



Call for Abstracts

The 6th Conference of the *Regulating for Decent Work* Network

Organized by the *International Labour Office* (ILO)

In collaboration with:

Amsterdam Institute for Labour Studies / Hugo Sinzheimer Instituut (AIAS-HSI) – University of Amsterdam, Netherlands
Centre for Employment and Labour Relations Law (CELRL) – University of Melbourne, Australia
Centre for Informal Sector and Labour Studies (CISLS) – Jawaharlal Nehru University, India
Durham Law School (DLS) – University of Durham, UK
Industrial and Labour Relations (ILR) School – Cornell University, USA
Institut Arbeit und Qualifikation (IAQ) – University of Duisburg-Essen, Germany
Institute for Applied Economic Research (IPEA), Brasilia, Brazil
Korea Labor Institute (KLI) – Seoul, Republic of Korea
Work and Equalities Institute (WEI) – University of Manchester, UK

Work and well-being in the 21st century

International Labour Office

Geneva, Switzerland

8–10 July 2019

www.ilo.org/rdw2019

The world of work is undergoing major transformations as a result of new business models supported by technological change, shifts in the global economy, demographics and other factors that will continue, and potentially intensify, in the future. These transformations are impacting on working conditions and workers' well-being in a complex manner, while also posing new questions for institutions governing the employment relationship and changing boundaries between formal and informal segments of the economy in both industrialized and developing countries. At the same time, extreme poverty persists in many regions of the world, and rising inequality along with environmental degradation continues to be a challenge.

The RDW conference in 2017 explored some of the key dimensions which have impacted the world of work. The 2019 RDW conference will continue to focus on the future of work, to advance our understanding of what innovative institutions and transformative policies could help in ensuring a more equitable and just society. Papers are invited to propose new ideas and policies that could help the global community in shaping a better future of work with a focus on: (i) transitions and transformations in the world of work; (ii) rethinking capitalism; (iii) well-being in the world of work; and (iv) building and renewing institutions: a social contract for the 21st century. This conference will contribute to the global debates during the ILO's 100th anniversary in 2019.

The 6th RDW Conference will be held in the International Labour Office, Geneva, from 8–10 July 2019. The Conference will be co-hosted by the University of Amsterdam's Institute for Labour Studies / Hugo Sinzheimer Instituut (AIAS-HSI), the University of Melbourne's Centre for Employment and Labour Relations Law (CELRL), Jawaharlal Nehru University's Centre for Informal Sector and Labour Studies (CISLS), the University of Durham's Law School (DLS), the Cornell University's ILR School, the University of Duisburg-Essen's Institut Arbeit und Qualifikation (IAQ), the Institute for Applied Economic Research (IPEA), the Korea Labor Institute (KLI), and the University of Manchester's Work and Equalities Institute (WEI). Researchers from all regions are welcome. In past years, the Conference has attracted researchers from a range of fields that include law, economics, industrial relations, development studies and geography.

CONFERENCE TRACKS

Track I. Transitions and transformations in the world of work

Measures of progress in the world's labour markets have been quite uneven since the global financial crisis. Global unemployment remains high as job creation continues to fall short of the needs of unemployed and new labour market entrants. Working poverty remains widespread with weak progress; though some improvements can be observed in some large emerging economies in Asia, it has worsened in several advanced economies. New forms of non-standard and informal employment have emerged leading to job polarization in most countries irrespective of the levels of development. Labour incomes have been declining and wage growth has not been commensurate with productivity increases even in those countries where joblessness rates have fallen significantly. Market power of businesses has increased in labour markets, worsening domestic and international segmentation. In this uncertain environment, new challenges arise: digital technologies are in the process of disrupting existing business models and skill and training requirements; population aging and international migration are reshaping global labour supply; and climate change poses existential risks to the most vulnerable. In addition, the heightened global political uncertainties that have arisen from these challenges do not help to improve labour market conditions and create the risk that the benefits of current transformations will be concentrated in the hands of few. At the same time, new digital technologies such as artificial intelligence offer the chance for a productivity revival, notably in low-income countries, that would bring much needed improvements to working conditions and employment opportunities for those most at risk.

Track I invites papers that look at the challenges and opportunities that arise from current labour market transformations and offer policy recommendations to ensure transitions for business and workers that are effective, fair and inclusive. While all papers on this topic are welcome, there are several questions that Track I will seek to address:

- In the age of digital technologies, which occupations and sectors are likely to witness job creation or destruction? Are they adding to or substituting for existing forms of informal and under-employment? What risks and vulnerabilities do these workers face?
- Where has product market concentration increased and how has this affected wage and productivity growth and job creation?
- How can sufficient and stable demand for employment be ensured through reforming and strengthening national institutions and the multi-lateral system?
- To what extent has the content of work in existing occupations changed? What measures are required to address the challenges that workers face in their current occupations?
- How can current institutions and policies be adjusted to address the challenges of transitions and transformations in the world of work? In particular, what needs to be done to prevent labour

market segmentation (both domestically and internationally) and to ensure a more equitable global sharing of technological rents and profits?

- How do our institutions for education and skill provision need to evolve to prepare the current and future workforce for the changes ahead?
- Finally, how can we overcome political uncertainty and support the implementation of innovative and progressive policy solutions that benefit workers, businesses and society at large?

Track coordinators: Sukti Dasgupta, Ekkehard Ernst, Valeria Esquivel, Praveen Jha, Sangheon Lee, Aguinaldo Maciente, Anne Posthuma, Arianna Rossi

Track II. Rethinking capitalism

Increasingly questions are being raised about the way capitalism operates and how it impacts people, society and the planet. The past decades have observed rising inequality within countries, enormous concentration of wealth, falling rates of investment in the real economy and a declining labour share in most parts of the world. Much of these trends are due to a growing financialization of economic activity, focused on boosting share prices and increasing pay for executives rather than investing in the real economy and job creation. This is particularly problematic given the challenges the world faces as a consequence of climate change, and the resulting need for investments in sustainable forms of production. It has thus become imperative to explore alternative economic approaches that can create and shape an economic future that is more inclusive, innovative and sustainable for all.

Track II invites papers that bring in new thinking, approaches, and strategies at international, national or local levels that could shape a better economic future and ensure decent work for all. This track will address the following questions:

- How can we address financialization so that investment is directed towards long-term sustainable job creation in the real economy that generates decent work? How can we ensure full employment as a necessary condition for rethinking capitalism? How can the labour income share be increased?
- How can we change the national, regional and global business governance systems that ensures representation of different stakeholders, including workers or other mechanisms of corporate governance?
- What kind of fiscal and monetary policies are required to enable governments to finance sustainable investments that will generate decent work?
- How can new forms of technology be implemented in ways that would help rather than hinder the distribution of a fair share of income to workers and improvements in worker well-being?
- What kind of global governance system can we envisage that would reduce between-country inequalities and ensure fair working conditions for all workers across the globe?
- As oligopolistic power of corporations increases and in some cases exceeds that of nation states, what measures are needed to ensure that workers receive fair wages and quality jobs are created?
- Given the global operations of many transnational companies, is there a need to redesign global tax and regulatory systems? How can tax systems be reshaped to ensure that tax revenues benefit the countries' communities and workforces in which they operate and where their profits are generated?
- What measures are required to ensure that green policies are put in place at the firm, national and global level, which could potentially lead to creation of sustainable jobs?
- How can we rethink the role of the state in value creation through investment and innovation? What is the likely impact on the future of work?

Track coordinators: Janine Berg, Gerhard Bosch, Virginia Doellgast, Daniel Kostzer, Uma Rani, Jill Rubery

Track III. Well-being in the world of work

The world of work has been changing at a faster pace than ever before. The issue of well-being has emerged in the past years as a consequence of both structural changes in work organization and increases in work intensity. While information and communication technologies have enabled workers to juggle complex tasks and demands, they have also transformed the way work is organized, blurring the boundaries between work and personal life, and presenting new psychosocial risks. At the same time, a large proportion of workers continue to work in informal economy or precarious work situations and spend long hours at work to make ends meet under poor working conditions, which has a substantial impact on their health and work-life balance. In addition, women continue to disproportionately shoulder unpaid care work, while carrying out paid work, which has implications on their health and well-being as they typically have longer working days than their male counterparts. There is also a realization that individual happiness and well-being depend on both private and working life, and mental health of the worker. All these issues are interconnected, and this track will explore the concept of well-being from a holistic and inter-disciplinary approach, taking into consideration individuals' health and work-related environmental, organisational and psychosocial factors.

Track III invites papers to stimulate dialogue between academics, policy makers and practitioners from the different disciplines in order to explore the complementarity of different perspectives and the synergies that can be enhanced in research, policy and practice and will address the following questions, amongst others:

- How can worker well-being be measured in order to foster an integrated approach to assessing and optimising worker well-being at the policy level?
- How do workers perceive their well-being? What does 'well-being' mean for workers' financial needs?
- How has the notion of well-being evolved over time and across cultures, and what significance has it acquired to contemporary realities? How could we organise a reduction in working time while ensuring income security?
- How can we ensure a sustainable interface between well-being and work-life balance?
- What are the implications of advances in technology and new occupations on the well-being of workers? What can be done to ensure worker well-being under varying employment arrangements and conditions?
- To what extent is well-being at work affected by violence, bullying and harassment? How do we ensure a workplace free of violence, bullying and harassment?
- How do psychological risks at work affect the physical health of workers, including cardiovascular and musculoskeletal diseases, hypertension, mental health (burnout/depression), etc.?
- What is the impact of work design, health promotion and organisational practices on the safety, health and well-being of workers?
- How do emerging and developing economies perceive psychosocial factors at work? Are psychosocial risks limited to certain occupations or is it a widespread phenomena?

Track coordinators: Manal Azzi, Patrick Belser, Ockert Dupper, Uma Rani

Track IV. Building and renewing institutions: A social contract for the 21st century

Globalisation, transformations in the world of work, emerging new business models, as well as changes in the organization of work and production have brought about new challenges. The existing labour institutions, which have contributed to promote equity, face challenges as many of the new forms of works are outside the purview of the employment relationship, leading to greater income insecurity and income

inequality. At the same time, institutional challenges remain in developing countries where a vast proportion of workers are in the informal economy. There is a need to build and renew institutions, and to explore what would be needed for a social contract for the 21st century. How can these institutions promote sustainable development and a more equitable and just society? Can the concept of economic democracy be helpful in shaping a renewed social contract?

Papers in this track will address a broad set of questions around the building and renewing of institutions through one or more distinct disciplinary perspective(s) (economic, political, sociological, legal, psychological, etc.), and for countries at all levels of development. The track invites papers that seek to address the following issues in particular:

- What are the implications of new forms of work for labour regulation? How have institutional innovations enhanced labour protection, both to protect ‘non-standard’ workers and to prevent casualization?
- How can labour regulation, social dialogue, and social protection better respond to the casualization of work, and help in reducing decent work deficits and preventing in-work poverty? What is needed to ensure decent work for those who are currently in informal employment, and how can transitions to the formal economy be fostered through an enabling approach?
- What are the implications of changes in the world of work (both paid and unpaid) for building or renewing social contracts, and how do they manifest themselves in industrialized and developing country contexts? How can institutional frameworks better respond to the challenges around care and unpaid work, including for working carers?
- What policies are necessary to foster more equitable societies, with more stable and fairer markets and equitable distribution of resources? How can institutional frameworks be improved to address poverty and inequality, including through strengthening minimum wage mechanisms? What are the implications for economic, social and fiscal policies?
- How can institutional frameworks be rendered more inclusive, overcoming various forms of discrimination and social exclusion? How can those who are unprotected by conventional legal frameworks be better protected? How can a social contract become more inclusive?
- What is necessary to strengthen workers’ voice and participation at the enterprise, sectoral, national and global level? How can social dialogue adapt to the new trends? What new or alternative forms of organization and representation are emerging, including among workers in the informal economy and in non-standard forms of employment, and what implications do they have for the functioning of social dialogue institutions?
- Which policy and institutional innovations have had a positive impact in adapting social protection systems to the transformations in the world of work, and in addressing poverty and inequality? How can the equitable and sustainable financing of social protection and other inequality-reducing policies be ensured? How can social cohesion and collective interests be strengthened in the face of pressures to individualize risks?

Track coordinators: Christina Behrendt, Jiyeun Chang, Simel Esim, Kroum Markov, Deirdre McCann, Kea Tijdens, Lisa Tortell

DAY 1: KEYNOTE ADDRESS – RETHINKING CAPITALISM



[Mariana Mazzucato](#) (PhD) is Professor in Economics of Innovation and Public Value at University College London (UCL), and is Founder and Director of the UCL [Institute for Innovation & Public Purpose \(IIPP\)](#). She is winner of the 2014 [New Statesman SPERI Prize in Political Economy](#), and the 2018 [Leontief Prize for Advancing the Frontiers of Economic Thought](#).

Her highly-acclaimed book [The Entrepreneurial State: debunking public vs. private sector myths](#) highlights the role of public investments in innovation. She is co-editor of [Rethinking Capitalism: Economics and Policy for Sustainable and Inclusive Growth](#) (Wiley Blackwell, July 2016). Her new book [The Value of Everything: making and taking in the global economy](#) is shortlisted for this year's [Financial Times and McKinsey Business Book of the Year prize](#).

DAY 2: PLENARY ON WORK AND WELL-BEING

TBD

DAY 3: CLOSING PLENARY ON FUTURE OF WORK

TBD

DEADLINES

Abstract submission (RDW fellowship applicants)	15 January 2019
Abstract submission (General and Special Session proposals)	31 January 2019
Communicating acceptance (Fellowship applicants)	28 February 2019
Communicating acceptance (General and Special Session proposals)	1 April 2019
Full paper submission	31 May 2019

Registration for the Conference will open on Monday, 1 April 2019

SUBMISSION OF ABSTRACTS

The organizing committee invites you to submit abstracts for the 2019 RDW Conference:

- Abstracts should be in English.
- Abstracts must have a maximum of 400 words, containing the following elements: introduction, research question(s), methodology, contribution to literature and findings.

- Abstracts must be submitted on the conference website, via the link to submissions: www.conftool.org/rdw2019
- The author(s) must indicate their preferred Conference track.
- **Deadline for abstract submission (General): 31 January 2019.**
- **Deadline for abstract submission (RDW Fellowship applicants): 15 January 2019.**

The abstracts will be selected on the basis of a double-blind peer-review process. Criteria are (i) thematic fit (15%), (ii) innovative nature (25%), (iii) policy relevance (10%), (iv) contribution to the literature and body of knowledge in general (15%); and (v) quality of methodology and analytical rigor (35%).

Authors can submit more than one abstract, but can present only one paper at the Conference.

Guidelines for final papers can be found on the conference website. It is expected that an edited volume will be produced, drawn from selected conference papers.

PROPOSALS FOR SPECIAL SESSIONS

Special Sessions devoted to existing research projects or specific themes are encouraged. The Special Sessions should be international in content. They will be 90 minutes in length and involve at least three presenters.

- Special Session proposals can be submitted in English, French, or Spanish.
- Special Session proposals should describe the session as a whole (maximum of 400 words), including the names and affiliations of the presenters, the chair and the discussant, if applicable.
- Special Session proposals must also include brief descriptions of the individual papers (maximum 150 words each) proposed for the session.
- Special Session proposals must be submitted on the conference website via the link to submissions: www.conftool.org/rdw2019
- **Deadline for submission of Special Session proposals: 31 January 2019.**

The proposals will be selected on the basis of a peer-review process. Criteria are (i) thematic fit (20%), (ii) innovative nature (20%), (iii) policy relevance (20%), (iv) contribution to the literature and body of knowledge in general (20%); and (v) quality of methodology and analytical rigor (20%).

Guidelines for final papers can be found on the conference website. It is expected that an edited volume will be produced, drawn from selected conference papers.

FEES AND EXPENSES

There will be no fee for conference participants. Travel costs must be met from participants' own resources, although limited funds will be available for authors of selected papers who are from and reside in developing or emerging countries (see "RDW Fellowships" below).

RDW FELLOWSHIPS

A unique aspect of the RDW Conference is the commitment to creating an environment for global research dialogue, especially between industrialized and developing countries. In this respect, a Fellowship fund has been established to support **researchers from and residing in [developing or emerging countries](#) who may otherwise be prevented from attending**. Interested researchers **who have not been awarded a RDW Fellowship grant before** are strongly encouraged to submit their abstracts no later than 15 January 2019 (please note that this deadline for submission is two weeks earlier than the general deadline). Successful applicants will receive Fellowship grants of an amount determined by the estimated cost of travel and other expenses. In the case of multiple authors only one author will be granted the fellowship.

COMMITTEES, NETWORK AND SECRETARIAT

RDW Conference Organizing Committee

Damian Grimshaw, ILO, Geneva, Switzerland
Sangheon Lee, ILO, Geneva, Switzerland
Deirdre McCann, University of Durham, UK
Uma Rani, ILO, Geneva, Switzerland
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RDW Committee

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Secretariat: Claire Piper, ILO, Geneva, Switzerland

FURTHER INFORMATION

Further details are available at the RDW website: www.ilo.org/rdw2019

For any queries, please contact the Conference Organizing Committee at: rdw@ilo.org