

EBEN Research Conference 2025 Full programme

*Business Ethics for a sustainable future
Cadiz, Spain 8-10 October, 2025*

Wednesday, October 8th, 2025

Evening

Time

15:00 - 17:00

Doctoral Colloquium

Coordination: *Marjo Siltaoja, Jyväskylä University School of Business and Economics (JSBE), Leire San Jose (University of the Basque Country), Silvana Signori (University of Bergamo), Elina Riivari, University of Jyväskylä, Jesus Barrera & Natalia Garcia Carbonell, University of Cadiz, Michael Morley (Kemmy Business School)*

Room

Tomas

Palafox

PhD Candidates:

Fedwa Belghait, University of Cadiz

Wala Jarrar Mohammad, University of Cadiz

German del Valle, Deusto Business School

Emanuelle Sito, University of Bergamo

Isabel Blümel, University of Eichstätt-Ingolstadt, Germany

Supriya Singh, Friedrich Alexander University Erlangen-Nürnberg

Tahmineh Beheshti, University of Bergamo

Sara Kappelhoff, Technical University of Munich

Vicky O Reilly, University of Dublin

Valentin de Miguel, Deusto Business School

Room

Argüelles

20:30

Welcome Cocktail (Cueva del Pájaro Azul, Flamenco Performance)

<https://www.cuevadelpajaroazul.com/>

Thursday, October 9th, 2025

Morning

Time / Room	Title	Speaker / Chairs
08:30 - 09:00	Registration Hall -Patio Edificio Constitucion 1812 La Bomba	Silvana Signori, EBEN President
09:00 - 09:30	Institutional Greetings and Conference Opening	Agustin Domingo, EBEN Spain Jesus Barrena, Esther Ferrandiz & Jaime Sanchez, local chairs EBEN RC25
09:30 - 10:30 Room Bolivar	Keynote Presentation: Business Ethics Meets the Multipolar Order	Thomas Donaldson, Wharton School at the University of Pennsylvania, US
10:30 - 11:00	Family Photo / Morning Coffee Break	
11:00 - 12:30	Parallel Sessions	
Special Session 1 Room Bolivar	<i>Platform Economy, Governance and the Social Contract. Introduction to the session.</i> Stefan Hielscher, Bath University and Lorenzo Sacconi, University of Milan) Social Contract and business legitimacy: The case of the platform economy Pedro Francés Gómez Normatively Justifying the Cooperative Governance of Digital Platforms: A Multi-Level Social Contract Perspective, <i>Pietro Ghirlanda</i> Open Discussion- Thomas Donaldson	<i>Chair: Pietro Ghirlanda</i> <i>University of Pavia</i> <i>Lorenzo Sacconi, Università degli</i> <i>Studi di Milano Statale</i> <i>Pedro Frances Gomez, University</i> <i>of Granada</i>
Session 2 Room Lequerica	<i>New paradigms in CSR, business ethics and sustainable management</i> <i>(IESG) (1/2)</i> Ethical controversies on the investments of the Norwegian SWF, Heidi Rapp Nilsen, Norwegian University of Science and Technology Influence of Cross-Sector Partnerships on Managerial Learning, Supriya Singh, Markus Beckmann, Friedrich Alexander University Erlangen-Nürnberg (FAU), Germany; Vittorio Cerulli, FAU & Wittenberg Center For Global Ethics, Germany; Gianluca Gionfriddo, Sant'Anna School Of Advanced Studies, Italy Recognizing the Sustainable Corporation: Legitimacy, Stakeholders, and the Politics of CSR, Boudewijn de Bruin, University of Groningen, Netherlands Moral Tension: A Conceptual Framework for Understanding and Analysing Ethical Decision Making, Yan Bai, EADA Business School, Barcelona	<i>Chair: Cristina Lopez Vargas,</i> <i>IESG member, Pablo Olavide</i> <i>University</i>
Session 3 Room Argüelles	<i>New paradigms in CSR, business ethics and sustainable management</i> <i>(IESG) (2/2)</i> The Omnibus Paradox, Tommy Borglund, Ann-Charlotte Eliasson, Marc Pfitzer and Susanne Sweet, Stockholm School of Economics Center for Sustainability Research. Socially responsible management in SMEs: The key to successful technology adoption?, Isabel Blümel - Universität KU, Germany Change Agents for Sustainability, Emanuele Sito, University of Bergamo ,Italy Industry 5.0 applications for developing human-centric, resilient and sustainable business models, Alejandro López and Cristina López, University of Pablo de Olavide, Faculty of Business, Seville, Spain Should business reflect society?, Vicky O Reilly, University of Dublin	<i>Chair: Jesus Barrena, IESG</i> <i>member, Universidad de Cadiz</i>

Time / Room	Title	Speaker / Chairs
Session 4 Room Tomasa Palafox	<i>Human Resources Management: The Future of Work (1/2)</i> Future of Work and Citizen Agency, Marianne Thejls Ziegler, Peter Löscher Chair of Business Ethics, Technical University of Munich (Germany) Labour and Capitalism from the perspective of Giorgio Agamben's Inoperativity, Mark Rathbone, North-West University, South Africa Employee Participation and Technology - A Management Framework based on the Respect of Human Autonomy and Proposed Research Agenda, Bjorn Fasterling When meaning and purpose collide: an ethical perspective, Marjolein Lips-Wiersma, Auckland University of Technology Impact of algorithmic management on the OCB of food delivery platform workers, Daniel Dorta-Afonso, Universidad de Las Palmas de Gran Canaria, Spain	<i>Chairs: Monica Santana, University Pablo de Olavide</i>

13:00 - 14:00 Standing Lunch and Networking at Hall in Edificio Constitucion 1812

Thursday, October 9th, 2025

Afternoon

Time / Room	Title	Speaker / Chairs
14:15 - 15:45	Parallel Sessions	
Session 5 Room Argüelles	<i>Technology, R&D and innovation</i> Crafting Effective Eco-innovation Policies: The Role of Regulation and Inter- Organizational Collaboration in Patent Quality, Daniel Coronado Guerrero. Ana Fernández Pérez. María Dolores León Rodríguez. Pedro Moreno Rodríguez, Universidad de Cadiz, and Angel Perni Llorente, Universidad Pablo Olavide The Impact of R&D Partnerships on the Spread of Green Technologies, Daniel Coronado, Esther Ferrándiz, Esther Flores and M. Ángeles Martínez, Universidad de Cadiz, Spain The Role of Gender, Geography, and Institutions in Radical Eco-Innovation, Daniel Coronado, Esther Ferrandiz, Rosario Marín and M. Carmen Puentes, Universidad de Cadiz Gender diversity in port management: implications for efficiency, Daniel Coronado , M. Ángeles Martínez and M. Mar Muñoz Leonisio, Universidad de Cadiz Harnessing green energy patents and spillovers for regional sustainability: insights from European ecosystem, Manolo Acosta, Daniel Coronado, Esther Ferrándiz and Jennifer Medina.	<i>Chairs: Daniel Coronado & Esther Ferrandiz, University of Cadiz</i>
Session 6 Room Bolivar	<i>Theory of the firm</i> Blackdoor: Advancing the Normative Theory of the Firm Through Stakeholder Accounting, Leire San Jose, University of the Basque Country, Jose Luis Retolaza, Deusto University. Ethics in reserved public procurement: a proposal of the double impact matrix, María José Rodrigo Santamaría, Leire San-Jose, University of the Basque Country and Jose Luis Retolaza, Deusto University Exploring Social Accounting automatization with AI, are we there yet? Javier Mendoza Jiménez, Universidad de La Laguna, José Luis Retolaza, Deusto University, Leire San-José, University of the Basque Country and Natalia Antonova, Universidad de La Laguna From facts to values: towards the development of a Normative Theory of Business guided by Practical Inference, Jose Luis Retolaza, Deusto University and Ricardo Aguado, Deusto University	<i>Chair: Leire San Jose, University of the Basque Country, Jose Luis Retolaza, Deusto University</i>

Thursday, October 9th, 2025

Time / Room		Speaker / Chairs
Session 7 Room Lequerica	<i>Business Ethics, Education and pedagogical approaches</i> Responsible management during a crisis - Case Vastaamo, Elina Riivari and Marke Kivijärvi, University of Jyväskylä, Finland The Conditions of Epistemic Change: A Study on Responsible Management Learning and Education, Valtteri Aaltonen, University of Helsinki, and Marjo Siltaoja, JSBE The Care that cares: navigating a deathly crisis through collective empathy, Prem Sagar Menghwar, University of Virginia and Silvana Signori. Attracting and Retaining Blue Talent: Educational and Ethical Implications in the SEA-EU Alliance, Jesus Barrena, Jose Bocoya and Miguel Angel Montañes University of Cadiz, Vivi Marie Lademoe Storsletten, June Borge Doornich, Nord University, Norway.	<i>Chairs: Suvi Heikkinen, University of Jyväskylä, Finland, Elina Riivari, University of Jyväskylä, Finland and José-Carlos García-Rosell, University of Oulu, Finland</i>
15:45 - 16:00	Small Break (beverage fruits self-service)	
16:00-17:30	Parallel Sessions	
Session 8 Room Bolivar	<i>Corporate Governance and Ethical Leadership</i> Ethical Leadership in the Age of AI: Governance Challenges for European Corporations, Angela Callejon, Universidad de Malaga and Marta Campos Valenzuela, Universidad Rey Juan Carlos (hybrid session) Impact of health and development-promoting leadership on employees' mental well-being: the role of self-efficacy and leader gender, Barbara Gawior, University Ramon Llull, ESADE, Barcelona, Spain, María José Foncubierta-Rodríguez and Jesús Barrena Martínez, Business Management, University of Cadiz East vs West: The Case of Asian Values, Valentin de Miguel and Jose Luis Retolaza, Deusto University Influence of Cross-Sector Partnerships on Managerial Learning and Personal Purpose, Supriya Singh, Markus Beckmann, Friedrich Alexander University Erlangen-Nürnberg (FAU), Germany; Vittorio Cerulli, FAU & Wittenberg Center For Global Ethics, Germany; Gianluca Gionfriddo, Sant'Anna School Of Advanced Studies, Italy	<i>Chair: Angela Callejon EBEN Spain, University of Malaga</i>
Session 9 Room 8	<i>Ethics and artificial intelligence (AI)</i> Analysis of Essential Elements for the Applied Ethics of AI in Organizations: Opportunities for Maturity Level Classification, Juan Pablo Peñarrubia Carrión and Agustín Domingo Moratalla, Universidad de Valencia How Entrepreneurs' Use of Responsible AI Shapes Consumer Emotions, Sara Kappelhoff, Technical University of Munich A Comparative Analysis of Contemporary and Mindset-Based AI Ethics for Responsible AI Development, Eberhard Schnebel, Goethe University, Germany	<i>Chair: Eberhard Schnebel, Goethe Universität Frankfurt, Germany</i>

Thursday, October 9th, 2025

Time / Room	Speaker / Chairs
Session 10 Room Lequerica	<i>Economic Geography. Mobility, tourism and spatial development balancing ethics and sustainability</i> From green intellectual capital to sustainable advantage: a smart view of Tourism, Jesu Barrena-Martinez, Maria del Carmen Peces-Prieto, University of Castilla la Mancha, Joaquim Pinto-Contreiras University of Algarve, Faro (Portugal) Territorial economic models in transition. Circularity as a lever for regional rebalancing. Maria del Mar Muñoz Leonisio and Silvia Battino. Social Sustainability and Geographic International Diversification of Emerging Market Firms: Moderating Effect of CSR Reporting, Rasha Sabah, University of Granada CSR as a component of corporate strategy for sustainable development and wellbeing: a systematic literature review (SLR), Maria Jose Foncubierta, Wala Jarrar and Jesus Barrena, University of Cadiz
Session 11 Argüelles	<i>Ethical Governance of Digital Platforms: Challenges and Opportunities (participations of AGCOM, Ofcom)</i> Safeguarding Minors in the Algorithmic Age: TikTok's Compliance with the Digital Services Act (DSA) and the Ethics of Platform Regulation, Adriana Mutu and Luminita Patras, ESIC Business & Marketing School. Understanding the intersection of leadership and identity for reflective value creation, Sven-Ove Horst, Erasmus University Rotterdam Monetizing Misinformation: Social and Economic Drivers Beyond Eastern Europe, Teodor Răileanu-Olariu, Faculty of Psychology and Educational Sciences (FPSE), "Al.I.Cuza" University (UAIC), Iași (Romania) How Will Europe's Future Media Regulation Look Like?, Marius Dragomir, Director, Media and Journalism Research Center (MJRC), Universidad Santiago de Compostela, Francesco Sciacchitano, Senior Legal Officer at AGCOM, the Italian communications regulatory authority
Special Session Room Tomasa Palafox	<i>Teaching Business Ethics in Times of Social Outrage</i> Suvi Heikkinen, University of Jyväskylä, Finland, Elina Riivari, University of Jyväskylä, Finland & José-Carlos García-Rosell, University of Oulu, Finland
20:30	Conference Gala Dinner - Best paper Awards Location: El Baluarte de los Martires, 11002 https://www.cateringelfaro.com/baluar-te.php#

Friday, October 10th, 2025

Morning

Time / Room	Title	Speaker / Chairs
08:30 - 09:00	Registration	
09:00 - 10:00	Keynote Presentation: Reports of Death Exaggerated: Building Multi-level Insights on Substantive CSR Activities	Professor Michael Morley, University of Limerick, Kemmy Business School, Ireland
10:00 - 10:30	Morning Coffee Break	
10:30 - 12:00	Parallel Sessions	
Session 12 Room Bolivar	<i>Philosophical foundations of business ethics</i> Reorienting Towards the Other: Ethics of Exteriority for Inclusivity, Akram Hatami, University of Oulu, Finland Are We Talking in the Air: Responsibility and the Crisis of Meaning Between Academia, Policy, and Business, Naser Firooz, Akram Hatami University of Oulu, Finland Analysis of Essential Elements for the Applied Ethics of AI in Organizations: Opportunities for Maturity Level Classification, Agustin Domingo Moratalla and Juan Pablo Peñarrubia Carrión, Universidad de Valencia Nudging Corporate Compliance and Integrity: Exploring the AWIA behavior gap framework, Maja Petrushevska, Leipzig School of Management	<i>Chair:</i> Gines Marco and Agustin Domingo, Universidad Católica de Valencia
Session 13 Room Argüelles	<i>Emerging Psychosocial Risks in organizations in the digital age: implications in wellbeing</i> All tech and no heart? The missing human consensus in FinTech Transition to industry 5.0: Evidence from a fuzzy Delphi method, German del Valle, Deusto University <i>Exploring the Sustainable Development Goals (SDGs) as Drivers of Mediated and Moderated Relationships between Human Capital and the Emotional Health of Employees as Primary Organizational Stakeholders</i> , Barrera-Martínez, Jesús, Foncubierta-Rodríguez, María-José, Hernández-Roque, Dara Peces-Prieto, María del Carmen, Universidad de Castilla-La Mancha Emotional Regulation in Hotels: Mitigating the Impact of Customer Mistreatment on Work Alienation and Counterproductive Work Performance, Jorge Linuesa-Langreo, Pablo Ruiz-Palomino, Sandra Dilmer-Arcos, María Ábalos-Albares and Lorena Moya-Segovia, University of Castilla-La Mancha	<i>Chairs:</i> Maria Jose Foncubierta Rodriguez & Jose Luis Perea, Universidad de Cadiz.
Session 14 Room Lequerica	<i>Human Resources Management: The Future of Work (2/2)</i> Flourishing in the Age of AI: Human-AI Interaction and Moral Agency, Yan Bai, EADA Business School, Barcelona Human vs. AI-centric creativity: is spirituality the missing link?, Patrick GILORMINI and Rim HACHANA, ESDS Business School, Lyon Artificial Intelligence, Ethical Job Replacement, and Organizing for 'Good': Towards a Human-Centric Future of Work, Guli-Sanam Karimova, WU Vienna and Stephen LeMay, University of West Florida, USA	<i>Michael Morley, University of Limerick, Ireland</i>
Session 15 Room Tomaso Palafox	<i>Stakeholder engagement and human rights</i> The Evolution of Materiality in Sustainability Accounting: A systematic literature review, Tahmineh Beheshti University of Bergamo From Crisis to Coherence: Aligning Stakeholder Accounting with the Social Purpose of European Science and Technology Parks, Victor Blazquez Arenas, University of Applied Sciences and Arts of Southern Switzerland, Ricardo Aguado Muñoz, University of Deusto and José Luis Retolaza, University of Deusto Beyond heightened human rights due diligence - Positive duties of business enterprises operating in conflict-affected areas, Geert Demuijnck, Björn Fasterling and Wim Vandekerckhove, EDHEC Business School, France	<i>Chair:</i> Björn Fasterling, EDHEC Business School



Time /Room	Title	Speaker / Chairs
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13:00 - 14:00 Patio Hall	Closing remarks and standing lunch (Family photo) <i>Special gift for EBEN Game on interaction</i>	
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		Silvana Signori, EBEN President Agustin Domingo, EBEN Spain Jesus Barrera, Esther Ferrandiz & Jaime Sanchez, local chairs EBEN RC25
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Acknowledgment

The Organizing Committee of the EBEN Conference extends its deepest gratitude to all participants for their valuable contributions, insightful discussions, and enthusiastic engagement, which have enriched this year's event.

We also wish to sincerely thank the members of the EBEN Executive Committee for their continuous support and strategic guidance, as well as EBEN Spain for their collaboration and commitment to advancing business ethics and sustainability.

Our heartfelt appreciation goes to the University of Cádiz for hosting and providing an inspiring environment for dialogue and exchange, and to the IESG Research Institute for its vital role in promoting research excellence. Finally, we gratefully acknowledge the Faculty of Business and Economics for their essential support in making this conference possible.

Together, your contributions have been instrumental in the success of the EBEN Conference, and we look forward to continuing this shared journey toward ethical and sustainable business practices.