



Association for the Study of the  
Professional Labour Relations  
Asociația pentru Studiul Relațiilor  
Profesionale de Muncă



UNIVERSIDAD  
DE GRANADA



MISKOLCI  
EGYETEM  
UNIVERSITY OF MISKOLC



**BOOK OF ABSTRACTS  
OF THE INTERNATIONAL CONFERENCE**

***LABOR AND SOCIAL SECURITY LAW  
BETWEEN TRADITION, INNOVATION  
AND SOCIAL JUSTICE***



**TÂRGOVIȘTE, ROMÂNIA**

**23-24 APRIL 2026**

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la flexibilidad del mercado laboral con la seguridad social, la inclusión y la sostenibilidad. En este contexto, la Unión Europea desempeña un papel fundamental en la creación de un modelo de protección social coherente y adaptable capaz de responder a la naturaleza cambiante del trabajo.

### **RECONFIGURAREA PROTECȚIEI SOCIALĂ ÎN FAȚA NOILOR FORME DE MUNCĂ: PERSPECTIVE EUROPENE**

#### **Rezumat**

Transformările profunde ale piețelor muncii contemporane, determinate de digitalizare, globalizare și restructurare economică, au condus la apariția și consolidarea unor noi forme de muncă. Aceste evoluții pun la îndoială sistemele tradiționale de protecție socială, care au fost concepute în principal în jurul unor relații de muncă standard, caracterizate prin stabilitate, subordonare și contribuții sociale continue.

Acest articol examinează necesitatea reconfigurării cadrelor de protecție socială ca răspuns la formele de muncă non-standard și bazate pe platforme, cu un accent deosebit pe perspectivele europene. Prin analizarea inițiativelor Uniunii Europene, a evoluțiilor legislative recente și a unor modele naționale selectate, studiul evidențiază atât progresele realizate, cât și lacunele persistente în acoperirea socială.

Articolul susține că asigurarea unei protecții sociale adecvate pentru lucrătorii angajați în noi forme de angajare necesită o abordare echilibrată care să reconcilieze flexibilitatea pieței muncii cu securitatea socială, incluziunea și sustenabilitatea. În acest context, Uniunea Europeană joacă un rol esențial în conturarea unui model coerent și adaptiv de protecție socială, capabil să răspundă naturii în continuă evoluție a muncii.

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### **ALGORITHMIC POWER, HUMAN RESPONSIBILITY: HOW THE UE SHAPES ALGORITHM CONTROL**

PhD Lidia de la Iglesia Aza  
University of Santiago de Compostela

#### **Abstract**

The growing use of algorithms in labour management is an undeniable reality that requires regulation. What measures have lawmakers adopted to confront this development? And are they adequate to safeguard workers' rights? By analysing existing rules alongside the legislative initiatives currently underway in the UE, this study seeks to provide answers to these questions.

### **PODER ALGORÍTMICO, RESPONSABILIDAD HUMANA: CÓMO LA UE CONFORMA EL CONTROL ALGORÍTMICO**

#### **Resumen**

El creciente uso de algoritmos en la gestión laboral es una realidad innegable que requiere regulación. ¿Qué medidas han adoptado los legisladores para afrontar esta

evolución? ¿Son adecuadas para salvaguardar los derechos de los trabajadores? Mediante el análisis de la normativa vigente y las iniciativas legislativas en curso en la UE, este estudio busca dar respuesta a estas preguntas.

### **PUTERE ALGORITMICĂ, RESPONSABILITATE UMANĂ: CUM MODELEAZĂ UE CONTROLUL ALGORITMIC**

#### **Rezumat**

Utilizarea tot mai mare a algoritmilor în managementul muncii este o realitate incontestabilă care necesită reglementare. Ce măsuri au adoptat legiuitorii pentru a face față acestei evoluții? Și sunt acestea adecvate pentru a proteja drepturile lucrătorilor? Prin analizarea normelor existente, alături de inițiativele legislative aflate în curs de desfășurare în prezent în UE, acest studiu își propune să ofere răspunsuri la aceste întrebări.

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### **TAX AND SOCIAL SECURITY COORDINATION IN REMOTE WORK: INSPECTION CONSTRAINTS AND INFORMALITY IN TÜRKIYE**

Professor PhD Oğuz Karadeniz  
Professor PhD Hülya Kabakçı Karadeniz  
Pamukkale University, Turkey

#### **Abstract**

The expansion of remote work has weakened location-based labour market regulations, creating new challenges for taxation and social security systems. Cross-border remote work in particular leads to uncertainties regarding tax residency and social security coverage, increasing the risks of double taxation, double contributions and lack of protection.

This paper analyses the tax and social security implications of remote work in Türkiye and evaluates the adequacy of existing legal frameworks. Drawing on administrative rulings and international agreements, the study highlights coordination gaps between systems.

The main contribution of the paper is to link remote work with inspection capacity and informality risks. The shift of work into private spaces limits labour inspection and increases the likelihood of undeclared work. The study concludes that digital labour markets require more coordinated and adaptive regulatory responses.

### **COORDINACIÓN FISCAL Y DE SEGURIDAD SOCIAL EN EL TRABAJO REMOTO: LIMITACIONES A LA INSPECCIÓN E INFORMALIDAD EN TURQUÍA**

#### **Resumen**

La expansión del trabajo remoto ha debilitado las regulaciones del mercado laboral basadas en la ubicación, generando nuevos desafíos para los sistemas tributarios y de seguridad social. El trabajo remoto transfronterizo, en particular, genera incertidumbre en cuanto a la residencia fiscal y la cobertura de la seguridad social, aumentando los riesgos de doble imposición, doble cotización y falta de protección.

TIPARUL

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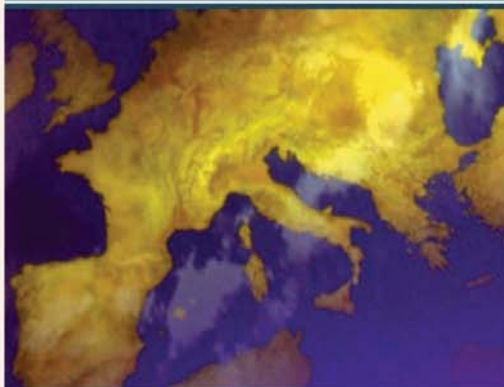
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Starting with issue 26 of 2015 it appears online and since 2017, the Revue Européenne du Droit Social has become the official publication of the Association for the Study of Professional Labor Relations, which according to art. 8 letter A of the Statute also aims to publish periodicals, an activity that is carried out in collaboration with the Bibliotheca publishing house in Târgoviște. Starting with no. 43/2019, its pages have published communications from international events organized by the Association for the Study of Professional Labor Relations, by its members, partners and collaborators. The journal's website is managed by the Association for the Study of Professional Labor Relations and can also be accessed directly from its website: <http://www.asrpm.ro>.