

CALL FOR ABSTRACTS

Promoted by the *International Association of Labour Law Journals (IALLJ)*

The *International Association of Labour Law Journals* is promoting a Call for Abstracts in connection with a seminar on May 5th, 2025, at the University of Florence (Italy). The all-day workshop will start at 11.00h, and the selected papers will be presented in person or online, according to the speakers' choices and needs.

A panel of prominent scholars from the IALLJ membership will discuss the selected abstracts.

The Association's journals may also select some papers for publication based on the abstracts submitted. The authors can write in the language agreed upon with the journal selecting the abstract.

Title: *Sustainable Enterprise and Labour Law: a Comparative Perspective*

The environmental crisis we are witnessing calls upon all scientific sectors to interrogate themselves on the contribution the respective research and knowledge can provide to overturn the process and foster a structural change that may, at the same time, guarantee economic and social growth, full inclusion, progress and a fair distribution of wealth. Indeed, an enterprise, to be fully sustainable, must equally succeed under three profiles: social, economic and environmental sustainability.

Labour and social security norms and social partners can play a fundamental role in promoting or supporting a more sustainable economy through the fair transition to enterprises' environmental and social sustainability.

The issue is at the core of national, EU and international debates. To mention some of the most relevant initiatives that aim to promote business sustainability by recognising an inseparable bond between the social, economic and environmental dimensions: in 2023, the EU Commission launched the Green Deal Industrial Plan; the International Labour Organisation has recently set up an ILO Department of Sustainable Enterprises, Productivity and Just Transition; and the United Nations Environment Programme (UNEP), the International Labour Organization (ILO), the International Employers Organization (IOE) and the International Trade Union Confederation (ITUC) have promoted the Green Job Initiative.

However appreciable, all these initiatives have their critical points, not least in terms of protecting the workers involved in the company renewal processes, which need to be addressed by labour lawyers, also by relying on the comparative approach that can offer and spread good practices and innovative and forward-looking approaches to labour law regulation.

The way to address the role of labour law and industrial relations practices can be twofold: on the one hand, we must reflect on how labour law and industrial relations practices can support the growth of sustainable enterprises; on the other hand, labour law and industrial relations practices cannot lose their main focus and must directly address the challenges posed to workers' rights protection by business conversion. Eventually, the more virtuous norms and techniques contemporary achieve both goals.

Under these stimuli, this call aims to energise the ongoing academic debate on environmental employment law by inviting labour law scholars and researchers from other close disciplines to reflect on the relationship between sustainable enterprises and labour law by applying the comparative method. Both the theoretical and empirical approaches are welcome.

Contributions should fall in one or more of the following areas:

a) Individual employment. For instance, labour law reforms that can support sustainable business practices; labour norms that contribute to promoting the threefold sustainable dimension of enterprises (i.e. also workers' rights); techniques to promote decent work in the circular economy; control of national and global value chains from the social and environmental perspective; training rights for the greening of jobs; legislative norms that promote the trade union representative's engagement.

b) Trade unions and industrial relations. For instance, collective bargaining clauses that address sustainable transition processes, innovative organising strategies and possible alliances between trade unions and environmental movements, and formal engagement of trade union representatives at the company level to promote sustainability. Moreover, the fight against climate change will lead to decisions that may have severe, often adverse, short-term effects on employees: stopping certain types of production, changing production patterns, and reconstructing parts of the company or the whole company. This may lead to problems of acceptability, which can only be achieved if employees or their representatives somehow participate in the decision-making process.

c) Social security and active labour market policies. For instance, active employment policies are specifically directed to tackle the fair transition of enterprises and specific public contributions that support the enterprise's sustainability, with the constraint of maintaining jobs and ensuring high employment standards.

Deadline for submission of abstracts: March 15th, 2025.

Abstract: maximum 10000 characters (spaces included). The abstract should focus on one or more of the abovementioned topics, clearly describing the research objectives, the methodology and (if necessary) an essential bibliography.

Languages: The abstracts (and papers) can be drafted in English, French or Spanish. However, the Florence seminar will be held only in English.

Authors of selected papers will be notified by March 31st, 2025.

Contacts for submission: labourlawjournals@gmail.com

Academic organisers: Massimiliano Delfino (Federico II University of Naples), Guido Balandi (University of Ferrara), Silvia Borelli (University of Ferrara), William Chiaromonte (University of Florence), Emanuele Dagnino (University of Milan), Giulia Frosecchi (University of Florence), Frank Hendricks (KU University of Leuven), Mariella Magnani (University of Pavia), Alan Neal (University of Warwick), Giuseppe Antonio Recchia (University of Bari), Manfred Weiss (Goethe University of Frankfurt).