

Regulations of the International Scientific Conference

HRM AND LEADERSHIP: NAVIGATING THE FUTURE OF WORK

These Regulations set forth the rules of participation in the International Scientific Conference HRM AND LEADERSHIP: NAVIGATING THE FUTURE OF WORK - HRMLEAD 2006.

§1 General Provisions

1. The organizers of the International Scientific Conference “HRM AND LEADERSHIP: NAVIGATING THE FUTURE OF WORK” (hereinafter referred to as the “Conference”) are the **Faculty of Management, Wrocław University of Science and Technology (Poland) and the Centre of Applied Research in Management and Economics, Polytechnic Institute of Leiria (Portugal)**.
2. The Conference will be held on **May 13–14, 2026**, in a **hybrid format** (on-site and online).
3. The aim of the Conference is to explore key trends and challenges in the field of human resource management and leadership, taking into account critical perspectives on their role in organizations and society, and to foster integration between academic and business communities.
4. The organizers will make every effort to ensure that the Conference takes place as scheduled.

§2 Rules of Participation

1. The Conference is open to all individuals interested in its subject matter, including academic staff, doctoral candidates, students, and representatives of institutions and organizations.
2. Conditions of participation include:
 - a) Completing the registration form available at <https://hrmlead.pwr.edu.pl/> within the specified deadline;
 - b) Paying the conference fee within the designated period;
 - c) Accepting these Regulations.
3. The Organizers reserve the right to verify and reject applications without stating a reason, particularly if the submission does not align with the Conference's thematic scope.

§3 Submission Guidelines

1. Participants wishing to present a **paper** must submit an abstract electronically by **January 15, 2026**.
2. Participants wishing to present a **poster** must submit it electronically by **April 30, 2026**.
3. Details regarding abstracts and presentations are available at <https://hrmlead.pwr.edu.pl/>.
4. Notification of abstract acceptance will be sent to authors by **January 30, 2026**.
5. Feedback regarding acceptance of the conference paper for inclusion in a journal or monograph (along with comments from the Editor) will be provided to authors by **April 30, 2026**.
6. The Organizers reserve the right to extend registration deadlines.

§4 Conference Fees

1. Participation in the Conference is subject to a fee. Detailed terms and payment information are available at <https://hrmlead.pwr.edu.pl/>.
2. **Early-bird fees:**
 - a) 370 € – on-site participation
 - b) 160 € - virtual participation.
3. **Regular registration fees:**
 - a) 390 € – on-site participation

- b) 180 € - virtual participation.
- 4. The on-site fee includes:
 - a) participation in conference events,
 - b) conference materials,
 - c) meals during the conference,
 - d) participation in events accompanying the conference,
 - e) publication costs.
- 5. The virtual participation fee includes:
 - a) participation in conference events,
 - b) conference materials,
 - c) publication costs.
- 6. The above fees do not include accommodation during the Conference or publication fees in journals other than those selected by the Organizers.

§5 Post-Conference Publications

- 1. The Organizers provide the opportunity to publish selected papers in the conference monograph or in selected scientific journals:
 - a) *European Journal of Applied Business and Management (special issue)*;
 - b) *Coimbra Business Review (special issue)*;
 - c) *GESTIN – international Journal of Management, Law and Tourism (special issue)*.
- 2. Eligibility for publication requires compliance with editorial guidelines and a positive peer review.

§6 Withdrawal from Participation

- 1. A registered participant may withdraw from the Conference at any time without stating a reason, provided that the Organizers are notified promptly by email at hrmlead@pwr.edu.pl.
- 2. If cancellation is notified up to 2 weeks before the start of the conference (by 29 April), the participant will be refunded the full amount of the fee paid.
- 3. If cancellation is notified less than 2 weeks before the start of the conference (after 29 April), the participant will be refunded half of the fee paid.

§7 Conference Cancellation

- 1. In exceptional circumstances beyond their control, the Organizers reserve the right to modify the program, change the dates, or cancel the Conference. In each such case, the Organizers will inform participants via the email addresses provided during registration.
- 2. To the fullest extent permitted by Polish law, the Organizers disclaim liability for any losses incurred by participants as a result of the organization, conduct, cancellation, or rescheduling of the Conference.
- 3. The Organizers are not responsible for any damages or lost benefits resulting from such events.

§8 Image and Conference Materials

- 1. Participants' images may be distributed in connection with live streaming of the Conference, as well as the publication of materials (photos, videos, recordings) in the media (press, internet), on the Conference website, and on its social media profiles.
- 2. The Organizers declare that the dissemination of participants' images will take place solely in connection with the organization and promotion of the Conference, without temporal or territorial limitations, and may include all forms of publication, particularly websites, journals, and social media.
- 3. Abstracts, presentations, and posters presented by participants may also be disseminated by the Organizers in the same manner.

§9 Personal Data Protection

1. The Data Controller is: Wrocław University of Science and Technology, Wybrzeże Stanisława Wyspiańskiego 27, 50-370 Wrocław, Poland.
2. Data Protection Officer: **Sebastian Zalipski, email: iod@pwr.edu.pl, phone: +48 71 320 4628.**
 - a) Personal data of participants will be processed for the following purposes:
Conference organization – based on Article 6(1)(e) of the GDPR;
 - b) Communication with applicants – based on Article 6(1)(f) of the GDPR;
 - c) Event promotion – participants' images may be recorded and disseminated in photos or videos as part of conference coverage.
3. Providing personal data is necessary for participation. Refusal to provide data makes registration and participation impossible.
4. Data retention period: Personal data will be processed until the completion of all conference-related activities and for five years thereafter.
5. Data recipients may include, in particular, Facebook, LinkedIn, and online media publishing reports from the event.
6. Data subjects have the right to request access, rectification, restriction of processing, and to object to processing, as permitted by law.

§8 Final Provisions

1. The Organizers reserve the right to make changes to the Conference program and these Regulations.
2. In matters not covered herein, decisions shall be made by the Organizers.
3. Submission of the registration form constitutes acceptance of these Regulations.
4. Participants agree to comply with all provisions herein, as well as with all safety rules, instructions, and directives from the Organizers during the Conference.
5. The Organizers do not provide insurance for participants and are not liable for incidents resulting from non-compliance with these Regulations.
6. The Organizers reserve the right to exclude a participant from the Conference without stating a reason if their behavior negatively affects the reputation of or causes harm to the Organizers, Co-organizers, Partners, or other participants.