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Moderator: **Janice Bellace**, Professor Emeritus, The Wharton School, University of Pennsylvania, Philadelphia (USA)

The Concept of a 'Single Source' in Equal Pay Law – Chances and Risks – **Erika Kovács**, Associate Professor, Vienna University of Economics and Business (Austria)

Collective Bargaining and Pay Transparency – Are Small Businesses at Risk? – **Péter Sipka**, Associate Professor, University of Debrecen (Hungary); **Tamás Németh**, PhD Student, University 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, University of the National Education Commission (Poland); **Anna Nieć-Mrzyglód**, 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, University College Dublin (Ireland); **Lisa Wilson**, Senior economist, Nevin Economic Research Institute (Ireland)

12:45 – 14:15 Lunch Break

14:15 – 15:45 Parallel Sessions

Session 4A. Workplace harassment, whistleblowing, and access to justice

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, University of Roma Tre (Italy); **Fabiola Lamberti**, Researcher, University of Roma Tre (Italy)

Equality, diversity and inclusion in the whistleblowing laws and policies – **Marta Kozak-Maśnicka**, PhD candidate, University 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 University, 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 University, Fox School of Business (USA); **Nathan Dahlberg**, Founder, Docket Analyzer and former Data Scientist and Deep Learning Engineer, SCALES-OKN Project (USA)

Session 4B. The obligation to provide reasonable accommodations for disabled people: an assessment of its effectiveness from a comparative perspective.



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

EU legal framework and CJEU case law on reasonable accommodation – **Christina Hiessl**, Professor, University of Leuven, KU Leuven (Belgium)

Reasonable Accommodation in Denmark: a Trajectory of its Case Law – **Vincenzo Pietrogiovanni**, Associate Professor, University of Southern Denmark - SDU (Denmark)

Between legislation and jurisprudence. Reasonable accommodations for workers with disabilities according to Polish law – **Lukasz Pisarczyk**, Associate Professor, University of Silesia in Katowice (Poland)

The obligation to provide for reasonable accommodation: lights and shadows in the Italian legal order – **Carla Spinelli**, Full Professor, University Aldo Moro of Bari (Italy)

Session 4C. Digital technologies at work: inequality, power, and regulatory challenges

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 University (USA)

Who Keeps the Eyes Open? Wireless Power as the Missing Layer in Inequality Research – **Barbara Surdykowska**, mgr, NSZZ Solidarność, University of Warsaw (Poland)

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

15.45 - 16.00 – Coffee Break

16.00 - 17.30 - Closing Session (Plenary)

Closing remarks: Summary of the Panels by **Tiziano Treu**, Catholic University of Milan; Scientific Committee of Marco Biagi Foundation (Italy)

Local Scientific Committee:

Prof. Tindara Addabbo (University of Modena and Reggio Emilia), Prof. Edoardo Ales (University of Naples Parthenope), Prof. Ylenia Curzi (University of Modena and Reggio Emilia), Prof.



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