

# Guidelines and Criteria for the Submission of Short Papers at EGOS Colloquia

Short papers should focus on the main ideas of the later full paper, i.e. they should explain the purpose of the paper, theoretical background, the research gap that is addressed, the approach taken, the methods of analysis (in empirical papers), main findings and contributions. In addition, it is useful to indicate clearly how the paper links with the sub-theme and the overall theme of the Colloquium, although not all papers need to focus on the overall theme. Creativity, innovativeness, theoretical grounding and critical thinking are typical characteristics of EGOS papers.

Your short paper should comprise **around 3,000 words** (inc. references, appendices, and other material).

**Submission deadline** for short papers for the (main) 42<sup>nd</sup> EGOS online Colloquium hosted by the University of Bergamo, July 9–11, 2026:

- Tuesday, January 7, 2026, **12:00 CET**

The deadline is unchangeable and therefore **extensions can not be granted!**

## Formatting your short paper

Your short paper should comprise **around 3,000 words**, according to the following format:

- Font: 12 pt, Arial or Times New Roman
- Margin left/right: 2.5 cm
- Line spacing: 1.5
- Use APA style for your citations

**Do not use capital letters** in your paper's title, unless they are proper nouns (e.g. "London", "Thomas"), quoted titles, or if it is the first word after a colon or hyphen. For example: *Mark Twain's "The Adventures of Huckleberry Finn": Summary, analyses, and quotations*. Do not write your title in ALL CAPS.

Please **state your name** (and that of your co-author/s, if applicable) + affiliation + email at the top of your short paper (because no [single/double blind] peer review).

Short papers should be submitted as a **pdf or docx file**. Please do not upload txt files!



## Steps prior to uploading your short paper

- To upload a short paper, you must be a **registered user** on the EGOS website.
  - If you have never been an EGOS member, never uploaded a short paper for one of the previous EGOS Colloquia, or never attended an EGOS Colloquium before, you need to **register on the EGOS website**. Click [here](#) and follow the instructions. Once you have an EGOS member number and password, please **log in to the member area “MyEGOS”** and follow the instructions for uploading your short paper listed below.
- If you are an active (or former) EGOS member, **log in to “MyEGOS”** using your email [or your EGOS member number] and your password.

## Uploading your short paper

You can **only upload one short paper** with your EGOS member number! If your short paper is co-authored and you have already submitted a (single-authored) short paper to another sub-theme, then your co-author (one of your co-authors, respectively) has to upload this co-authored short paper by using their EGOS member number. Please note: You may only appear as **co-author in a maximum of TWO further short papers!**

- In the MyEGOS section of the website, click on **Submit your short paper**.
- Fill in the form.
  - Do not use ALL CAPS for your paper title.
  - As the uploader, you are the main author. Add all co-authors (can also be added when submitting your full paper).
  - Upload your paper as pdf or docx.
- If you want to re-upload your short paper because you submitted it to the wrong sub-theme or have an updated version, you can do so until the deadline:
  - In MyEGOS, you will see Status: Edit your short paper
  - Click delete your short paper application.
  - Submit your short paper again.

If you have any further questions, please contact the [EGOS Executive Secretariat](#).



# Sub-theme 58: Embedding Human Rights in Management and Organizations: Contributions from Organizational Studies



42<sup>nd</sup> EGOS  
Colloquium  
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## Call for Papers

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Over the last two decades, the role of business in protecting human rights has gained central importance. In addition to the historical reasons, which can be traced back to the gradual dissemination of sustainability practices in organizations, including social ones, there has also been a regulatory push at the European level. This necessitates that organizations, particularly those operating in the European Union, evaluate risks and mitigate harm associated with human rights violations.

At the same time, we have seen the growth of the Business and Human Rights (BHR) discipline (Schrempf-Stirling & Van Buren III, 2020), which is primarily concerned with aspects such as respect for human rights along value chains, tools for preventing violations, and remedies for damages caused by businesses (e.g., Ruggie, 2008). More specifically, BHR appears to be focused on two major themes: (1) determining how to obligate and hold organizations accountable for human rights using the key theme of due diligence, and (2) assessing the effectiveness of corporate actions to prevent or mitigate the harm caused by



human rights violations (Schrempf-Stirling & Van Buren III, 2024).

However, the focus is primarily on the formal aspects of human rights law implementation, which presents an opportunity for organizational studies to address substantial gaps in BHR research. Organizational research can facilitate the examination of the transformation of corporate human rights policies into tangible actions and structural modifications. This can lead to a comprehensive analysis of the various organizational levels that are involved in human rights compliance, including the organization, groups, and individuals. Additionally, it can potentially improve the depth and specificity of general due diligence assessments (Graetz & Franks, 2023).

A key goal of this sub-theme is to center on human rights and consider it a challenge for organizational studies from various perspectives. Without claiming to be exhaustive, one can imagine two different main perspectives. First, it deals with the institutional approach focusing on the substantive aspects of human rights processes within the organization for their implications on regulations, processes, and structures and through the network of organizational actors belonging to the organizational ecosystem. Examples include changes in the institutionalization processes of corporate responsibilities, the emergence of both binding and voluntary rules and regulations, and the involvement of structural and operational aspects of the organization, such as its formal structures and decision-making processes, which have a direct impact on the adoption and implementation of human rights policies (Eilert & Nappier Cherup, 2020).

The socio-cultural perspective, on the other hand, can be aimed at emphasizing the role and motivations of the various actors involved in investigating how values and norms related to human rights can be interpreted and negotiated by members of the organization, including leaders, groups, and generations of employees articulating different organizational responses (Brenkert, 2016). Particularly, Generation Z, which often prioritizes social justice, sustainability, a culture of inclusion, and transparency (Nedelko et al., 2022), will also be an important change agent in designing and institutionalizing human rights norms, leading to re-evaluating existing practices.

In this sense, the key to sense-making (Schildt et al., 2020) can help to understand how the consideration of human rights can vary depending on the actors involved. The span could range from a formal response solely intended to fulfill obligations to a substantive intervention capable of challenging existing frames, such as profit and risk, and triggering cultural changes, as measured by the characteristics of one's organization and its members.



In contrast, in organizations with a culture of wrongdoing, particularly corruption, the affirmation of human rights can be hampered by cultural models that undermine ethics and legality, making it difficult to integrate practices that promote respect for fundamental rights (Troisi & Alfano, 2023). Finally, an important factor affecting human rights in organizations is the turbulent environment, as there may be a shift in priorities where short-term financial goals come to the fore (Potocan & Nedelko, 2021). However, external pressures may reinforce a more compliance-focused approach to human rights, which may result in more resilient organizations through ethical practices.

We invite papers that contribute to a broader understanding of the integration and influence of organizational studies in BHR, with the idea that human rights can help reconsider the role of organizational actors, groups, and organizations. This allows scholars to combine diverse research perspectives and methodological approaches. A broad perspective on the topic will also help to address one of the conference's central themes, which concerns the capacity of organizations to oppose normative and cultural models to progressive processes of dehumanization, believing that the recognition of human rights is the cornerstone for avoiding a drift towards dehumanization.

A non-exclusive list of potential themes includes:

- HR (human rights) and governance models – the role of business models, ownership structures of work organization models, and the relationship with the recognition of human rights
- HR and organizational legitimacy – the role of the ecosystem and inter-organizational networks in implementing human rights
- HR and organizational norm-setting processes, the actors' role, and how these norms become institutionalized through various forms, such as ethical codes
- HR and sensemaking – how managers and organizations perceive and attribute meaning to human rights expectations
- HR integration and organizational dynamics – how human rights principles are accepted and promoted within organizations, shaping group-level and individual-level outcomes
- HR frameworks aimed at addressing intersectionality, power asymmetries, and structural inequities
- How personal values and cultural norms influence adopting and adapting bright and dark HR principles
- The relationship between HR integration and justice perceptions impacting individual motivation and satisfaction



- How turbulent economic and global situations (wars, crises, other potential risks) affect HR and its implementation in organizations
- Emergence of new human rights issues due to the economic turmoil, such as the treatment of gig economy workers, job insecurity, unfair dismissals, or the rights of those affected by layoffs
- Explore how Generation Z and its values will change how organizations have institutionalized and implemented human rights

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