

“DECENT WORK IN THE DIGITAL AGE”

International conference



28 April 2023, Budapest, Hungary

Organisers



PÁZMÁNY

Pázmány Péter Catholic University
Faculty of Law and Political Sciences

**FRIEDRICH
EBERT
STIFTUNG**

Büro Budapest



in cooperation with ALMA MATER STUDIORUM
UNIVERSITÀ DI BOLOGNA
DEPARTMENT OF
SOCIOLOGY AND BUSINESS LAW

VENUE

Pázmány Péter Catholic University
Faculty of Law and Political Sciences
28 Szentkirályi utca
Budapest 1088
Pope Saint John Paul II Hall

REGISTRATION

Free participation, registration needed



LANGUAGE

English, with Hungarian interpretation

PROGRAM

08.45	Opening
09.00	Keynote speakers
10.45	<i>Coffee break</i>
11.15	Panel sessions
13.00	<i>Lunch break</i>
14.00	Keynote speakers
15.30	<i>Coffee break</i>
16.00	Panel sessions
17.30	Closing remarks



OPENING

In English, with Hungarian interpretation



László Komáromi

*Dean, Pázmány Péter Catholic University,
Faculty of Law and Political Sciences*

Beate Martin

Director, Friedrich Ebert Stiftung Budapest

**Pope Saint
John Paul II
Hall**

PRIVACY IN A DIGITAL SETTING

In English, with Hungarian interpretation



Chair: Tamás Gyulavári

Pázmány Péter Catholic University

Tonia Novitz

University of Bristol

Freedom of speech and
association in an era of
digital work

**Jeremias
Adams-Prassl**

University of Oxford

Regulating AI at Work:
a Blueprint

Frank Hendrickx

KU Leuven

Privacy@work: new rights
for work in the digital age

9.00 – 10.45

KEYNOTE SPEAKERS

PLATFORM WORK AND THE EU	OCCUPATIONAL HEALTH AND SAFETY AND WORKING TIME	ASPECTS OF DISCRIMINATION	COLLECTIVE LABOUR LAW	DIGITALIZATION IN THE HUNGARIAN PROSPECT 1
<p>Chair: Emanuele Menegatti</p> <p>In English, with Hungarian interpretation</p>	<p>Chair: Edoardo Ales</p> <p>Only in English</p>	<p>Chair: David Mangan</p> <p>Only in English</p>	<p>Chair: Tonia Novitz</p> <p>Only in English</p>	<p>Chair: Nikolett Hős</p> <p>Only in Hungarian</p>
<p>Ilaria Purificato Iacopo Senatori <i>University of Modena and Reggio Emilia – Marco Biagi Foundation</i> Enforcement of Rights and Empowerment of Workers. Exploring the Hidden Side of the “Platform Directive” Proposal</p> <p>Alberto Barrio Fernandez <i>University of Copenhagen</i> The role of the EU in adapting social law to the digital transformation of work: Lessons learned from the Proposed Directive on improving working conditions in platform work</p> <p>Nastazja Potocka-Sionek <i>European University Institute, Ca’ Foscari University</i> Easier done than said? An empirical analysis of case law on platform work in the EU</p>	<p>Olga Chesalina <i>Max-Planck-Institute for Social Law and Social Policy</i> Addressing Psychosocial Risks of Employed Persons in the Digital Age: Interaction between Labour and Social Law</p> <p>Céline Teyssier <i>Pau and Pays de l’Adour University</i> The occupational health in the digital age: rethinking employer obligations</p> <p>Gábor Kártyás <i>Pázmány Péter Catholic University</i> Keeping an eye on flexible schedules: employers’ rights and work time autonomy</p> <p>Katalin Bagdi <i>Attorney</i> The effect of digitalisation on workers’ right to rest periods</p>	<p>Jan-Christopher Floren <i>University of Hamburg</i> Geographic discrimination against online web-based platform workers in light of ILO Convention No. 111</p> <p>Federica Palmirotta <i>University of Modena and Reggio Emilia – Marco Biagi Foundation</i> “United we stand, divided we fall”. A study on potential legal measures to fight algorithmic discrimination</p> <p>Felicia Rosioru <i>Babes-Bolyai University</i> The fifty shades of digital workplace harassment</p> <p>Melissa Muindi <i>Strathmore University, Nairobi</i> An evaluation of algorithmic discrimination of digital platform drivers</p>	<p>Monika Latos-Mitkowska <i>Kozminski University</i> Trade unions’ control over the use of artificial intelligence in the workplace in Poland</p> <p>Giovanni Gaudio <i>Ca’ Foscari University</i> Litigating the Algorithmic Boss in the EU: A (Legally) Feasible and (Strategically) Attractive Option for Trade Unions?</p> <p>Krzysztof Stefanski <i>University of Lodz</i> Black boxes and collective labour law. The key to solving the problem?</p>	<p>Márton Leó Zaccaria <i>University of Debrecen</i> Kölcsönhatás a digitalizáció okozta munkaerőpiaci változások és az Európai Unió aktuális munkajogi jogalkotása között</p> <p>Tamás Prugberger <i>University of Miskolc</i> A munkatevékenységi jogügyletek elhatárolásának problémái</p> <p>Péter Sipka <i>University of Debrecen</i> A virtuális tér valósága: metaverzum munkajoga</p>

11.15 – 13.00

PANEL 1

PLATFORM WORK AND THE EU

Pope Saint
John Paul II
Hall

In English, with Hungarian interpretation  

Chair: Emanuele Menegatti

University of Bologna

**Ilaria Purificato
Iacopo Senatori**

*University of Modena and
Reggio Emilia – Marco
Biagi Foundation*

Enforcement of Rights and
Empowerment of Workers.
Exploring the Hidden Side of the
“Platform Directive” Proposal

**Nastazja
Potocka-Sionek**

*European University Institute,
Ca' Foscari University*

Easier done than said? An
empirical analysis of case law
on platform work in the EU

**Alberto Barrio
Fernandez**

University of Copenhagen

The role of the EU in
adapting social law to the
digital transformation of
work: Lessons learned from
the Proposed Directive on
improving working
conditions in platform work

11.15 – 13.00

PANEL 1

OCCUPATIONAL HEALTH AND SAFETY AND WORKING TIME

Only in English 

Chair: Edoardo Ales

University of Naples Parthenope

**Dean's
Boardroom**

Olga Chesalina

*Max-Planck-Institute for
Social Law and Social Policy*

Psychosocial Risks of Employed
Persons in the Digital Age:
Interaction between Labour and
Social Law

Gábor Kártyás

*Pázmány Péter
Catholic University*

Keeping an eye on flexible
schedules: employers' rights
and work time autonomy

Céline Teyssier

*Pau and Pays de
l'Adour University*

The occupational health in
the digital age: rethinking
employer obligations

Katalin Bagdi

Attorney

The effect of digitalisation
on workers' right to rest
periods

11.15 – 13.00

PANEL 1

ASPECTS OF DISCRIMINATION

Room 314

Only in English 

Chair: David Mangan

Maynooth University

**Jan-Christopher
Floren**

University of Hamburg

Geographic discrimination
against online web-based
platform workers in light of
ILO Convention No. 111

Felicia Rosioru

Babes-Bolyai University

The fifty shades of digital
workplace harassment

Federica Palmirotta

*University of Modena and
Reggio Emilia – Marco
Biagi Foundation*

“United we stand, divided
we fall”. A study on potential
legal measures to fight
algorithmic discrimination

Melissa Muindi

*Strathmore University,
Nairobi*

An evaluation of algorithmic
discrimination of digital
platform drivers

11.15 – 13.00

PANEL 1

COLLECTIVE LABOUR LAW

Room 301

Only in English 

Chair: Tonia Novitz

University of Bristol

**Monika
Latos-Miłkowska**

Kozminski University

Trade unions' control over
the use of artificial
intelligence in the
workplace in Poland

Krzysztof Stefanski

University of Lodz

Black boxes and collective
labour law. The key to
solving the problem?

Giovanni Gaudio

Ca' Foscari University

Litigating the Algorithmic
Boss in the EU: A (Legally)
Feasible and (Strategically)
Attractive Option for Trade
Unions?

11.15 – 13.00

PANEL 1

DIGITALIZATION IN THE HUNGARIAN PROPSECT 1

Room 207

Only in Hungarian 

Chair: Nikolett Hős

Pázmány Péter Catholic University

Márton Leó Zaccaria

University of Debrecen

Interaction between EU
legislation and labour
market changes

Péter Sipka

University of Debrecen

Realities of the visual space:
labour law of the metaverse

Tamás Prugberger

University of Miskolc

Problems in differentiation
of work contracts

11.15 – 13.00

NEW PATHWAYS OF SECURITY

Pope Saint
John Paul II
Hall

In English, with Hungarian interpretation



Chair: Gábor Kártyás

Pázmány Péter Catholic University

Edoardo Ales

*University of Naples
Parthenope*

The security obligation of
platforms and their
customers towards platform
workers

David Mangan

Maynooth University

The curious protection of
privacy and data in labour
law

Emanuele Menegatti

University of Bologna

Searching for digital
sustainability: speculating
on income support schemes

14.00 – 15.30

KEYNOTE SPEAKERS

AI AND ALGORITHMIC MANAGEMENT	NATIONAL PRACTICES AND ANSWERS TO DIGITALISATION	PARTIES AND CONTRACTUAL RELATIONSHIPS	WORKERS' ASPECTS OF DIGITALISATION	DIGITALIZATION IN THE HUNGARIAN PROSPECT 2
<p>Chair: Jeremias Adams-Prassl</p> <p>In English, with Hungarian interpretation</p>	<p>Chair: Frank Hendrickx</p> <p>Only in English</p>	<p>Chair: Tamás Gyulavári</p> <p>Only in English</p>	<p>Chair: Gábor Kártyás</p> <p>Only in English</p>	<p>Chair: Zoltán Bankó</p> <p>Only in Hungarian</p>
<p>Christina Hießl <i>KU Leuven</i> Algorithmic management at the workplace: taking stock of case law and litigation in Europe</p> <p>Noelia de Torres Bóveda <i>Complutense University of Madrid</i> Business secrecy as a limit to the right to information on algorithms</p> <p>Chiara Ciccia Romito <i>University of Modena and Reggio Emilia, Marco Biagi Foundation</i> What is the balance in business practice, for artificial intelligence in the labor market?</p> <p>Elena Sychenko <i>University of Trento</i> The use of technologies for employees' control: legal issues</p>	<p>Yana Simutina <i>University of Bristol</i> Addressing Psychosocial Flexibility or insecurity? Exploring the concept of gig contracts from Ukrainian experience</p> <p>Sara Bagari <i>University of Ljubljana</i> Answers in the Slovenian legal framework to the challenges posed by artificial intelligence in employment relationships</p> <p>Darko Božičić <i>University of Novi Sad</i> Implementation of decent work standards on platform workers: different approaches</p> <p>Magdolna Vallasek <i>Sapientia Hungarian University of Transylvania</i> The issue of digitalisation and decent work from the perspective of the recent evolutions of the Romanian labour law</p>	<p>Jelena Starcevic <i>McMaster University, Canada</i> Digital transformation of labour law – Types of contractual relationship in platform work in South-East Europe and challenges for labour law</p> <p>Gábor Mélypataki <i>University of Miskolc</i> Typical civil law contract or employment relationship? – Assessing the new rules on platform work in the light of social protection</p> <p>Viktor Krizan <i>University of Trnava</i> Who is an employee in the digital world?</p> <p>Nikolett Hős <i>Pázmány Péter Catholic University</i> The concept of the employer in the digital age</p>	<p>Bernadett Szekeres <i>University of Miskolc</i> Hustle culture and quiet quitting – trends between young workers in the era of digital work</p> <p>Andrzej Marian Świątkowski <i>Jesuit University Ignatianum Krakow</i> The right to decent wages</p> <p>József Hajdú <i>University of Szeged</i> Gradual Transformation of the Right to Work in Digital Environment (A perception of digi-technological unemployment)</p>	<p>Zoltán Petrovics <i>Eötvös Loránd University</i> Felmondással szembeni védelem a digitalizáció korában</p> <p>György Nadas <i>University of Debrecen</i> A munkáltatót megillető jogosultságok gyakorlása a változó munkajogi környezetben</p> <p>Bence Havas <i>Eötvös Loránd University</i> A munkaidő és a pihenőidő a digitalizáció korában</p> <p>Henriett Rab <i>University of Debrecen</i> A négynapos munkahét mögötti munkajogi és munkaerőpiaci dilemna</p>

16.00 – 17.30

PANEL 2

AI AND ALGORITHMIC MANAGEMENT

Pope Saint
John Paul II
Hall

In English, with Hungarian interpretation  

Chair: Jeremias Adams-Prassl

University of Oxford

Christina Hießl

KU Leuven

Algorithmic management
at the workplace: taking
stock of case law and
litigation in Europe

**Chiara
Ciccia Romito**

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

What is the balance in
business practice, for
artificial intelligence in the
labor market?

**Noelia de
Torres Bóveda**

*Complutense University of
Madrid*

Business secrecy as a limit
to the right to information
on algorithms

Elena Sychenko

University of Trento

The use of technologies for
employees' control: legal
issues

16.00 – 17.30

PANEL 2

NATIONAL PRACTICES AND ANSWERS TO DIGITALISATION

Only in English 

Chair: Frank Hendrickx

KU Leuven

Yana Simutina

University of Bristol

Flexibility or insecurity?
Exploring the concept of gig contracts from Ukrainian experience

Darko Božičić

University of Novi Sad

Implementation of decent work standards on platform workers: different approaches

Dean's Boardroom

Sara Bagari

University of Ljubljana

Answers in the Slovenian legal framework to the challenges posed by artificial intelligence in employment relationships

Magdolna Vallasek

Sapientia Hungarian University of Transylvania

The issue of digitalisation and decent work from the perspective of the recent evolutions of the Romanian labour law

16.00 – 17.30

PANEL 2

PARTIES AND CONTRACTUAL RELATIONSHIPS

Room 314

Only in English 

Chair: Tamás Gyulavári

Pázmány Péter Catholic University

Jelena Starcevic

McMaster University, Canada

Digital transformation of labour law – Types of contractual relationship in platform work in South-East Europe and challenges for labour law

Viktor Krizan

University of Trnava

Who is an employee in the digital world?

Gábor Mélypataki

University of Miskolc

Typical civil law contract or employment relationship? – Assessing the new rules on platform work in the light of social protection

Nikolett Hős

Pázmány Péter Catholic University

The concept of the employer in the digital age

16.00 – 17.30

PANEL 2

WORKERS' ASPECTS OF DIGITALISATION

Room 301

Only in English 

Chair: Gábor Kártyás

Pázmány Péter Catholic University

Bernadett Szekeres

University of Miskolc

Hustle culture and quiet quitting – trends between young workers in the era of digital work

Eva Lacková

*University of Campania
Luigi Vanvitelli*

Regulating (un)employment effects of automation: challenges for employee-oriented technological transition

**Andrzej Marian
Świątkowski**

*Jesuit University
Ignatianum Krakow*

The right to decent wages

József Hajdú

University of Szeged

Gradual Transformation of the Right to Work in Digital Environment (A perception of digi-technological unemployment)

16.00 – 17.30

PANEL 2

DIGITALIZATION IN THE HUNGARIAN PROPSECT 2

Room 207

Only in Hungarian 

Chair: Zoltán Bankó

University of Pécs

Zoltán Petrovics

Eötvös Loránd University

Protection against
termination of employment
in the digital age

Bence Havas

Eötvös Loránd University

Working time and rest
periods in the digital age

György Nádas

University of Debrecen

Rights of the employer in
the changing labour law
environment

Henriett Rab

University of Debrecen

The four-days working week:
labour law and labour market
dilemmas

16.00 – 17.30