CALL FOR PAPERS AND PANELS

THE GREEN TRANSITION AND THE QUALITY OF WORK:
LINKAGES, IMPLICATIONS AND PERSPECTIVES

XX CONFERENCE IN COMMEMORATION OF PROF MARCO BIAGI
Modena (Italy), 16-17 March 2023
Marco Biagi Foundation of the University of Modena and Reggio Emilia

Introduction

Global attention on environmental issues and their implications on economic development and fundamental rights has been acknowledged since the 1970s (ILO, T*echnology for Freedom. Man in his environment*, 1972; United Nation International Conference on the Human Environment, Stockholm, 1972). Since then, international institutions and entities have made efforts to promote strategies and policies directed toward the pursuit of the so-called Sustainable Development, adopting hard and soft law instruments.

The path to sustainability has unfolded and developed to the present day at the International, European, and National levels. For instance, the United Nations have adopted the Agenda 2030 (2015) with its 17 sustainable development goals, the international Paris Agreement (2015) that aims to limit the average global warming at 1.5 degrees Celsius compared to the pre-industrial period or the European Green Deal with the overall goal of achieving climate neutrality in Europe by 2050.

Even the most industrialised Countries have increased attention on this topic: in the United States, President Joe Biden has proposed the Build Back Better Plan between 2020 and 2021, which is a considerable public investment in social, infrastructural, and environmental programs, while in China, committed to the goal announced by President Xi Jinping of achieving carbon neutrality by 2060 and increasing the use of renewable energy, it has been adopted the 14th Five-Year Plan in 2021, which includes the '*Green Development*' within one of its four pillars. As part of this policy, the '*1+N*' plan has been promoted in the matter of climatic issues, which through a collective effort and the establishment of detailed programs in sectoral plans aims to increase the use of new and greener energies with a view to achieving the main goals.

At the European level, the EU has promoted strategies both in the short-term and long-term period: indeed, the '*NextGenerationEU*' is the temporary instrument adopted to boost the recovery after Covid-19 which also includes environmental goals, such as fair climate and digital transitions, via the '*Just Transition Fund*' and the '*Digital Europe Programme*', the fight against the climate change, as well as the biodiversity protection; while in the long-term one of the main objectives of '*Horizon Europe*', the EU's key funding programme for research and innovation for the period 2021-2027, is to foster the green and digital '*Twin Transitions*'.

The fact that these strategies are now exposed to the converging pressures of geopolitical instability and the crisis of the energy market and the global supply chain makes the reflection on the issue even more urgent. In particular, the risks and the extent of the potential impact of a global economic and environmental crisis call for a critical evaluation of current and emerging trends, as they have evolved especially during the course of the last two years.

Generally, at both national and international levels the Green Transition, or rather Just Transition, plays an important role in the post-pandemic recovery measures. In this regard, the labour market is an area that assumes great importance concerning both the new labour law, which a change in the environmental situation might make necessary, and other issues, such as the orientation and training of workers also in terms of upskilling and reskilling.

From a theoretical point of view, the concept of environmental sustainability raises some issues, particularly whether it is a problem of balancing rights/interests or whether it is a meta-objective that precedes and incorporates other more '*specific*' interests.

The presented effects of the ecological transition of companies on the labour market, as well as the need to find the most effective balancing point between companies' and workers' interests from the perspective of environmental sustainability, stimulated the intervention of organizations pursuing collective interests, including trade unions, workers' representatives, and NGOs. These players summarised the core of their approach to the topic in the concept of '*Just Transition*'. Such a notion promotes transitional models in which environmental protection is pursued without neglecting the interests of workers, mainly through open and continuous dialogue of trade unions with companies, institutions, and other stakeholders.

Precisely, companies may decide to modify their production processes, also through the use of new technologies, to mitigate their negative impact on the environment, resulting in a change in the labour market in terms of re-skilling and eventually in the obsolescence of traditional tasks and the creation of new professional figures. In this scenario, public measures such as active labour market policies, social safety nets, and income support are required in order to drive and support labour market transformations.

This also holds for workforce management. Companies are more and more engaged in human resource management practices aimed at influencing green employee behaviour as well as attracting job applicants who are sensitive to environmental issues by showing a high degree of green values. Such practices can be returned under the term of Green Human Resource Management (GHRM) or Sustainable Human Resource Management (SHRM).

On the same wavelength, the experimentation of new paradigms of work triggered by the joint forces of the technological transformation and the pandemic emergency, such as remote work, has shown the potential of these forms of organizations for the pursuit of environmental sustainability goals.

Against this background, the role of the firm emerges not just in terms of the promotion of social and environmental sustainability, but also in terms of its legal liability, linked to the obligation to

ensure a safe work environment and minimize its "footprint" on the external environment and the local communities. Judicial decisions show how difficult it is to strike a fair balance between environmental protection and fundamental rights, such as health and decent work. For instance, the Italian case of the steel company ILVA underlines how difficult it has been even for judges to strike a balance between environmental sustainability and the preservation of jobs (in the interests of both entrepreneurs and workers).

It is beyond clear that corporate accountability is no longer measured only in terms of economic performance to be reported to investors, but also in terms of social and environmental sustainability to be reported to stakeholders in general. A company's choice to be responsible in the way it acts and to be accountable, including on issues of climate impact, certainly enables the company to gain the trust of stakeholders and, therefore, to increase profits. At the same time, responsibility and accountability increase the levels of protection already provided by law, while, in others, they provide an opportunity to implement the minimum levels of protection set by soft law and national and international laws.

It has been found that there is a non-neutral link between the climate situation of an area and the presence of economic, social, and geographical inequalities, which are increased by the Global Value Chain and the tendency of multinational enterprises to exploit legal systems with weak environmental and labour protection. Consequently, the environmental challenges need to be faced with a transnational and comparative approach, taking into consideration the manifold levels involved.

Related to this are the issues concerning companies' choices about the identification of the law designated to protect the interests involved and the competent forum to decide on disputes, which is common to issues with a global scope. The relevance of this aspect is especially appreciated in cases where companies decide to defer to the law of states that are not aligned with the objectives pursued by institutions at the international level, leaving the violation of environmental rights and related social implications unaffected.

The effect of this new-found attention to the environment deeply influenced management studies, as witnessed by the birth of more inclusive perspectives, such as Elkingtons' Triple Bottom Line Model (1997) or extensions to many management theories, namely the Stakeholder Theory, which implies that the environment should be considered a key stakeholder in companies' strategies.

On the same perspective, Hart expands on the resource-based view theory stating (1995) that a company's competitive advantage is based upon its relationship with the natural environment. Furthermore, key managerial theories such as total quality management and Organisational Learning have been extended to include environmental concerns and to improve the environmental performance of an organisation through the consideration of environmental costs associated with all organisational processes, gaining at the same time a competitive advantage by learning how to integrate environmental issues with their business strategies and corporate goals.

After long leaving this issue in the shadows, based on the idea that labour law had no connection with environmental law, the international labour law debate has also made a change of direction. Taking as its starting point an introspective analysis aimed at understanding the reasons that have long kept the two domains distinct, the scholarship is engaged in identifying their connections in both the theoretical and the empirical domains. Indeed, in the current age, the impact of labour is not negligible, and there is a consensus in the literature that the subject of environmental sustainability should be a concern for labour law and, in the attempt to explore the role that work regulation should have in the transition to more sustainable and socio-ecological ways of working,

some of them believe that the separation between internal (i.e. the workplace) and external environment should be overcome. In addition, they also analyse the dynamics observed in the labour market, reading them in a broader context of the technological transition of labour.

To move the discussion forward, encourage the exchange of views, and promote an interdisciplinary debate on the key theoretical and practical issues addressed above, the conference invites contributions from the international scholarly community (law, economics, human resources management, sociology) on the following main topics/tracks:

- **Track 1: Firms' environmental transition and its effects on the labour market**
- **Track 2: Regulatory strategies and players of environmental and employment policies**
- **Track 3: The role of the firm in environmental policies: promotion and accountability**

Track 1: Firms' environmental transition and its effects on the labour market

Public policies that aim at supporting the matching between job demand and supply while considering ecological sustainability need to accompany the changes in the current production processes to make the labour market more efficient. One example of such intervention, which is going to change the organisational and production set-up of large and small companies, is the recent decision taken by the EU to end the sale of vehicles with endothermic engines from 2035. This policy is following the goal of the European Green Deal, which aims at climate neutrality, in accordance with the UN 2030 Agenda.

According to the analyses made by the International Labour Organisation (ILO, 2018), the green transition will, on one hand, produce for businesses an increase in jobs by up to 24 million by 2030, and on the other hand the change and disruption of current occupations, for a total of 6 million.

The impact of the green economy is thus conditioned by the definition of green jobs that is taken as a reference. On this issue, the ILO uses a broad approach, based on the idea of Just Transition, and considers green only those jobs that simultaneously respect three dimensions:
1. the dignity of work;
2. the production of green products and services;
3. the use of production processes based on respect for the environment.

An additional element needed to innovate work and business, from an environmental perspective, is related to new green skills and the challenges associated with them. These challenges include, for example, both the need for retraining and training policies for old and new professions and a focus on preventing discriminatory effects at the entrance of emerging opportunities. It seems appropriate to refer to all the gaps of various origins that may be relevant, with a special mention of the digital gender gap and the under-representation of women in STEM subjects, which are largely involved in the green transition.

ILO identifies four impacts of climate change on labour markets:
- Job creation of opportunities arising from climate policies,
- Job substitution and changes within sectors,
- Job elimination in case there will be no direct replacement for certain jobs and finally

- Transformation and redefinition of existing jobs such as those experienced in industrial sectors which provide materials for cleaner technologies, or service jobs that are oriented towards energy or resource savings.

At the same time, it is the moment for management to get ready for the radical transformation that will hit the labour market, through a growing interest in themes like the use of more sustainable work environments and working methods, training to develop towards greener and new jobs that will arise with the arrival of just transition. Human Resource Management is in for a challenge to adopt not only its policies, but its core values to ensure the achievement of companies' sustainable goals.

Against such background, papers may address in particular the following (but not exhaustive) issues and questions:
- What are the main environmental policies adopted and under discussion in different countries, that may have a direct or indirect impact on the labour market and the quality of employment?
- What are the main elements and actors of the policies related to the "green restructuring" of the undertakings? Is there a space for the intervention of industrial relations such policies?
- What are the economic and multiplier effects of public policies for a green labour market? Which instruments could measure them?
- Discussion of the theoretical concept of green jobs and practical specifications
- What are the institutional instruments available at the international/European/national level for the green transition?
- Importance of green entrepreneurship in the ecological transition
- What forms of public-private cooperation could promote green employment and make the labour market efficient?
- New green skills. Current needs and future challenges
- The impact of the ecological conversion of workplaces on wages and employment conditions: how to pursue environmental policies while promoting employment quality
- The importance of education and training in fostering a just transition
- The attention of the gender dimensions, considering the potential discriminatory effects of green jobs
- The relationship between new space and time patterns of work and environmental sustainability.

Track 2: Regulatory strategies and players of environmental and employment policies

The implications of environmental protection display their effects on a multilevel dimension, involving many stakeholders such as institutions, companies, organisations representing public interests, unions, communities, and the general population. A peculiar aspect consists in the circumstance that environmental issues cross-cut different and often competing interests embodied in the same personal sphere, depending on the specific profiles emerging from time to time: individual or collective, as a citizen or as a worker, and so on.
Among these actors, collective organizations that promote actions to protect general interests inherent in the climate issue come to the forefront, and the right to a safe environment gains new

weight in balance with other fundamental rights. At the same time, established and specialized organizations like trade unions face the challenge of how to represent in a balanced way the different interests of working people in the context of the environmental transition.

As the stakeholder theory well specifies, it is not only the shareholders who are affected by the company's activities, and this is where the need for adequate public action and effective social dialogue comes in so that investments are directed in such a way as to ensure sustainable activities and quality jobs.

In the context outlined above, labour representatives play the crucial role to link the productive reality and the territorial reality, often represented also by different organisations for various interests. Reconciling the local and global dimensions (also to avoid dumping phenomena) through the coordination of local, national, and transnational action represents a crucial function of modern social dialogue.

The role of trade unions and workers' representative organisations goes from pressuring for institutional initiatives to exercising their function as co-regulators, especially in all those cases where safeguarding jobs is difficult to reconcile with widespread interests, such as the welfare of citizens, which partly coincide with the workers themselves and their families and partly do not. These issues must be thoroughly understood in order to find a structural, and not an emergency, response in overcoming the traditional work versus environment dilemma that has long marked the majority view. This action can for instance manifest itself with the inclusion of green clauses and/or social clauses in various types of documents (collective agreements, tenders, etc.), and in giving voice to the new needs and interests that may arise especially in terms of the protection of workers.

Complementary forms of collective action are equally relevant in this context. Among those, employee involvement can be crucial, in particular concerning workers' safety representatives. Social partners are also involved in the management of the occupational impact of 'green restructuring' policies (layoffs, design of training schemes, and active policies…). This entails a need for representatives and trade union officials to develop adequate expertise. They will need to receive more in-depth training in order to cope with the new needs deriving from the green transition.

The role of employers' organisations should also not be neglected, as they are key players in raising corporate awareness on these issues. In fact, like (and together with) trade unions, employers' organisations directly exercise regulatory functions and dialogue with institutions. Moreover, companies are the first implementers of the agreements that are concluded, and it is crucial that they fully implement the practices described in the agreements, binding, and non-binding, to avoid "greenwashing" and/or "well-being washing" phenomena, superficial interventions that mask, without resolving, a critical impact of the company in environmental and/or social terms.

Furthermore, the tripartite dialogue involving public institutions is essential for many reasons, including to keep track of the national and supranational environmental impact of the economic activities and integrate environmental indicators for the analysis of their economic trends and competitiveness, such as the level of public environmental expenditure for environmental protection and environmental investments for growth.

Against such background, papers may address in particular the following (but not exhaustive) issues and questions:

- What can be the relationships between the different representative bodies (general and specialised) at the respective various levels of regulatory frameworks (local, national, translational)?
- Analysis of social dialogue and collective agreements on environmental sustainability: players, levels, and contents.
- The relationship between international/European/national institutions and social partners in the design and enactment of *just transition* and *green transition* policies.
- The role of public procurement to promote social and environmental sustainability
- Employee involvement and participation as regulatory and managerial tools to tackle environmental issues at the company level
- Challenge for the function of interest representation: how to match competing interests in a multi-dimensional and multifactorial context.
- The various dimensions of the citizen-worker interest in environmental protection;
- The role of social partners in the prevention and proactive management of natural and environmental disasters.

Track 3: The role of the firm in environmental policies: promotion and accountability

The multidimensional nature of the notion of sustainability, intended to ensure a balance between economic, social, and environmental dimensions, which constitute three inseparable components of the concept, is clearly conveyed by Sustainable Goal No. 8 of the UN 2030 Agenda for Sustainable Development, where the objective of '*inclusive and sustainable economic growth, employment and decent work for all*' is affirmed.

Indeed, the principle of sustainability in labour law concerns the balancing and proportionality between the different interests underlying the employment contract, with consideration being given to environmental constraints.

To date, however, there is no univocal definition of how sustainability influences management and vice versa, and the understanding of their relationship ranges from basic environment-friendly programmes that avoid further damage to demanding and complex initiatives that include environmental goals among the company's strategic objectives, helping to remediate the repercussions of centuries of environmental deterioration.

Managerial practices and environmental-friendly policies in the company are closely intertwined with the system of legal obligations that binds the enterprise as an employer. For instance, the Italian occupational health and safety legislation (Legislative Decree n. 81/2008), at Article 18, par. 1, lett. q) lists among the obligations of the employer and management the duty to '*take appropriate measures to prevent the technical measures adopted from causing risks to the health of the population or deterioration of the external environment, periodically verifying the continued absence of risk*'.

The concepts of risk prevention and mitigation emphasise the importance of procedural regulations, whereby internal governance systems and organizational models become key to the firm's compliance with its substantive obligations. Such a regulatory approach can be applied in equal terms to the obligations related to health and safety at work as well as to the general obligation to prevent harm to the environment. The idea of an integrated policy of prevention of risks in the external and internal environment could leverage the implementation of organization and management models which are aimed at avoiding or limiting the administrative liability of the legal entity, by incorporating management systems and influencing the way companies act. For

example, in the Italian legal system, Act No. 231/2001 includes in the list of so-called alleged offenses, both those caused by the violation of health and safety regulations, as well as environmental crimes. In this regard, it has been maintained that if environmental and occupational safety management systems can complement each other because of their common settings, then there is also room for integration of organization and governance models, starting with a common supervisory body and disciplinary system.

In such a perspective, the boundaries between the internal and external work environment are increasingly blurred especially due to the disarticulation of workplaces and the propensity to outsource production. In this context, the effectiveness of the regulatory framework is at risk, given the difficulty of identifying which law to apply and ensuring compliance.

As a matter of fact, the very presence of companies greatly influences the areas where these companies are located, not only in environmental terms but also regarding social justice. Literature on the subject suggests that there is a non-neutral link between the climatic status of an area and the presence of both economic and social inequalities. Studies state that plants generating pollutants and hazardous emissions are, in most cases, located near areas where population segments with lower income levels or belonging to minorities of diverse kinds reside, generating a phenomenon of environmental inequity associated with racial and ethnic factors. Thus, the uneven global distribution of resources and the power disparities that historically conditioned global dynamics, combined with the inadequacy of political measures to safeguard the environment, have caused some countries to suffer more than others from the ecological degradation caused by enterprises that settle in such territories to profit unsustainably from their economic and social deprivation.

The increasing commitment of legal systems towards environmental sustainability is reflected in the "constitutionalization" of the environment as an object of protection, which in turn affects the balance with economic liberties. For instance, the new formulation of Article 41 of the Italian Constitution on the freedom of economic initiative establishes that it cannot be carried out in violation of social utility or in such a way as to harm health, the environment, security, freedom, and human dignity (Constitutional Law no. 1/2022), while Article 9 of the Italian Constitution, amended by the same law, establishes that the Republic '[...] *protects the environment, biodiversity, and ecosystems, also in the interest of future generations.*'

From a managerial perspective, the key to sustainable HRM lies in the long-sighted mutual benefit for employers and employees, as well as the creation of broader social benefits. Recently, both sustainable human resource management (SHRM) and green human resource management (GHRM) are attracting more and more attention, however, the literature mainly focuses on SHRM in terms of increasing employee productivity or engagement. In this instance, SHRM is concerned with making workplaces inclusive through work-life balance initiatives, flexible working practices, and working time regulation to promote gender equality and employee referral.

A more recent take on the topic relates social justice principles to HRM practice, drawing on the input and expertise of a range of social partners, including governments, to deliver benefits for both organisations and the wider society. This perspective is based on attempts not only to solve organisational problems but also to tackle wider societal problems: HRM in this instance involves, for example, employers working with civil society organisations to better manage an aging workforce, prevent premature retirements, and extend working lives.

A range of themes emerges intersecting sustainability and labour processes: at the macro level, the interaction of the organisation with its economic and social working environment, and at the meso

and micro level, sustainable development applied to the internal elements of the organisations. The macro level of analysis refers to sustainable development as sustainable societal development, the social bottom line HRM practices can be represented by the implementation of fair hiring and firing practices, respecting human rights, and using no forced and/or child labor while the environmental bottom line practices can be aimed at reducing the environmental footprint of the company. At the meso level, the main idea is that, in order to be economically, ecologically, and socially sustainable, organisations need to implement the sustainable development concept in organisational subsystems such as safe working conditions and better employee perception of their well-being. Human sustainability – or the development of discrete human resources – is the main concern at a micro level.

Special attention should be drawn to the relationship between Sustainable Development and Corporate Social Responsibility. When the interrelation between the two is lacking, and thus the company's objectives and work methods are not profoundly shaped by the attempt to safeguard the environment, the possibility of falling into the '*greenwashing trap*' arises. Greenwashing, in this sense, represents an employer branding tool that companies may sometimes use to give the impression of being environmentally aware, in order to attract employees and customers, and enhance their reputation without actually having a positive impact on planetary preservation.

In this regard, it is worth noting that the attempts to reinforce the effectiveness of the law with a procedural approach focused on the internal governance of the firm in gaining importance also at the supranational level, with regard to the operation of multinational companies in the global value chain. A recent example is represented by the new proposal for a Directive on Corporate Sustainability and Due Diligence. From an instrument aimed at assessing a company's economic and financial stability and compliance by the management, due diligence is emerging as a useful tool in the pursuit of social and environmental sustainability. Among the interventions are the OECD Guidelines for MNEs, which are soft recommendations to multinational companies aimed at creating awareness of their potential in creating both positive and negative impacts on workers, human rights, and the environment. Recognizing the role of business in achieving the goals of environmental and social sustainability, the proposed directive refers to the Member States that have not already acted on the matter to introduce laws establishing the implementation in corporate policies of duties of diligence and responsibility toward human and environmental rights. This is pursued through ongoing efforts to identify, prevent, and halt negative impacts on the two sectors concerned.

Finally, attention should also be paid to the relationship between corporate accountability and Corporate Social Responsibility. In the first case, there is a voluntary integration by the company of social and ecological requirements into their business operations and relationship with stakeholders (Green Paper 2001), starting with ensuring the legal obligations imposed by law. It is precisely this nature that exposes it to the risk of remaining a weakly effective measure.

Otherwise, corporate accountability results in a safety obligation, including in the environmental dimension, imposed by the state on companies, which:

- takes the form of holding third parties accountable for their actions, the resources used, and the objectives pursued;
- gives transparent and effective information;
- guarantees suitable tools for transparently keeping track of company operations;
- is based on compliance.

Against such background, papers may address in particular the following (but not exhaustive) issues and questions:

- The influence of environmental sustainability in promoting decent work;
- Conceptualising the expansive notion of sustainability;
- The achievement of a sustainable development not limited to the anthropocentric or market-based approach;
- The results of Macro, Meso, and Micro level policies on the overall SHRM systems of companies;
- Empiric evidence of advantages and disadvantages of SHRM in companies;
- The relationship between companies and the local or national government to tackle labour inequalities;
- The influence/relationship between GHRM practices of/and financial and/or innovative performance and/or competitiveness level/ competitive advantage;
- The influence/relationship of GHRM practices on employee extra-role green behaviour/innovative work behaviour/employee wellbeing/employee productivity;
- The relationship between green performance management practices and their Performance Management Effectiveness;
- The level of strength of GHRM practices;
- The impact of sustainability and GHRM on business models;
- New green business models;
- What is the role of employer organisations as enablers of corporate responsibility?
- How can the constitutionalization of environmental protection affect profit-oriented corporate goals?
- The evanescing notions of '*work environment*' and '*workplace*' and their implications for policies and regulation;
- The complex balance between industrialism and environmentalism in labour disputes;
- The duty of mitigation and the role of organizational models for the prevention of occupational risks as a way to implement a more comprehensive environmental policy of the company;
- Comparison of strategies within the occupational health and safety systems (OSH) to deal with environmental disasters (such as establishing prevention measures, promotion of individual and collective protection, and training workers on the general and specific risks);
- Case study analysis of OSH systems influenced by environmental issues;
- How to avoid greenwashing and well-being washing in CSR practices?
- Organizational models, juridical responsibilities, and compliance;
- Due diligence and internal and external environmental issues.

SUBMISSIONS

1) Papers. Scholars who intend to contribute to one of the conference tracks should present by **18 November 2022** a submission with:
• the title of the proposed paper;
• an abstract of about 2000 words (not including the bibliography), specifying the topic and the nature of the paper (theoretical analysis, discussion paper, presentation of empirical data);

• the disciplinary (or inter-disciplinary) domain of the paper (e.g., Labour Law, Organisation Theory, Labour Economics);
• the author's affiliation;
• an indication of the conference track for which the paper is intended, bearing in mind that the Scientific Committee reserves the prerogative to assign papers to the track and session it deems to be most appropriate.

2) Panels/Round Tables/Book presentations. The organizers welcome the submission of proposals for full panel sessions (including the format of round tables or book presentation panels) addressing topics described in this call. Panels should consist of four presentations or three paper presentations and one discussant. The panel convenor may also serve as the chairperson of the panel. Proposals should be submitted by the panel convenor by **18 November 2022** and should indicate, in one single document:
• the title of the proposed panel and papers;
• the names of the speakers/discussant/chairperson;
• a brief outline of the objective and the rationale of the panel (about 500 words);
• an abstract of each paper (about 2000 words not including the bibliography).

Paper and panel proposals will be selected by the Scientific Committee by **2 December 2022**.

Selected authors (including panel/round table/book presentation proposals) will be required to submit a paper of 8000 - 10000 words no later than **24 February 2023**. The papers should take the form of a research article rather than simply the description of a work in progress.
The Scientific Committee reserves the right to reject papers and panel proposals that are not consistent with the conference tracks or papers that are not consistent with the expression of interest/full abstract previously approved.

As a condition of participation in the conference, the proposed work must remain unpublished (*i.e.,* not under any stage of submission or review at any journal or book) before the closing of the conference. Primary publication opportunities will be provided to proponents of works selected by the Scientific Committee of the Conference.

The working language of the conference sessions is English, and interpreting services will not be available. Abstracts and papers should be submitted in English.

DEADLINES
• Deadline for submission of expressions of interest and abstracts (papers and panels): **18 November 2022**.
• Deadline for submission of full papers (papers and panels): **24 February 2023**.

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CONTACTS
Expressions of interest, panel proposals, abstracts, and full papers, as well as requests for information, should be addressed to the e-mail address: **marcobiagiconference@unimore.it**
The first draft of the conference program will be distributed by the end of **January 2023**.
Further information will be posted on the Marco Biagi Foundation website: www.fmb.unimore.it

This call for papers has been elaborated by the Local Scientific Committee with the support of Dr. Filippo Ferrarini (Research fellow, University of Modena and Reggio Emilia, Marco Biagi Foundation), Dr. Enrico Angelo Raffaele D'Ecclesiis (Ph.D. candidate, University of Modena and Reggio Emilia, Marco Biagi Foundation), Dr. Gianluca Monturano (Ph.D. candidate, University of Modena and Reggio Emilia, Marco Biagi Foundation), Dr. Francesca Nepoti (Ph.D. candidate, University of Modena and Reggio Emilia, Marco Biagi Foundation), Dr. Maria Beatrice Pagani (Ph.D. candidate, University of Modena and Reggio Emilia, Marco Biagi Foundation), Dr. Federica Palmirotta (Ph.D. candidate, University of Modena and Reggio Emilia, Marco Biagi Foundation), Dr. Ilaria Purificato (Research fellow, University of Modena and Reggio Emilia, Marco Biagi Foundation).