



Ca' Foscari  
University  
of Venice

**VENICE SCHOOL  
OF MANAGEMENT**

# VSM Lectures

San Giobbe Economic Campus, Venice



April 10th | Aula Saraceno | h. 12.30 - 13.30

Also online: <https://meet.google.com/esz-wbmj-zif>

## **Opening the Black Box of Organizations: negotiating compliance**

**Guy Mundlak** - Tel Aviv University

Discussant

**Maurizio Falsone**, Venice School of Management,  
Ca' Foscari University of Venice

This lecture examines how labour law, domestic and transnational, mandates and encourages a large group of professionals whose mission is to avoid – adapt – improve – perform beyond compliance with legal norms. No longer just HR teams, there are now DPOs, CSR professionals, diversity specialists, well-being managers, health and safety officers, sexual harassment ombudswomen and more. Is the growth of process-based laws and cadre of professionals the new virtuous track of labour protection, which resonates with the business case for caring management? Or perhaps a method to drown business responsibility in protocols, data and 'soft law' commitments with a tenuous impact on work and workers? Not only is the answer not clear cut, but it is also shaped within organizations through ongoing negotiations between managers, professionals and frontline workers, who hold different understandings of labour law, its dictates, its purpose, as well as the risk of resistance and the benefits of compliance.

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