

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) 42nd 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.
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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!**

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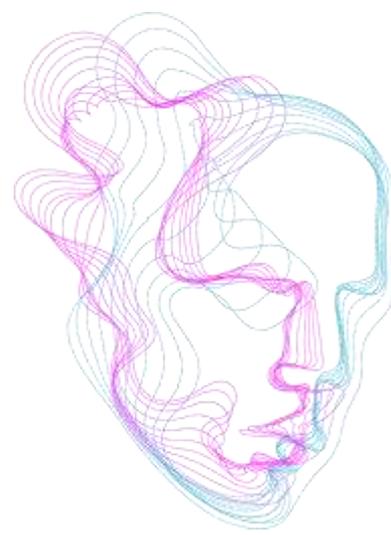
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Sub-theme 59: The Interplay between Technology & Human Rights in Business



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Call for Papers

The interplay between humans and technology raises thought-provoking questions about its impact on business and human rights. The Fourth Industrial Revolution (also known as Industry 4.0 or I4.0) is characterized by the inclusion of automation and intelligent digital technology (e.g., the internet of things, cloud connectivity, Artificial Intelligence (AI), machine learning, etc.) in manufacturing and industrial production (World Economic Forum, 2024). On the one hand, the integration of I4.0 technologies has been recognized as a “game-changer” for addressing human rights challenges (Berg et al., 2020). These new technologies can provide instantaneous information regarding production conditions and the flow of materials throughout a company’s supply chain, allowing businesses and other interested stakeholders new avenues to conduct human rights due diligence and to monitor supply chains for impacts on stakeholders (Karmaker et al., 2023; Lopes de Sousa Jabbour et al., 2018; Smit et al., 2021).



Further, there are valuable examples of the potential for I4.0 technologies to address the risk of human rights abuses in production (Emanuilov & Yordanova, 2022). This includes using blockchain for supply chain visibility (Rogerson & Parry, 2020) as well as digital platforms for incident reporting and stakeholder outreach (Al-Billeh et al., 2024; Searcy et al., 2022). Digital platforms have empowered secondary stakeholders such as activists to connect collectively and to exert pressure on corporations to address environmental harms and other human rights concerns (Leonel et al., 2024; Leong et al., 2019). AI and big data analysis has been used to anticipate where future human rights abuses may occur (such as modern slavery in fisheries; see Nakamura et al., 2018), Internet of Things sensors that can detect pollution, and so on (Costa et al., 2023).

On the other hand, scholars also highlight the dark side of AI and digital technology when it comes to social justice and human rights, including issues regarding how such technologies deal with privacy, surveillance, trust, accuracy of information, access, willingness to pay, inequality, and inclusivity (see, e.g., McGrath et al., 2021; Trittin-Ulbrich & Martin, 2022; Trittin-Ulbrich et al., 2021). For example, a recent review of literature on AI across various disciplines finds that without intervention, technologies and AI could create widening inequality among different parts of society (Lei & Kim, 2024). This is because technologies based on AI can worsen prospects for workers – in large part by replacing different kinds of skills – leaving particular kinds of workers prone to exploitation depending on their location or role in the workforce (Lei & Kim, 2024).

An example of the dark side of technology includes large technology companies such as Google and Apple facilitating an illegal online slave market, including providing and approving apps used for buying and selling domestic workers in Kuwait (Maids for Sale, 2019). Moreover, companies can use technology to surveil workers in ways that can lead to human rights violations, including but not limited to freedom of association and privacy rights (De Stefano & Taes, 2023). Furthermore, technology can be used by businesses and governments to monitor and harass activists protesting against perceived business irresponsibility (Storbeck et al., 2025; Zalnieriute, 2025).

Additionally, there appear to be fundamental problems with the advent of organizational interventions governed by AI machine-based learning solutions in place of human judgment (Lei & Kim, 2024). This is because protecting human rights involves imagination and human judgment to anticipate risks posed by operations before the harm is caused. Solutions based on the analysis of data connected with algorithmic decision-making are thus likely to be flawed when it comes to these aims to protect human rights, especially because algorithms cannot anticipate correct judgments (Moser et al., 2022). Even with perfect information there



is rarely a single course of action that applies in general or ongoing ways, but rather a weighing up of alternatives based on sensitivity to contextual circumstances (Crane et al., 2019). Therefore, an outcome at one point of time is not necessarily the universal answer in the future, which is problematic because the expectations for human rights due diligence include an ongoing and dynamic learning process, informed and adapted based on previous and continuous learning (Rogerson et al., 2023).

There are yet other possible ways in which the use of technology by business can potentially lead to violations of human rights. Social media (among other technologies) can allow people to connect with each other, but it can also facilitate human rights violations in myriad ways that include state oppression of dissidents and other disfavored groups (Gondwe, 2024; Workneh, 2021) as well as fueling forms of discrimination that include racism (Matamoros-Fernández & Farkas, 2021), sexism (Rodríguez-Sánchez et al., 2024), and homophobia (Sánchez-Sánchez et al., 2024). The case of social media suggests that concerns about technology and human rights in business relate not only to direct violations of rights by businesses, but also to violations of human rights by governments and other social actors that are facilitated by technologies created and distributed by businesses.

Knowledge about what technology can enable, and also what challenges it brings to the role of business in society, must thus be a key focus for firms to ensure the protection of human rights as firms increasingly proceed with digitalization of due diligence mechanisms as well as their wider operations. It is important to understand that the use of technology is value-laden rather than value-neutral, and its use therefore must be assessed critically and comprehensively in the light of potential effects on human rights (den Hond & Moser, 2022), especially because technology introduces new risks for managers who need to be alert to its potential for harm within their operations. For example, technologies adopted to strengthen rational decision-making may also perpetuate social division and inequality – an outcome at odds with a firm that is trying to protect human rights (Joyce et al., 2021; Zazjo, 2022). There is an urgent need to reframe theories and practices concerning business and human rights in the context of technology adoption, which this proposed stream seeks to critically examine.

Relevant research questions for this sub-theme could include the following:

- What is the impact of technological tools on power, trust, and inequality in global supply chains?
- What value is created from the use of these technological tools for responsible supply chains and human rights due diligence, and who captures that value?



- Can technology allow affected rightsholders to achieve respect for their human rights and remedy for human rights harms?
- Transparency: How might tensions between public desires for more transparency, with user desire for privacy, and businesses' desires to retain information and protect reputation while demonstrating responsibility be resolved?
- What is the impact of technologies on increasing transparency about firms' human rights practices?
- In terms of governance, what kinds of initiatives can firms and/or industries take to maximize the value of new technologies and/or address the dark side of technologies with respect to human rights?
- In terms of technology governance, what steps have governmental actors (country, international) and/or social activists taken to address these new technologies and their impacts on human rights?
- What is the impact of technological tools on stakeholders who are either enacting human rights policies and/or impacted by a firm's human rights approaches?
- Does the use of technology make it harder (or easier) for stakeholders seeking to organize collectively and/or protest against human rights violations brought about by businesses?
- How does social media facilitate human rights violations, and what are the responsibilities of businesses to ameliorate and remedy such harms?
- What is the (positive, negative, and mixed) impact of technology on the likelihood of human rights violations?

The sub-theme convenors are open to a variety of positions, research modalities, and epistemological positions in addressing these and related research questions germane to the interplay between technology and human rights in business.

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