



LABOUR LAW COMMUNITY - LLC

**5° CONVEGNO ANNUALE
E ASSEMBLEA**

**5TH ANNUAL CONFERENCE
AND MEETING**

Cagliari, 14-15 November 2025

**I Confini del Diritto del Lavoro
nella Transizione Digitale,
Ecologica e Geopolitica**

**The Boundaries of Labour Law
in the Digital, Ecological, and
Geopolitical Transition**

**Università degli Studi di Cagliari
Dipartimento di Giurisprudenza
Via Sant'Ignazio da Laconi 17, Cagliari**

Call for Proposals

The rapid and intense social, economic, and technological transformations we are witnessing - now accelerated by health, ecological, and geopolitical crises - have brought renewed attention among labour law scholars to the challenge of addressing demands for legal protection for workers.

In recent months, the geopolitical landscape has shifted dramatically. Labour law now directly confronts the rise of nationalist and neo-authoritarian populism, which appears to be spreading across an increasing number of countries worldwide. This trend calls into question perspectives that once seemed firmly established in the international arena - such as the fight against climate change, the ecological transition, and the regulation of new technologies' impact on labour systems) that has also made more difficult at the national level to defend the welfare state, to combat poverty and inequality, and to adopt a humanitarian approach to migration.

We believe that, even in a context marked by severe military, economic, and political conflicts, the core objectives of the UN 2030 Agenda (sustainable development; eradicating poverty; health and well-being; decent work and economic growth; reducing inequalities; combating climate change) continue to provide overarching goals worth pursuing. Scientific research can contribute to maintaining a meaningful horizon aimed at preserving a future for younger generations.

Within this framework, we aim to create a space for dialogue and shared discussion, intentionally open to experts of diverse nationalities and backgrounds. The goal is to integrate different approaches and multidisciplinary knowledge to reflect on the repercussions of the ongoing digital, environmental, and geopolitical transitions - both in Europe and globally - on the boundaries of labour law. The focus will primarily revolve around the following general thematic areas (with more specific points serving as illustrative examples):

1. Considering that the spread of platform-based work, remote work, and AI systems in the workplace blurs the traditional boundaries between subordinate and self-employed work, pushing to expand regulatory coverage from the former to the latter, the first area of inquiry concerns:

- whether and how the traditional boundaries between labour law and civil law, labour law and competition law, and labour law and social security law are being transformed;
- The potential repercussions for collective bargaining, the representation of collective interests, and collective action.

2. On another front, the environmental and digital sustainability objectives defined at the international and European levels appear capable of reshaping the relationship between labour law and the principle of freedom of business. New regulatory models, particularly in the EU, are centred on assessing, preventing, and minimising environmental and social risks, imposing new organisational frameworks on businesses. These frameworks aim to ensure that both companies and workers (along with their representatives) can adapt to environmental and technological changes.

- On one hand, it is necessary to assess whether these regulatory models are sufficiently effective and what their impact is on employers' organisations, workers, their representative bodies, and labour market institutions.
- On the other hand, we must examine how traditional labour law tools for anticipating and mitigating market and corporate crises can effectively address the environmental and digital transitions, particularly when these transitions entail corporate reorganisations, restructuring, conversions, and complex worker retraining processes.
- In this new context, it is urgent to reassess with renewed focus both old and new regulatory techniques: autonomous measures stemming from corporate social responsibility and transnational collective bargaining, and heteronomous measures, like for example the EU Directive on corporate sustainability due diligence. The goal is to determine whether these mechanisms can still effectively safeguard workers' fundamental rights, ensure fair resource distribution, and protect the environment.
- Finally, we must evaluate the resilience of these objectives and regulatory models in a shifting political and economic landscape, in which some past achievements (such as the move away from fossil fuels and the push for renewables) and previously established regulatory choices (such as stringent due diligence, transparency, and reporting obligations) now appear to be under scrutiny both nationally and supranationally (consider for example the recent 'Omnibus Directive' proposal at EU level).

3. A third thematic area concerns the territorial boundaries of labour law in the ongoing transitions. Labor law has developed primarily at the national level, and therefore with boundaries coinciding with those of the nation-state. We must then ask ourselves whether the signs of crisis in the effectiveness of labour regulations observed in a context of heightened globalisation and the affirmation of neoliberal policies have now become a structural phenomenon, and whether the digital and environmental transitions, which in many cases involve large multinational corporations and global value chains immune from national and international regulation, might accelerate these destabilising

processes or could instead transform into a resource to counter them.

On the other hand, the decline of classic neoliberal policies, the ongoing geopolitical and commercial upheavals (consider the long-threatened tariff policies now partially implemented) seem to be pushing in the opposite direction, toward the renationalisation of markets and labour law, with destabilising effects also on international law, whose relevance and impact had clearly emerged precisely regarding the containment of globalisation's negative effects.

The new geopolitical and global market scenarios taking shape, sometimes with dramatic accelerations, are projecting effects that are not always easily predictable on national production systems and labour markets, putting at the same time the financial sustainability of social security systems under pressure.

The tendency toward closing national borders by some states and the humanitarian crises generated by ongoing wars threaten to give renewed impetus to migration flows and put pressure on labour market regulation in countries most exposed to migration phenomena, generating rejection if not outright social hostility.

The need to reallocate substantial public and private resources to defence, aerospace and energy sectors gives new direction to production systems and national labour markets while simultaneously putting pressure on the financial sustainability of social security systems.

SUBMISSION OF PROPOSALS

To participate in the Call, applicants must submit a short abstract (500-1000 words) in Italian or English, referring either to an individual presentation or a panel.

For panel proposals, gender balance among presenters must be respected, also panels can be composed of maximum 4 participants (without moderator) or 5 participants (including moderator). The duration of panels is 90 minutes (with 20-30 minutes reserved for discussion).

Proposals must be submitted by 1 July 2025 by filling out the form available at the following [link](#). In case of issues with the submission via the form, please contact the following email address: LLC2025@unica.it

In order to foster a wider level of contributions, each participant may be involved in no more than two panels

Presentation can be made in Italian, English, French, Spanish, or Portuguese.

SELECTION PROCESS

Selection results will be communicated to participants by 20 July 2025.

CONFERENCE REGISTRATION

Registration for the conference and payment of the participation fee must be completed by August 30th, 2025, via the following [link](#). In case of issues with the registration, please contact the following email address: LLC2025@unica.it

ADDITIONAL INFORMATION

Conference Venue:

- Dipartimento di Giurisprudenza, via Sant'Ignazio da Laconi 17, Cagliari

Air Travel to Cagliari:

Early flight bookings are strongly recommended once seasonal/non-seasonal flight schedules for the conference period are announced.

Check available flights at Cagliari-Elmas Airport website: <https://www.sogaer.it/it/destinazioni>

Transportation from Cagliari-Elmas Airport to Cagliari City Center:

- taxi: <https://www.radiotaxirossoblu.com/>
- train (to and from Piazza Matteotti): <http://www.trenitalia.com/>

Suggested hotels:

- Hotel Villa Fanny (<https://hotelvillafanny.it>)
- Hotel Baylle (<https://www.hotelbaylle.com>)
- Hotel Palazzo Doglio (www.palazzodoglio.com)
- Hotel Palazzo Tirso (<https://www.palazzotirsocagliari.com/>)
- Hotel Flora (<https://www.hotelfloracagliari.it/>)
- Hotel Italia (<https://www.hotelitaliacagliari.com/>)
- T Hotel (<https://www.thotel.it/it/home.html>)
- B&B Beni Benius ([Beni Benius Cagliari](#))
- B&B Il Giardino Segreto ([B&B Il giardino segreto](#))
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For any further inquiries, please, write an email to: LLC2025@unica.it

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