



Labour Law Research Network 7 Bangkok (LLRN) Conference

June 29 – July 1, 2025, Bangkok

CALL FOR PAPERS

1. Introduction

The Labour Law Research Network (LLRN) was established in 2011 by 30 research centres and now has a membership of 83 centres from across the globe. Our aim is to foster global connections among those engaged in labour law research. This has led to the LLRN biennial international conferences, which enable the presentation and discussion of original papers on challenging, controversial, and topical issues.

The first six such conferences – Barcelona 2013, Amsterdam 2015, Toronto 2017, Valparaiso 2019 and Warsaw 2021 & 2023 – were remarkably successful in drawing together scholars from around the world. They established a tradition of the LLRN conference as one of the largest academic labour law conferences in the world, and an important focal point for global labour law scholarship. Those who missed the previous conferences are invited to consult the LLRN website: <http://www.labourlawresearch.net> for further information.

We are pleased to announce that the seventh LLRN conference will be held in Bangkok, Thailand on June 29 – July 1, 2025, hosted by the Faculty of Law of Chulalongkorn University.

2. Venue

The Opening Ceremony and the LLRN7 Conference itself (29 June – 1 July 2025) will take place in the **Debdvaravati building (Faculty of Law Chulalongkorn University) at 254 Soi Chula 42, Phayathai Road, Wangmai, Pathumwan, Bangkok**. The law school's building is directly opposite the Samyan Mitrtown Mall, where Samyan MRT station is located.

Bangkok is a key global airport hub with connections directly to most major airports around the world. The city is well-known for its rich cultural heritage, diverse arts scene, friendly people, renowned cuisine and reasonable cost of living. It is home to many historical sites and landmarks such as the Grand Palace and Wat Arun. These sites represent the country's long-standing traditions and artistic expression. The city has a mix of old and modern architecture, with traditional temples and palaces coexisting with modern skyscrapers and malls. This creates a unique blend of cultures and aesthetics. People in Bangkok are known for their welcoming nature and hospitality. With a large ex-pat community and many visitors, English is widely spoken, especially in tourist areas and the business district. Moreover, Bangkok offers a wide range of dining options from street food vendors to high-end restaurants.

Chulalongkorn University is a leading research and educational institution in Thailand, founded in 1917. It is named after King Chulalongkorn (Rama V) and is located in Bangkok, the capital city of Thailand. Chulalongkorn University is widely recognized as one of the best universities in Thailand and Southeast Asia. The Faculty of Law at Chulalongkorn University has a long-standing tradition of excellence, consistently ranked as the top law school in Thailand since its establishment in 1972. With a wide range of undergraduate and graduate programs available both in Thai and in English, the law school provides a comprehensive education to its 2,000 students and is staffed by a dedicated and experienced faculty of 50 members.

3. The Ambition

LLRN7 Bangkok will be the first LLRN conference in Asia, and only the second in the Global South. Despite the region's immense economic significance and population, many Asian countries remain little understood by labour law scholars from elsewhere. LLRN7 Bangkok presents an important opportunity to forge connections between scholars from across Asia and from across the world.

We aim to invest LLRN7 with a distinctly Asian flavour. Yet we acknowledge Asia's many diversities strain the coherence of the conceptual foundation of that goal. The differences between countries in the region test the very concept of "Asia" itself. Massive informality in many Asian labour markets renders labour law of often marginal relevance. Our hope is that participants will embrace and draw on these differences and diversities to interrogate labour law's conceptual boundaries and methodological approaches, both within Asia and beyond.

4. Substance/Main tracks

In keeping with previous LLRN conferences, we expect to structure panels and presentations on a wide variety of topics related to the law of work. LLRN7 is thus open to any contribution to labour law (as always, broadly conceived). Submissions focusing on one legal system should be framed so as to highlight their significance to scholars from other jurisdictions.

In all conference themes, and regardless of a paper's geographic focus, we encourage papers that are interdisciplinary. They may be interdisciplinary in their research methodology, and/or in drawing on what is known in other disciplines. In many countries across the world there is little to no labour law literature, but there is nevertheless academic and policy-making knowledge of their labour markets and political economies. Likewise, we encourage papers that engage with – perhaps challenge – existing doctrinal and/or theoretical perspectives on labour law.

Papers from and about all parts of the world are welcome and we encourage papers that consider regions of the world relatively little considered to date in labour law scholarship. Examples include our host region, South-East Asia, together with the Caribbean, the Pacific, many parts of Africa, the Middle East and Latin America.

To stimulate an enriching conversation, we strongly encourage and particularly invite contributions that address the following themes. Nevertheless, there is no strict category of tracks or themes to which papers must be aligned. Proposals in all areas of labour law and from all parts of the world will be welcome and considered on merit.

4.1 Changing forms of work and labour law's responses

The classical model of labour law co-evolved with economic and technological developments in the early industrializing countries. It is an open (or at least empirical) question what proportion of the world's workers were ever fully covered by the laws reflecting this model. In many parts of the world, it was never the case – and it seems unlikely ever to be so.¹ In those parts of the world where the model emerged, new forms of work and engagement for work continue to evolve, including because of technological innovation. Gig work, platform work and the impact of AI are prominent current examples, although none is confined to developed economies. A new phase of co-evolution may be underway. At the same time, in certain countries, climate change is already having major effects on labour markets.

This stream seeks papers that critically examine how labour law is responding to the realities of how work is performed and how workers are engaged to perform it. It seeks papers that address whether and how workers are covered by laws regulating labour – whatever the forms of work and whatever the laws may be. Papers may address the putative new phase of co-evolution. They may explore forms of work that were never within the scope of the classical regulatory model. Papers may examine the differences in labour regulation for workers in different size enterprises or between those in standard and those in non-standard work. They may consider labour law in either or both of its individual and collective dimensions. They may explore the implications for and the responses of particular areas of labour regulation, including – for example – discrimination law, the need to protect workers' private data, climate regulation and efforts to promote just transitions or the application and operation of social protection systems. We strongly encourage papers that go beyond the descriptive, and which draw attention to regulatory innovation. We also encourage papers that explore practical and theoretical challenges for labour law as a discipline.

¹ The ILO estimates that 61 per cent of workers are in the informal economy and that 64 per cent of them are self-employed.

4.2 Actors, institutions and processes in the governance of work

This stream seeks papers that consider different forms and sources of labour regulation, as well as different regulatory actors, and their interaction with each other. We encourage papers that explore the interaction of private and public labour regulation, whether nationally or trans-nationally. Private regulation could be taken to include the actions of firms; it could likewise be taken to include collective regulation of working conditions, whether through collective bargaining or otherwise.

Papers in this stream may consider the relationships between national and international labour regulation. Papers may be empirical or theoretical; again we encourage those that draw on literature in disciplines other than (labour) law. Authors may explore the implications for labour law of National Action Plans on business and human rights, and initiatives imposing requirements for environmental and social governance. We encourage papers that critically examine regulation of work in production for export in supply chains. In this respect, we particularly welcome papers that acknowledge and address the diversity of economic supply chain structures and industries, and the implications of this diversity for effective regulation of labour. Papers that explore the implications and operation of recently adopted transnational regulatory initiatives, such as mandatory human rights due diligence laws would be particularly welcome; so too those that consider the state of efforts to adopt global regulation in this area.

4.3 Labour market composition and capacity

Who is allowed to work and where, and what they are able to do, are critical questions for the effective functioning of labour markets and national economies. Labour migration is a major policy and political issue. Other crucial issues include changing labour market demographics, and the imperative to ensure a sufficient supply of appropriately skilled workers.

Work is central to migration flows. According to ILO estimates, in 2019 there were approximately 169 million migrant workers worldwide. They accounted for 86.5 percent of working-age migrants. Some states have long depended on permanent immigration to continue to provide economic stimulus and job creation. Some have small citizen populations and fill gaps with labour migrants. Many countries rely on labour migrants to address skills shortages. States with an oversupply of workers often become senders of workers abroad, and sometimes enter into bilateral agreements with receiving states.

Labour migration can create policy challenges in both receiving and sending labour markets. Whether migrating formally or informally, labour migrants are often vulnerable to exploitation. At the same time, sending states may lose key cohorts of workers, while some become dependent on remittances. In recent years, popular support for some forms of formal labour migration has waned, while opposition to informal labour migration has become virulent. Populists from across the political spectrum have focused on fears about employment and income security. By pandering to beliefs that conflict with the universality of human rights and labour rights, they further complicate policy making in this field.

In many countries, the changing age structure of the population has potentially significant implications for economic development, labour markets and well-being in different development contexts. These may include possible shortages in labour supply and skills, productivity and innovation, and the provision of adequate social protection and other services for an increasingly ageing population. The challenges arise not only in industrialized economies where population ageing is already pronounced. Countries in the Global South face the task of preparing themselves for this transition, even while facing major deficits in decent and productive work opportunities. Policy issues include how to encourage workers to remain active longer in the workforce, and how to encourage greater labour market participation by under-represented groups, including women in particular. At the same time, in many countries young workers are either unemployed, underemployed, or not in employment or education.

This stream seeks papers that examine the policy and politics of regulating labour market composition and capacity. Papers on labour migration may consider these issues through many possible lenses, including economics, human rights or the imperative for just transitions. Authors may address changes in labour market regulation to address labour market demographics, including the imperative to stimulate sufficient job creation. In all cases, authors are encouraged to engage with both drivers and consequences of policy, and in particular to address the connection with efforts to match skills with labour market demands.

4.4 Methodological and theoretical issues in labour law

This stream seeks papers that draw on and critically examine methodological and theoretical issues in labour law. Papers may engage with comparative labour law: what it is; how it is best done; and to what end? They may draw on empirical research methods, while explicitly articulating the specific value they perceive in doing so. Authors may explore the variety of regulatory measures that may be deployed, including soft law, incentives, information disclosure and focussing on market reputation. Papers may consider interdisciplinarity in labour law scholarship, for example the use of anthropological or historical methods and perspectives. Authors may likewise draw on and/or articulate a wide variety of theoretical perspectives on labour law: developmental, feminist, human rights, Marxist, post-colonial, post-growth, post-productive work, and so on. We seek papers that are about the how and the why, not just the what; papers that engage with the difficult issues facing labour law in practice, including whether the assumptions underlying contemporary labour law systems (individual, collective as well as social protection) remain relevant (implying a more forward-looking approach).

4.5 Labour, law and development

While the traditional model of labour law faces challenges the world over, the scale and scope of the challenges in so-called “developing” economies are far greater. The empirical realities of the world of work are often fundamentally at odds with labour law’s imaginings. The regulatory traditions and institutions are also far removed from the archetypes presupposed by labour law. The gap between the law on the books and the law in action can be vast. A real understanding of labour, law, and their interactions with “development”

projects – however defined – requires innovative and novel regulatory solutions. It requires attention to the contestability of the concept of “development.” It requires also that labour law scholarship give greater consideration to the experience in these labour markets.

Papers in this stream may examine any aspect of labour regulation in the Global South, by which we mean all tools and institutions that regulate work. We seek papers that consider labour regulation in practice from an analytical perspective. They may be concerned with the reach of labour law – or with the institutions and processes that regulate labour in practice. Authors may wish to consider the interaction of labour regulation and “sustainable development.” We strongly encourage papers that draw on other disciplines, and papers that engage directly with the question of whether and how labour regulation contributes to “development,” however defined. Similarly, we would welcome papers that consider whether there is scope – conceptual, intellectual or political – to imagine and to deploy a kind of labour law that is “development-oriented”, regardless of the state(s) considered.

5. Format

LLRN7 Bangkok aims to maintain the diversity in formats of workshop presentation and discussions introduced at all previous LLRN conferences. To this end, although we very much encourage the submission of papers for presentation in panels/sessions, as well as proposals for full panels/sessions or book presentations, we also encourage proposals for innovative modes of participation that depart from these modes of interaction.

Note that each speaker can present only one paper, although they are free to act in another panel as a chair, and a further panel as a discussant. We do not expect any attendee to be actively engaged in more than three panels in this way, to leave space for more engagement by others.

We invite submissions as follows, noting that all proposals will be subject to **peer-review by the organising committees.**

PAPER ABSTRACT: Scholars interested in presenting papers at the conference are invited to submit an abstract of up to 500 words. Please include a title, your name and affiliation, contact information, and the stream in which your paper may fit. Also, include a “key words” line.

There should be only **one paper abstract per participant.**

PANEL SESSION: Scholars are also welcome to submit proposals for full panel sessions, which include 4 papers; or 3 papers and a discussant. Please try to avoid panels in which all the participants come from the same country. Proposals for full panel sessions should include (in one document) abstracts of all presentations, which have to meet the requirements of the paper abstract submission (see requirements of PAPER ABSTRACT) and a short description (up to 100 words) of the panel, including an indication of the stream for which it is intended.

BOOK PRESENTATION: Scholars who recently published a book around an important labour law issue, or who otherwise wish to raise a discussion around a recent book, are invited to propose a panel with 4 speakers (authors, discussants, or any combination thereof). Proposals for a book presentation do not require abstracts, just a short explanation of the book's importance and brief biographies of the participants.

ALTERNATIVE FORMATS: We also invite people to signal their interest in other forms of presentation and participation. Here are a number of formats that might be considered: roundtables, 'fishbowls' or 'labour law labs' in which people make short interventions addressing themes or issues from the standpoint of their research, designed to help resolve troubling labour law policy challenges; 'TED'-style short talks on specific topics of interest, both inside and at the edges of the law of work; moderated or 'hot seat' encounters with an invited guest; films – plus discussion; and art exhibits and music. Presenters who wish to innovate in these or other formats need not worry that their written work will not be available or disseminated; the conference organizers will ensure that papers of presenters in alternative formats are available on the conference website.

Information regarding the technical method of submission will be provided closer to the submission deadline. In the meantime, **if you have any questions or suggestions please contact us at llrn7bangkok@law.chula.ac.th**

NOTE that we also welcome proposals for papers, panels and other kinds of sessions from early career scholars and PhD students.

6. Logistics

Participants are expected to pay for their own travel and accommodation; however, as at previous conferences there will only be a bare conference fee (to cover costs for coffee/tea breaks, and lunches). The fee will be announced in due course but we anticipate it to be not much higher than that charged at LLRN6 Warsaw. Information about recommended hotels and other lodging options, as well as special rates for conference participants, will also be provided later on through the Conference website.

7. Scholars from developing countries

As with previous LLRN conferences, the organisers of LLRN7 Bangkok intend to raise funds to provide financial assistance to as many participants as possible **from developing countries** who cannot otherwise attend the conference.

While we are not now in a position to guarantee such funding, it is vital to the LLRN's ambitions for this conference, and scholars from developing countries are encouraged to submit abstracts or panel proposals, and clearly note their need for financial support.

Key dates

15 October 2024 – Last day to **submit abstracts/panel proposals**

15 December 2024 – **Decisions on acceptance** of papers/panel proposals

27 May 2025 – Last day to **submit full papers**

29 June - 1 July 2025 – **Conference**

9. Organising Committee

9.1 INTERNATIONAL ORGANIZING COMMITTEE

(the LLRN Steering Committee)

Tamás Gyulavári - Chair

Rosemary Danesi

Ruth Dukes

Nikita Lyutov

Kamalesh Newaj

Tonia Novitz

Panthip Pruksacholavit

César Rosado Marzán

Beryl ter Haar

Aelim Yun

9.2 INTERNATIONAL SCIENTIFIC COMMITTEE

Takashi Araki

Marlese von Broembsen

Sergio Gamonal

Piotr Grzebyk

Wan Ning Hsu

Ingrid Landau

9.3 LOCAL ORGANIZING COMMITTEE

9.3.1 STEERING COMMITTEE

Panthip Pruksacholavit

Colin Fenwick

Thitinant Tengaumnay

9.3.2 ADVISORY BOARD

Vitit Muntarbhorn

Pareena Srivanit

9.3.3 LOCAL TEAM

Kanaphon Chanhom
Poomsiri Dumrongvute
Torpong Kittiyapunpong
Sirikanya Kovilaikool
Patanaporn Kowpatanakit
Chaninat Leeds
Voraphol Malsukhum
Chanisa Ngamapichon
Thidaporn Sirithaporn
Kanongnij Sribuaiam
Suphasit Taweejamsup
Arm Tungnirun
Chotika Wittayawarakul

10. Contact

All questions and suggestions should be addressed to llrn7bangkok@law.chula.ac.th

If you prefer, you can also feel free to contact any of the organizing committee members. The website for the conference is under construction at <http://www.llrn7bangkok.law.chula.ac.th>