

PERSONAL  
INFORMATION

Dr. ADRIAN TODOLI-SIGNES



C/ Los naranjos s/n, 46020 Valencia Spain

[Adrian.todoli@uv.es](mailto:Adrian.todoli@uv.es)

[www.adriantodoli.com](http://www.adriantodoli.com)

Orcid: <https://orcid.org/0000-0001-7538-4764>

• **EDUCATION**

- 2015            PhD “Wages and productivity” (Cum Laude and Honours)  
Department of Labour Law, Faculty of Law, University of Valencia /Spain  
Supervisor: Tomás Sala
- 2010            Degree in **Law**, Faculty of Law, University of Valencia /Spain (Honours)
- 2008            Degree in **Economics**, Faculty of Economics, University of Valencia / Spain

• **CURRENT POSITION(S)**

- 2017 – Present    Professor at Law, Faculty of Law, University of Valencia / Spain. Teaching  
Labour Law and European Law.
- 2024- Present    Member of the Productivity National Board in Spain

• **PREVIOUS POSITIONS**

- 2015 – 2017      Assistant Professor at Law, Faculty of Law, University of Balearic Islands /  
Spain. Teaching Labour Law and European Law.
- 2011 – 2015      Phd Researcher and teaching assistant with an employment contract hired by  
Faculty of Law, University of Valencia / Spain. Teaching Labour Law and  
European Law.
- 2010 - 2011      Lawyer assistant, Garrigues Law firm.

• **FELLOWSHIPS**

- 2024            Visiting Professor at Faculty of Law at KU Leuven University
- 2023            Visiting Professor at Faculty of Law at Stockholm University
- 2019            Visiting Postdoctoral-Researcher position at the Faculty of Law of Humboldt  
University June- September 2019 (3 months)
- 2016            Visiting Postdoctoral-Researcher position at the Institute for Austrian and  
European Labour Law and Social Security Law at Wirtschaftsuniversität Wien  
(WU) August 2016 - October 2016 (2 months)
- 2015            Visiting postdoctoral-Resarcher position at Institut de Recherche Juridique sur  
l'Entreprise et les Relations Professionnelles at Paris X-Nanterre, June de 2015-  
October de 2015 (3 Months) Paris, France
- 2014            Visiting Researcher at Max-Planck-Institute for Social Law and Social Policy  
August de 2014 – September 2014 (2 Months) Munich, Germany.

- 2014 Visiting Researcher Faculty of Law, University of Cambridge, March de 2014 – May de 2014 (3 Months) Cambridge, UK.
- 2013 Visiting Researcher School of Law, UC Berkeley March de 2013 – September 2013 (6 Months) Berkeley, California, EEUU.

## PERSONAL SKILLS

Mother tongue(s) Spanish

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
Cambridge Certificate					
Italian	C1	C1	B1	B2	B2

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user  
[Common European Framework of Reference for Languages](#)

**Communication skills** Excellent communication skills due to my long experience as a lecturer  
 Excellent writing and reporting skills as concerns reports due to my long experience as a researcher

**Organisational / managerial skills** Synthesis abilities due to my experience delivering reports in research projects and policy makers.  
 Outstanding skills in information gathering techniques due to my research experience  
 Very good vision and strategic thinking due my interdisciplinary research and my orientation towards the future (forecasting)

**Job-related skills** Excellent peer reviewer skills. I have done reviews on research's projects, laws projects, reports... Excellent project manager skills due to numerous projects I have been carrying out (Dual Formation, workers' compensation, platform economy, digitalization and its impact in the labour market)  
 Deep knowledge about labour market and platform economy (due to research)

Digital skills

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving
Independent user	Independent user	Independent user	Basic user	Basic user

Levels: Basic user - Independent user - Proficient user  
[Digital competences - Self-assessment grid](#)

## 1. TEACHING ACTIVITIES

- 2017-present Labour Law and Social security Law, European Law at University of Valencia
- 2015 – 2017 Employment Contract at Master of Law (JD) – Organized by University of Balearic Islands and the Balearic Islands Bar association, Spain.
- 2012 – Present Labour Law, Human rights at the workplace, Collective bargaining, Union rights, at Degree of Law, Faculty of Law, University of Valencia, Spain
- 2012 –Present Social Security Law, Faculty of Law, University of Valencia, Spain.
- 2019-Present Employment Contract at Master of Law (JD) – Organized by University of Chile (Invited)
- 2013- 2014 Social law at Faculty of law, University of Costa Rica, Costa Rica (Invited Professor).

### Early achievements track-record

#### 1. *Publication in peer-reviewed journals*

He has published more than 157 research items, including peer-reviewed journal articles, books, and book chapters. Specifically, his academic output includes: a) 68 articles in indexed journals; b) 69 book chapters; c) editor of 8 collective volumes; and d) 7 single-author monographs. Among these publications, 8 articles have been published in English in leading international journals. Additionally, he has presented his research in a total of 70 scientific conferences, including papers, presentations, and invited lectures. Most of these conferences have been international, held in prestigious institutions such as the International Labour Organization (ILO) and the University of Cambridge, among many others.

He has also been invited on more than 100 occasions to deliver lectures and talks in institutions, trade unions, employers' organisations, labour inspectorates, etc. Notably, he has been invited to speak at events organised by the ILO (in 2018 and 2022), the European Commission, and UNIGLOBAL (at its 2022 international conference). He was invited by the European Commission (DG Employment) as a national expert to participate in a conference on working conditions and youth employment, and later in another on Artificial Intelligence during the legislative process of the AI Regulation (2023). In the same year, he was appointed by the European Economic and Social Committee (EESC) as an expert for its opinion on the twin digital and green transitions. He was also appointed by the ILO as an expert for the drafting of an international convention on decent platform work.

He has authored four monographs on wages, including topics such as wage revision, bonuses, wage supplements, and remuneration in the public sector. Additionally, he has published other major works, including *Work in the Era of the Collaborative Economy* (2017), *Labour Regulation and Economic Policy: How Labour Rights Improve the Economy* (2022), and *Productive and Extractive Algorithms* (2023).

The five publications in peer-reviewed academic journals I would like to highlight are:

#### **JCR articles.**

1. Todolí A (2021) Making algorithms safe. Occupational Risks Associated with Work Managed by Artificial Intelligence. *Transfer*. Volume 27, Issue 4.
2. Todolí, A. (2020) The evaluation of workers by customers as a method of control and monitoring in firms: Digital reputation and the European Union's General Data Protection Regulation, *International Labour Review* (ILO)
3. Todolí-Signes, A., (2019), "Algorithms, Artificial Intelligence and Automated Decisions Concerning Workers and the Risks of Discrimination: The Necessary Collective Governance of Data Protection". *Transfer: European Review of Labour and Research*, 25 (4).
4. Todolí-Signes, A. (2017), "The 'gig economy': employee, self-employed or the need for a special employment regulation?", *Transfer: European Review of Labour and Research*, 23 (2).

5. Todoli-Signes, A. (2017) “The End of the Subordinate Worker? Collaborative Economy, On-Demand Economy, Gig Economy, and the Crowdworkers' Need for Protection”, **International Journal of Comparative Labour Law and Industrial Relations (IJCLLIR)**, 33 (2).

## 2. Research Monographs

I have 7 books published as single author (4 in the past three years). Besides, I have coordinated five collective books and I wrote 24 books chapters in the past 3 years.

My Phd thesis was published in 2016 by Tirant lo Blanch, a number one publisher in Law in Spain according to the CSIC (Superior Council of Scientific Investigations).

1. Todolí, A., (2016) *Salario y productividad* (Wages and productivity), Tirant lo Blanch, ISBN13:9788491193685

I have also published 6 further books

1. Todolí A., (2024) **Labour Regulations and Economic Policy How labour rights improve the economy**, Hart, UK.
2. Todolí A., (2023), **Algoritmos productivos y Extractivos**, Aranzadi.
3. Todolí, A., (2017) *El trabajo en la era de la Economía colaborativa (the Work at the Collaborative economy era)*, Tirant lo Blanch, ISBN13:9788491431466
  - a. **First book on the platform work topic in Spain and one of first in the world.**
4. Todolí, A., (2017) *El bonus salarial* (Bonuses and wages), Tirant lo Blanch, ISBN13:9788491431800
5. Todolí, A., (2017) *Retribuciones y evaluación del desempeño en el sector público* (Remuneration and performance evaluation in the public sector), Thomson Reuters, ISBN: 978-84-9152-716-9
6. Todolí A., (2013) *La revisión salarial* (Wages revision), Tirant lo Blanch, ISBN13:9788490049471

As can be seen, my main research (PhD and follows up) deals with evaluation of workers in the offline economy and wages (pay for performance). For this reason, **I have a good grasp of evaluation and its effects in the offline world.**

I would like to highlight a book chapter.

1. Todoli Signes A., (2018) “**A special Regulation for the Gig Economy: Which things we would need to regulate and which not**”, at *The Sharing economy. Legal problems of a permutations and combinations society*, (UK): Cambridge Scholars Publishings, ISBN 1527520765

Collective books as Coordinator

1. Soriano., A y Todolí A., (2022) Régimen Jurídico de la selección y consolidación de personal en el sector Público, Aranzadi.,
2. Rodríguez-Piñero M., Todolí A., (2021), Trabajo a distancia y teletrabajo: análisis del marco normativo vigente, Aranzadi.
3. *Todolí, A. (2020) Riesgos laborales del trabajo en plataformas digitales*, OSALAN.
4. Todolí, A., (2018), *Trabajo en Plataformas Digitales: innovación, Derecho y mercado* (Working on digital platforms: innovation law and market”: Aranzadi (Thomson Reuters), pp. 1 - 635. ISBN: 978-84-9177-007-7
5. Todolí, A., (2017), *Remunicipalización de servicios, sucesión de empresa y trabajadores indefinidos no fijos*, (Remunicipalisation of services, succession of company and undefined workers not fixed), Thomson Reuthers, ISBN: 978-84-9152-551-6
6. Sala, T. and Todolí A., (2016) *El deber de guardar secreto de los trabajadores y los acuerdos de confidencialidad* (The workers' duty to keep secrets and confidentiality agreements), Tirant lo Blanch, ISBN13:9788491190066.
7. Sala, T., Lopez E., Todolí A., (2015) *Jurisprudencia Social a debate* (Social Jurisprudence for discussion), Tirant lo Blanch, ISBN13:9788490863848.

**Invited Lectures** to Internationally well established conferences or seminars.

I've been **invited** to more than 100 conferences, seminars and congress throughout the world concerning my research. I would like to highlight the following;

1. International Conference: *Working Conditions* Organized by **European Commission** (28 April 2014)

Keynote; Rules and Frameworks: How to Make them effective in a difficult Labour Market Situation?

2. Artificial Intelligence and work. Organized by the **European Commission** (2023)

3. Artificial intelligence and **OSH** Organized by **EU-OSHA**.

4. How labour rights improves **the economy** (2024). **Organized by ADAPT**

5. International Symposium: *New Frontiers in Empirical Labour Law Research*, Organized by University of Cambridge (UK) 14-15 of April 2014

Keynote; Soft Labour Law: An empirical Analysis of the effectiveness of non-mandatory rules applied to wages.

6. International Congress: **From Uber to Amazon Mechanical Turk: Non-Traditional labour markets driven by technological and organizational change** Organized my Center for European Policy Studies (CEPS) 27<sup>th</sup> - 28th November 2015.

Keynote: **Uber Economy ¿employees or independent contractors in Europe?**

7. International Congress: Congresso Internacional Direito, Trabalho, Tecnologia (Congreso Internacional de Derecho, trabajo y Tecnología) Organized by University of Belhorizonte 1- 3 de junio 2017 (Brasil).

Keynote: O Mercado de Trabalho no Sèculo XXI (El mercado de trabajo en el S-XXI)

8. Nacional Peruan Congress organized by Labour Law Peruan Nacional Association 26 October 2018

9. International Congress on **mathematical modelling in engineering & human behavior** Organized by **Polytechnic University** of Valencia 11 de julio 2019.

Keynote Algorithms, artificial intelligence and automated decisions concerning workers and the risks of discrimination

***Especially proud that a Polytechnic University were interested by my research.***

10. International conference: The Future of Work, Organized by **ILO** (3 - 5 July 2017 Geneve)

Keynote: **Gig economy: Which things do we need to regulate and which not.**

### **3. Prizes and Awards**

1. Spanish Economic and Social Official Committee Award in Labour Market Research (2017)
2. Award for the Best Research in Labour Law awarded by the Spanish Association of Labour Law and Social Security (AEDTSS) (2015). Topic Dual formation and young employment
3. Award for the Best Research in Labour Law awarded by the Spanish Association of Labour Law and Social Security (AEDTSS) (2016). Topic Pay for performance.
4. PhD HONORS and SUMA CUM LAUDEN of Wages and productivity (2015).
5. Best Lawyer Award granted by the Spanish Labour Lawyers Forum (FORELAB) (2014).
6. Tomas y Valiente Research Award (2014) University of Valencia.
7. **National Expert Appointed by the European Commission** on Youth Employment (2014).
8. **International expert Appointed by ILO on Platform work and AI.**
9. **Member of the IA and labour experts commission by the Spanish Labour Ministry**
10. Member of the Productivity National Board in Spain