LLRN8
LABOUR LAW
RESEARCH
NETWORK

28-30 June 2027
Cagliari, Italy

CALL FOR PAPERS

Labour Law Research Network 8 Cagliari Conference

June 28 – 30, 2027, Cagliari

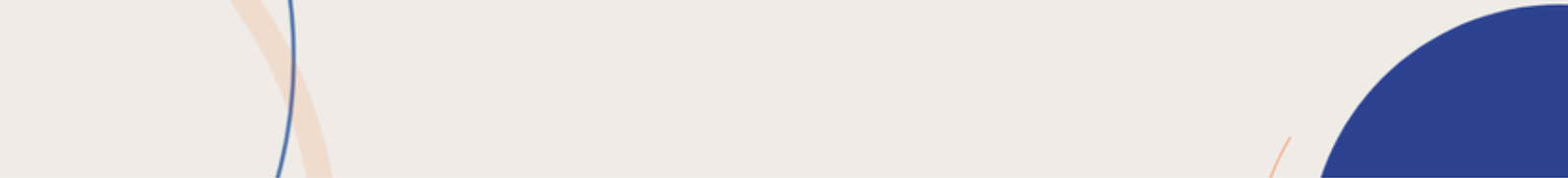## 1. The Labour Law Research Network (LLRN)

The Labour Law Research Network (LLRN) was established in 2011 by 30 research centres and now has a membership of 86 centres from across the globe. Our aim is to foster global connections among those engaged in labour law research. This has led to the LLRN biennial international conferences, which enable the presentation and discussion of original papers on challenging, controversial, and topical issues.

The first seven such conferences – Barcelona 2013, Amsterdam 2015, Toronto 2017, Valparaíso 2019 Warsaw 2021 & 2023, Bangkok 2025 – were remarkably successful in drawing together scholars from around the world. They established a tradition of the LLRN conference as one of the largest academic labour law conferences in the world, and an important focal point for global labour law scholarship. Those who missed the previous conferences are invited to consult the LLRN website for further information:

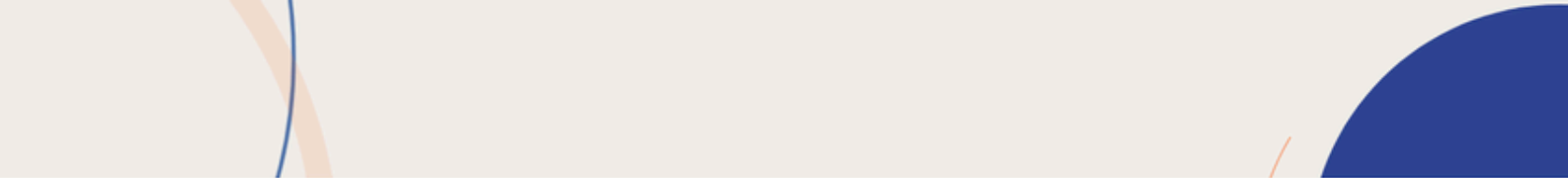**https://labourlawresearch.net/**

2. Venue

The Opening Ceremony and the LLRN8 Conference will take place at the Teatro Massimo (Via De Magistris 12, Cagliari). The panel sessions will take place at the Law Department of the University of Cagliari, Campus Sant'Ignazio, Via Sant'Ignazio da Laconi 17, Cagliari.

The **City of Cagliari** is the political, administrative, economic and cultural center of Sardinia (Italy). Inhabited ever since prehistoric times, the city sums up the entire history of the island, disputed by Phoenician, Carthaginians, Romans, Byzantines, Arabs, Pisans, Aragoneses and Savoyards. Its name is of Phoenician-Punic origin (Karalis) and it is possible to see, around the city, the signs of its ancient history. Built on seven hills that identify the city districts (Castello, Tuvu Mannu, Tuvixeddu, Monte Claro, Monte Urpinu, Bonaria, San Michele), the city has its original nucleus in Castello district, the highest point of the city overlooking the surrounding area. From the hills it is possible to admire the sea, and the Poetto beach, which is the place where people gather, play sports or go to swim. The area of Cagliari is surrounded by some of the most beautiful beaches in the world and a natural environment that is still very much unspoilt. Food is an important part of the experience: you can taste simple, fresh, and at the same time, delicious dishes of the Mediterranean tradition, with some characteristics that you can only find in Sardinia. We believe that Cagliari, with its rich history, cultural appeal, and accessibility, will provide a memorable setting for LLRN members.

Cagliari is well-connected, with an **international airport** offering numerous direct flights to major European cities, especially during summer (including low-cost companies) and well connected with Milan and Rome. The city has also a reliable public transportation system (including buses and trains, making it easy for delegates to move around).

The **University of Cagliari** is a state public University of about 25.000 students. It was founded in 1626 as Studium Generalis Kalaritanum, along the traditions of the old Spanish Universities of Salamanca, Valladolid and Lérida. Today, with its over 1200 Bilateral Agreements Erasmus+ with EU and extra-EU universities, the University of Cagliari is an open and international institution, offering around 100 undergraduate and graduate courses, Masters and PhDs, some of them with a double degree and taught in English. The Law Faculty was also established in 1626 and for over 400 years it has consolidated its strong tradition in legal studies. The Law Department of the University of Cagliari has been awarded by the Ministry of University and Research (MUR) as a Department of Excellence (2023-2027).

SERI-Fondazione Giacomo Brodolini (FGB) stands as leading institutions in Rome dedicated to advancing knowledge and practice in industrial relations, labour, and innovation. FGB leverages its extensive experience in organising academic events, publishing research, and supporting stakeholders, businesses, and students to foster progress and inform policy across Italy and Europe. As a special unit of FGB, SERI—established in 2012 and chaired by Michele Faioli and Manuelita Mancini—brings together top researchers to study the evolving world of work. Its mission is to generate and disseminate knowledge that bridges theory and practice, aiming to build a more equitable and prosperous future of work while creating positive social impact through innovative research.

3. The Ambition

LLRN8 Cagliari welcomes scholars from all over the world in a friendly and open atmosphere. The University of Cagliari has a strong tradition in labour law research, with a dedicated team of academics deeply engaged in the field, at national, European and international level.

Strategically situated in the Mediterranean, it offers an ideal setting to connect European and African labour law traditions, fostering deeper knowledge of diverse systems to uncover and foster common legal and cultural foundations. With this aim in mind, the labour lawyers of the Law Department of Cagliari University, together with the Catholic University of the Sacred Heart in Milan and the University of Bari, have already established a network with African and especially North African Universities. We aim to ensure that this initiative serves as an incentive for African scholars to participate in and contribute to the LLRN8 Conference in Cagliari. Giving serious consideration to African and Global South perspectives on labour law issues could be a decisive step toward achieving greater social justice in both the North and the South.

4. Substance/Main tracks

In keeping with previous LLRN conferences, we expect to structure panels and presentations on a wide variety of topics related to the law of work. LLRN8 is thus open to any contribution to labour law (as always, broadly conceived). Submissions focusing on one legal system should be framed so as to highlight their significance to scholars from other jurisdictions.

In all conference themes, and regardless of a paper's geographic focus, we

encourage papers that are interdisciplinary. They may be interdisciplinary in their research methodology, and/or in drawing on what is known in other disciplines. In many countries across the world there is little to no labour law literature, but there is nevertheless academic and policy-making knowledge of labour markets and political economies. Likewise, we encourage papers that engage with – perhaps challenge – existing doctrinal and/or theoretical perspectives on labour law.

At the same time presentations of not only doctrinal or theoretical research, but also quantitative and qualitative research, capable of describing the social, economic, and political transformations accelerated by digital, ecological, and geopolitical crises, are encouraged.

Papers from and about all parts of the world are welcome, in order to create the cultural basis for social justice and peace and a global labour law. That is why we encourage papers that consider countries and regions of the world, which have historically received less attention in labour law scholarship, including from Africa, Asia, the Caribbean, the Pacific, the Middle East and Latin America. From this point of view, papers on decolonisation of labour law, including work on colonial legal legacies and indigenous legal systems, are welcome. To stimulate an enriching conversation, we strongly encourage and particularly invite contributions that address the following themes. Nevertheless, there is no strict category of tracks or themes to which papers must be aligned. **Proposals in all areas of labour law and from all parts of the world will be welcome and considered on merit.**

4.1 Solidarity

In many Constitutions, the solidarity principle is considered fundamental in the context of employment and social policy, either explicitly or implicitly. Through a comparative, national or transnational analysis, the paper proposals in this track shall explore the traditional institutions of solidarity and the new forms of solidarity:

a) how old and new systems of worker representation and participation can enhance or limit the solidarity principle;

b) which new models of social security, based on the principle of solidarity, could be implemented for atypical and self-employed workers;

c) how new forms of mutualisation and social security, going beyond the traditional social security system based on employer-employee

contributions and state redistribution, are evolving due to changes in work, demographics, robotization and AI use in workplaces;

d) which active and passive employment policies could be inspired by the solidarity principle;

e) new and old forms of collective action aimed at mobilising different categories of workers, in different territories, under the solidarity principle;

f) how the solidarity principle could promote inclusive policies, leveraging international law principles, in relation to migrant workers and other vulnerable categories;

g) how the expansion of digital technology and AI could have a negative impact on the solidarity principle and how they could be used to find new forms of solidarity in labour and social security law;

h) how to re-conceive solidarity between employed workers and unemployed in light of the automation of work places;

i) how the regulation of working time could enhance or undermine solidarity;

l) the definition and meaning of solidarity in labour law in informal labour markets and in the informal economy.

4.2 Equality

The principle of equality is at the core of any democratic legal system and democratic workplace. Papers might analyse how this principle is being jeopardized in different labour law systems where old and new inequalities are emerging due, for example, to global value chains of production and the use of algorithmic systems in working places.

Questions to be discussed, among others, are:

a) the capacity of the traditional theoretical apparatus of discrimination law to check the usefulness of the distinction between direct and indirect discrimination especially when algorithmic discriminations are at play;

b) the choice between the need to add new prohibited factors to the "closed" list of anti-discrimination rules and the desirability of an open list of prohibited factors;

c) which regulatory level and which sources of regulation (both legislation and collective agreements at international, national and transnational level) should preferably be used to define the prohibited factors;

d) which regulatory techniques (e.g. remedial, deterrent or preventative) are best suited to combat both new and traditional forms of discrimination particularly in cases involving algorithmic bias or discrimination within global value chains;

e) how to guarantee the effectiveness of principles of equality and non-discrimination in informal labour markets and in the informal economy.

4.3 Accountability

The accountability principle, as typically used in corporate law contexts, holds companies responsible for the impact that their decisions produce not only for shareholders but also other stakeholders (employees and communities). In the framework of the risk management perspective, negative impacts may be viewed as risks, whereas positive impacts can be seen as opportunities. From this perspective, companies are required to measure, prevent and minimize 'risks', including risks in the fields of labour rights, workplace safety, and fair employment practices and, in an ex ante approach, they are accountable for not having taken any measure to identify, prevent and minimize negative impacts. Papers could explore the advantages and disadvantages of the risk management perspective in labour law and the question of whether it is replacing the more traditional principle of liability/responsibility, typically associated with the existence of economic power. In some legal systems there are examples of this approach, such as the EU Corporate Sustainability Due Diligence Directive (CSDDD) explicitly integrating accountability for workers' rights and supply chain labour conditions, into corporate obligations. In other legal systems this approach is limited to Corporate Social Responsibility. Thus, corporate accountability encompasses not only financial and other legal obligations but also social and labour responsibilities, bridging the traditional divide between corporate law and labour law. Papers could explore, among other issues:

a) the advantages and disadvantages of the novel use of this principle in labour law;

b) the pros and cons of the *ex ante* approach (accountability) and the *ex post* approach (liability and payment of damages) for the violation of labour rights;

d) the effectiveness of the risk management approach in regulating AI risks in working places;

e) how to involve workers' representatives in the different steps of risk management and especially in risk assessment;

f) corporate accountability in environmental risks and social risks;

g) the role of trade unions in facing environmental and social risks.

4.4 Transparency

Transparency seems to be a principle of greater and greater importance, ancillary to accountability, requiring companies to disclose information, mainly by a system of reporting, on a variety of issues like workers' rights, collective bargaining, equal pay, training, in addition to anti-corruption, diversity and environmental policies. From this perspective, transparency is aimed at guaranteeing more effectiveness to labour rights.

The transparency principle is present in different legal statutes and strategy agreements around the world, for example the AI Act of the European Union, the African Union (AU) Continental AI Strategy 2024, and the Brazil AI Act of 2025.

Papers shall analyse, among others, the following questions:

a) how the transparency principle could change managerial control in algorithmic management;

b) transparency and the traditional construction of the rights of information and consultations of workers representatives;

c) the sanctioning apparatus of the transparency principle;

d) the role of workers' representative in overseeing and enforcing the company's transparency obligations;

e) the legitimate use of data issued through the transparency obligations and the possible conflicts with data protection rights;

f) workers' representatives, information rights and transparency;

g) how to enhance workers' representatives' capacity to handle the huge amount of data and information stemming from the transparency

obligation;

h) how to enhance AI culture and digitalization skills of workers' representatives;

i) how AI can be used in teaching labour law.

4.5 Security

Security is a multifaceted principle in labour law. Papers could explore questions which are related to the different meanings of security, including:

1) Security in the context of legal certainty of labour law rules, typical of the liberal State aiming to facilitate contractual relations:

a) how the layering of multiple sources of regulation is undermining legal certainty in labour law;

b) how the enforcement of labour law rules could be better guaranteed at national, transnational and international level, including via more efficient judiciary systems, to more effective inspectorates, the use of AI systems and enhancing companies' internal audit systems;

c) the role of trade unions in overseeing and ensuring compliance with labour law rules.

2) Security resulting from welfare states and legal guarantees of fundamental rights and economic resources, such as social security allowances:

a) how the concept of security is changing in this context, and how to guarantee dignity at work when States are retreating from their traditional welfare role;

b) how security resulting from welfare States could be guaranteed by labour law in conflict zones with higher defence expenditure and under authoritarian regimes;

c) which global governance institutions could implement new forms of security;

d) which new forms of mutualisation are emerging;

e) which models of security in the labour market could be experimented with to face the occupational transitions due to the digital and

environmental risks.

3) Job security:

    a) the models of protection of job security;

    b) the impact of traditional job security models on vulnerable categories of workers;

    c) evaluation of the anti-discrimination perspective for guaranteeing job security;

    d) reinstatement or indemnities for illegitimate dismissals.

4) Wage security:

    a) regulating wage security mechanisms at national, transnational and international level;

    b) statutory minimum wage and collective agreements;

    c) the notion of adequacy in regulating minimum wages;

    d) the impact of algorithmic management on wage security.

5) Professional skill security:

    a) security in the labour market and lifelong learning;

    b) how to guarantee skilling or upskilling to safeguard jobs facing digital transition and robotization;

    c) digital recognition and certification of competencies.

6) Security as protection of health and safety:

    a) vulnerable workers and health and safety;

    b) how new professional illnesses due to AI and digitalization risks could be faced;

    c) atypical work and health and safety.

5. Format

5.1 Diversity of formats

LLRN8 Cagliari aims to maintain the diversity in formats of workshop presentation and discussions introduced at all previous LLRN conferences. To this end, although we very much encourage the submission of papers for presentation in panels/sessions, as well as proposals for full panels/sessions or book presentations, we also encourage proposals for innovative modes of participation that depart from these modes of interaction. For the first time at LLRN, applications for poster presentations are also welcome.

The duration of each panel (any format of presentation) is 90 minutes, including discussion. This should be kept in mind when elaborating a proposal.

The language of the LLRN8 Conference is English, therefore, only proposals, papers and panels in English will be accepted.

5.2 Maximum number of panels for one applicant

Note that each speaker can present only one paper.

Beside presenting one paper, **participants may also act**

- **in one panel as a chair, and**
- **in one more panel as a discussant, or a participant in one book presentation.**

We do not expect any attendee to be actively engaged in more than a **maximum of three panels in this way** (speaker, chair, discussant/book presenter), to leave space for engagement by others.

5.3 Types of formats

We invite submissions as follows, noting that all proposals will be subject to **peer-review by the organising committees**:

PAPER ABSTRACT: Scholars interested in presenting papers at the conference are invited to submit an abstract of up to 500 words. Please include a title, your name and affiliation, contact information, and the track in which your paper may fit. Also include up to 6 key words.

There should be only **one paper abstract per participant**.

PANEL SESSION: Scholars are also welcome to submit proposals for full panel sessions, which include 4 papers; or 3 papers and a discussant, as well as a chair. Please try to avoid panels in which all the participants come from the same country. Proposals for full panel sessions should include (in one document) abstracts of all presentations, which have to meet the requirements of the paper abstract submission (see requirements of PAPER ABSTRACT) and a short description (up to 100 words) of the panel, including an indication of the stream for which it is intended.

BOOK PRESENTATION: Scholars who recently published a book concerning an important labour law issue, or who otherwise wish to raise a discussion around a recent book, are invited to propose a panel with 4/5 speakers (authors, discussants, or any combination thereof). Proposals for a book presentation do not require abstracts, just a short explanation of the book's importance and brief biographies of the participants.

ALTERNATIVE FORMATS: We also invite people to signal their interest in other forms of presentation and participation. A number of formats might be considered: roundtables, 'fishbowls' or 'labour law labs' in which people make short interventions addressing themes or issues from the standpoint of their research, designed to help resolve troubling labour law policy challenges; 'TED'–style short talks on specific topics of interest, both inside and at the edges of the law of work; moderated or 'hot seat' encounters with an invited guest; films – plus discussion; and art exhibits and music. Presenters who wish to innovate in these or other formats need not worry that their written work will not be available or disseminated; the conference organisers will ensure that papers of presenters in alternative formats are available on the conference website.

POSTER PRESENTATION: As a new and experimental format at the LLRN Conference, posters will be admitted for presenting future research, in order to attract other researchers and to expand research networks. Posters will have to indicate briefly the title of the research, the research questions, the methodology, the name of participants. A specific space in the conference premises will be dedicated to present posters. Conference participants will have the opportunity to vote online for the best posters, and a special prize will be awarded to the winners.

NOTE that we welcome proposals for papers, panels and other kinds of sessions from early career scholars and PhD students.

Application forms will be available at the LLRN8 Conference website (see

below). **Please, submit your application by using the adequate applicable form.**

Information regarding the technical method of submission will be provided closer to the submission deadline. In the meantime, **if you have any questions or suggestions, please, contact us at** the Conference email address:

llrn8cagliari@unica.it

6. Logistics

Participants are expected to pay for their own travel and accommodation. However, as at previous LLRN Conferences, there will only be a bare conference fee (to cover costs for coffee/tea breaks, and lunches). The **fee will be announced in due course** but we anticipate it to be not much higher than that charged at LLRN7 Bangkok.

Information about **recommended hotels** and other lodging options, as well as special rates for conference participants, will also be provided later on through the Conference website.

7. Scholars from developing countries

As with previous LLRN conferences, the organisers of LLRN8 Cagliari intend to **raise funds to provide financial assistance to as many participants as possible from developing countries** who cannot otherwise attend the conference.

While we are not in a position to guarantee such funding, it is vital to the LLRN's ambitions for this conference, and scholars from developing countries are encouraged to submit abstracts or panel proposals, and **clearly note their need for financial support.**

8. KEY DATES

16 October 2026 - Last day to submit abstracts/panel proposals

18 December 2026 - Decisions on acceptance of papers/panel proposals

28 May 2027 - Last day to submit full papers

28 June - 30 June 2027 - Conference

9. Organising Committees

9.1 International organising committee (LLRN Steering Committee)

Tamás Gyulavári – Chair

Ruth Dukes

Valentina Franca

Sergio Gamonal

Tess Hardy

Piera Loi

Panthip Pruksacholavit

César F. Rosado Marzán

Stefan van Eck

9.2 International scientific committee

Janice Bellace (Wharton School of the University of Pennsylvania, Philadelphia)

Jean Louis Correa (Université Cheikh Hamidou KANE, Senegal)

Valerio de Stefano (Osgoode Hall Law School, Toronto)

Wenwen Ding (China University of Political Science and Law, Peking)

Kübra Dogan Yenisey (Bilgi University, Istanbul)

José María Miranda Boto (University of Santiago del Compostela)

Matías Rodríguez (Universidad de Valparaíso)

Kamala Sankaran (National Law School of India University, Bengaluru)

9.3 Local organising committee

9.3.1 Local steering committee

Piera Loi

Michele Faioli

9.3.2 Advisory board

Manuelita Mancini

Barbara De Micheli

9.3.3 Local team

Enrico Mastinu

Ombretta Dessì

Sonia Fernández Sánchez

Massimo Corrias

Simone Auriemma

Alessandro Murru

Michela Pinna

Matteo Luccisano

Leonardo Manfredi

Camila Rivadossi

Alessandro Smilari

Niccolò Cappellazzo

Alessandro Smilari

Niccolò Cappellazzo

Elena Caselli

10. Contact

All questions and suggestions should be addressed to the following **email address of the Conference:**

llrn8cagliari@unica.it

Other email addresses for specific issues will be communicated soon on the **website for the conference which is under construction at:**

www.llrn8cagliari.it