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THE FUTURE OF WORK: AN OVERVIEW

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ABSTRACT

This article analyses the labour market challenges of the ongoing technological and digital transformation in advanced economies. After analysing how technical progress has affected employment, productivity and inequality throughout the 20th century, it assesses to what extent current technological progress is having different effects to those observed in the past. The evidence shows a greater polarisation of employment and an increase in the wage premium in favour of more skilled jobs, despite the increase in the relative supply of workers with higher education. Depending on how countries manage digital transformation, multiple equilibria in terms of employment, productivity and inequality are possible. Societies are not faced with massive technological unemployment, although they must manage the necessary changes in employment, education and R&D policies, as well as in the welfare state to ensure equal opportunities for all, and an equitable and efficient distribution of the benefits of technological progress.

KEY WORDS

Technical progress, digital revolution, employment, growth, inequality.

EMPLOYMENT AND THE LABOUR RELATIONSHIP IN THE NEW TECHNOLOGICAL HORIZON: A TRANSVERSAL VISION ON THE EFFECTS OF DIGITIZATION

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ABSTRACT

From a presentation of the possible quantitative and qualitative effects that the advance of digitalization can generate in employment, this paper aims to reflect on the impact that new digital technologies can have on the legal configuration of the provisions of services and, particularly, of labor relations, from its genesis to its completion. Specifically, from this perspective, its repercussion is examined both in the pre-contractual phase in order to assess its projection on placement and the search for employment, and, especially, in the subsequent phase of constitution and development of the employment relationship, in view of the new models of production and organization, as well as the new communication and control tools, that the current technology provides.

KEY WORDS

Employment, labour relationship, digitalization, new technologies, digital platforms.

TRADE UNION ORGANISATION AND ACTION FACED WITH THE TECHNOLOGICAL REVOLUTION

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ABSTRACT

Technological advances and their application to production processes and business models have also had an impact on the formulas for the organisation and defence of workers' interests. Trade unions will have to face the challenge of change, without forgetting that more traditional problems, such as unemployment, job insecurity and inequality, still exist and have even increased. To do this, they will have to bring new contents, such as the right to digital disconnection and data protection, to collective bargaining, but also design strategies to face the boom in freelance work, the increasing dilution, fragmentation, and dispersion of work brought about by digital platforms, the lack of strong professional identities, and the bipolarity of the workforce. The use of technology by trade unions to create workers' networks and forms of collective action supported and boosted by social networks can reconstruct links and spaces for solidarity which technology itself has contributed to blur.

KEY WORDS

Digitalization, platform economy, trade unions, freelancers, labour networks.

LABOR RISKS AND THE DIGITAL TRANSFORMATION: TOWARDS A TECHNOLOGICALLY RESPONSIBLE ENTERPRISE

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ABSTRACT

The successive Industrial Revolutions have created new sources of risk. The new Industry 4.0 is not an exception; the deep transformations connected to these phenomena have re-opened from renewed perspectives the old matter of the technological development's limits. New materials and new production ways are appearing; the work place is evolving; the robots collaborate with the human... As a consequence, the traditional business context is in transformation. This is a reality with new risks that should search for new solutions based on the principle that each technical problem has to find, as well, a technical solution.

KEY WORDS

Technological disruption, industry 4.0, healthy Company, robotics; developments' risks.

DIGITISATION, ROBOTISATION AND SOCIAL PROTECTION

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ABSTRACT

Digitisation and robotisation also affect the social protection system. First, they can help substantially improve their management, but they also pose strong challenges to its current configuration. On the one hand, there are new forms of work whose fitting into the system is complex. On the other hand, the debate on the implementation of a different protection model is reopened. Finally, the problem of the financial sustainability of the system resurfaces with intensity. The following paper is structured around these four points, with special attention to the Spanish experience.

KEY WORDS

Digitisation, robotisation, social security, social protection.

BALANCE OF THE ACTIONS OF THE INTERNATIONAL CRIMINAL COURT ON ITS FIFTEEN ANNIVERSARY IN THE LIGHT OF ITS NATURE AND ITS PURPOSES

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ABSTRACT

Since the entry into force of the Statute of the International Criminal Court in 2002, the activities of the Court have been fraught with difficulties and its proceedings have not had the scope that was expected when the Statute was adopted. This is shown by the protracted duration of the preliminary examinations, the limited number of finalised trials and the handful of reparation orders issued to date. This situation is due, in particular, to the reluctance of the Major Powers in the international community to become parties to the Statute of the Court and the emphasis placed by the Office of the Prosecutor in putting an end to impunity for those most responsible for the most serious international crimes. Unfortunately, it is unlikely that these circumstances will disappear in the medium term.

KEYWORDS

International Criminal Court (ICC), legal nature of the ICC, purposes of the ICC, jurisdiction of the ICC, activities of the ICC.

NEUROSCIENTIFIC RESEARCH AND CRIMINAL LAW

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ABSTRACT

Criminal culpability has a double aspect as a limit of Criminal Law in a social and democratic State of Law and as a dogmatic category within the theory of crime. Its contents have been intended to be discussed by some neuroscientists because of reached advances in brain functioning research, reissuing the traditional discussion between determinism and free will. Here we adopt a compatibilist position according to which the solidity of a normative conception of culpability and personal or subjective responsibility is certified, but we affirm that is needed to remain attentive about the new discoveries that neurosciences can continue contributing.

KEYWORDS

Culpability, neurosciences, neurolaw, compatibilism, liability.