



INTERNATIONAL CONFERENCE

CALL FOR PAPERS

What Kind of Work for the Future? Disruption, Experimentation and Re-/Regulation

The CRIMT Partnership Project on Institutional Experimentation for Better Work, bringing together the **Interuniversity Research Centre on Globalization and Work (CRIMT)** and an international network of associated partner centres and researchers, will host a conference on how major fault lines of change are disrupting and re-ordering the regulation of work and employment and on how these processes are leading to organizational and institutional experimentation.

This conference will take place at **HEC Montréal** (Montreal, Canada) from **Thursday October 25 to Saturday October 27, 2018**.

As major fault lines of change are affecting how people experience their work and participate in their families and communities, existing institutions for the regulation of work and employment seem out of synch. People's aspiration is for better work, but quite a different picture has emerged, characterized by fragmented work, fissured workplaces, exacerbated inequalities and discrimination, offloaded social costs, disjointed communities and disparities of power.

While the disruptive effects of decades of neoliberal experimentation are much in evidence, they also open up space for different kinds of experimentation. In varied organizational, industry and institutional contexts, collective actors (firms, governments, trade unions, associations, consultancies, development agencies, NGOs) are likely to be engaged in a prolonged period of experimentation in the re-/regulation of work and employment. The stakes are high since these experiments, most often in conditions of considerable uncertainty and with highly varied results, will shape our economies and communities of the future. A key challenge is to aggregate understanding of these processes and to engage researchers and world-of-work actors in shared learning about the processes of re-regulation and experimentation under way.

This conference invites original academic and practitioner contributions on two linked themes: first, how major fault lines of change are disrupting and re-ordering the regulation of work and employment; second, how these processes are leading to organizational and institutional

experimentation?

Theme 1: How major fault lines of change are disrupting and re-ordering the regulation of work and employment

On this first theme, the conference organizers especially welcome papers that contribute to our understanding of the impact of one or more of the following fault lines of change on the re-/regulation of work and employment.

- i) How digital technologies and platforms are rewriting the structure of firms, the nature of work organization and the frontiers of the employment relationship.
- ii) How the vision of a protective state and public policy geared to expanding freedoms at work appears to have yielded to "free market projects", centred on market liberalization, the retrenchment of social welfare and the "new public management".
- iii) How the redefinition of the boundaries of the firm (through a cascade of subcontracting, financialization, globalization, etc.) are disrupting traditional regulatory mechanisms, labour law and worker representation.
- iv) How the reconfiguration of global production networks and contention over trade policy are rescaling the governance of work, with displacement and re-articulation between transnational, national and sub-national levels.
- v) How the need for sustainable development creates challenges in terms of policy innovation, green jobs, new skills and sustainable communities.
- vi) How the construction of insiders and outsiders, through increasing inequality, market precariousness, discrimination, exclusion from channels of representation, growing populisms and the exposure of abuses of power and privilege, have spawned transformations in identities, values and the possibilities of solidarity, both eroding traditional political alliances and generating new ones.

Theme 2: How these processes of disruption and re-regulation are leading to organizational and institutional experimentation

The fault lines identified above are opening up spaces for organizational and institutional experimentation through the recombination of rules and modes of governance, policy bricolage and entrepreneurship and the search for new combinations in the regulation of work and employment.

Papers in this second theme should contribute to our understanding of these processes of experimentation and their varied results. Examples to illustrate such experimentation, both positive and negative in impact, might concern:

- processes of transition towards the digital economy and green jobs;
- the search for new forms of solidarity, risk-sharing and skill acquisition in de- and re-regulated markets, as for example in care work or the platform economy;
- the search to rectify inequality and equity issues that are not addressed through existing organizational and institutional arrangements by mobilizing new tools, voice mechanisms, and actors;
- the recasting of modes of governance at multiple levels in firms and their value chains as well as in regions and industries, in developed and emerging economies;

- the voice of workers and their collective representatives in traditional and emerging sectors;
- the development of urban and regional ecosystems for skill development, firm upgrading and innovation;
- the re-articulation of forms, levels and jurisdictions in terms of legal protections and regulatory mechanisms, be it through constitutional rights, legislated norms, judicial interpretation or administrative recourse, in combinations of hard and soft law;
- the mobilization by traditional and emerging collective actors of new tools, organizational forms and capabilities to engage in such experimentation.

On these two themes, the Conference organizers especially welcome proposals that contribute to practical and policy implications in terms of better or worse workplaces, communities and societies, in both developing and emerging economies; intersectional analysis as regards their transversal impacts on equality, equity, diversity, inclusiveness, democracy and citizenship; and comparative and multidisciplinary analysis. The Partnership Project values diversity in the communities we bring together and is committed to inclusion and equity in conference activities.

Submitting a proposal

Researchers (including graduate students), policy makers, labour market practitioners, and other interested persons are invited to submit original paper and workshop proposals (in English or French).

As well as single-paper proposals, we strongly encourage proposals for workshops of linked papers (four papers or three papers and a discussant), symposiums (two or more linked workshops on a common theme) and workshop panels that involve both labour market actors and academic researchers and a diversity of voices (four or five participants). Individual paper proposals should be a maximum of 2 pages, identify the authors and their institutional affiliation, and outline the nature of the study (including the main lines of analysis and methodology as relevant). Workshop proposals should be 3-5 pages in length, identify all participants and their institutional affiliation, and include details on the contribution as a whole, as well as on each individual contribution (2-3 paragraphs for each).

All proposals will be subject to a competitive review. We will do our utmost to provide a timely response to your proposals so that you can secure financing to attend the conference. All participants must cover their registration fees, travel and other expenses.

The deadline for the submission of proposals is Friday April 6th, 2018.

Proposals should be sent by e-mail to Nicolas Roby (CRIMT Scientific Coordinator) at nicolas.robby@umontreal.ca. For further updates on the conference organization, as well as details about registration, please check www.crimt.org regularly. Authors should submit a first draft of their paper by **October 9, 2018**. Papers will be made available at the time of the conference on a special conference website.

The Interuniversity Research Centre on Globalization and Work and its international network of partners (<www.crimt.org>.) look forward to rich and interesting debates by academics and practitioners from all perspectives and from many countries, including emerging economies.

The CRIMT Institutional Experimentation for Better Work Partnership Project Participating Centres

- **Automotive Policy Research Centre** (APRC - McMaster University)
- **Centre de droit comparé du travail et de la sécurité sociale** (COMPTRASEC - Bordeaux)
- **Centre de recherches interdisciplinaires Démocratie, Institutions, Subjectivité / Institut d'Analyse du Changement dans l'Histoire et les Sociétés Contemporaines** (CriDIS / IACCHOS - UCL)
- **Centre for Law in the Contemporary Workplace** (CLCW - Queen's University)
- **Centre for People, Organisation and Work** (CPOW - RMIT)
- **Centre for Work, Organisation and Wellbeing** (WOW - Griffith University)
- **El Colegio de la Frontera Norte** (COLEF)
- **Employment Research Unit** (ERU - Cardiff University)
- **European Trade Union Institute** (ETUI)
- **Future of Work Research Group** (FSSL-FWRG - University of Bristol)
- **HEC Montréal**
- **ILR School** (Cornell University)
- **Institut de Recherche Interdisciplinaire en Sciences Sociales** (IRISSO - Paris Dauphine)
- **Institute of International Management** (IIM - Loughborough University London)
- **Labour Law and Development Research Laboratory** (LLDRL - McGill University)
- **School of Labor and Human Resources** (SLHR - Renmin)
- **School of Management and Labor Relations** (SMLR - Rutgers University)
- **Université de Montréal**
- **Université Laval**