CALL FOR PAPERS

New Frontiers for Citizenship at Work

2014 International CRIMT Conference

12-14 May 2014, HEC Montréal, Montreal (Canada)

The deadline for the submission of proposals is extended to December 2nd, 2013

As part of its Major Collaborative Research Initiatives Project, funded by the Social Sciences and Humanities Research Council of Canada, the Interuniversity Research Centre on Globalization and Work (CRIMT) will host an international conference on the new frontiers for citizenship at work. This conference will take place at HEC Montréal (Montreal, Canada), from Monday May 12th to Wednesday May 14th, 2014.

The notion of citizenship at work has traditionally underpinned much of the thinking about work and employment policy. In countries of the North, it has typically corresponded to a vision of full-time, permanent work, with workers being able to secure civil and political rights and benefiting from an expanding range of labour and social rights ensured by the state and/or their employer. These workers were also able to construct their particular employment regime and the meaning of their work through forms of direct and indirect participation, notably union membership and collective bargaining. The idea of citizenship at work has also depended on a Keynesian social state protected by tariffs.

Globalization, deregulation, financialization, new technology, the reorganization of firms across borders, economic crises, labour market transformations, and the fragmentation of labour law and declining levels of unionization have all led to a profound shift in the traditional frontiers of citizenship at work in countries of both the South and the North. These processes have also revealed an exclusionary side of the traditional frontiers of citizenship at work as gendered, racialized, and other historically marginalized workers often could not enjoy its benefits.

This conference is concerned with this shifting terrain and what to do about it. It will explore the disconnect between policies and institutions on the one hand and the changing face of work and employment on the other. There is a need to develop theoretical and conceptual aspects of citizenship at work that respond to challenges in and beyond the standard employment relationship and do not stop at the borders of the nation state. There is also a need to promote policy and practical innovations in order to achieve improved job quality, labour market inclusion and enhanced equality, fairness and democracy in the workplace, and to develop mechanisms able to attain these goals across borders.
This conference builds upon and extends previous work on the theme of citizenship at work, notably the importance of migrant status, social reproduction, inequality, life cycle, and social location as part of a larger examination of citizenship as a platform for delivering entitlements and distributing risks relating to work. The conference will facilitate comparative analysis of existing public policies and implementation mechanisms in order to respond more effectively to contemporary normative concerns and risks associated with the new faces of work and employment and to promote organizational efficiency and worker well-being in the world of work. We are soliciting contributions on the conference theme as a whole and on any of the following sub-themes as they relate to achieving citizenship at work.

1. **New Faces of Work and Employment**: what are the implications of the changing forms of work and employment for citizenship at work? This includes: the meaning of and expectations about work (including its centrality across generations, care work, emotional work); the growth service- and knowledge-based work; the spread of unpaid work (e.g. internships) and the continuing problem of the unequal distribution of unpaid care work; the relationship between unfree and/or forced labour and citizenship; the precariousness of work (temporary work, agency work, self-employment, on-call work such as zero-hours contracts) and its vectors (social location, ethnicity, gender, poverty); the recognition of informal work; the implications of high-skilled and creative work (e.g. intellectual property rights, issues of autonomy and dependence, etc.)

2. **Jobs and Job Quality**: what makes jobs better or worse, how are these jobs created and distributed among different groups in the labour market (women, men, younger and older workers, national and migrant workers) and what are the implications for citizenship at work? This includes: well-being at work, work intensity, psychosocial risks; measuring job quality; the impact of firm structure, of HRM and organizational policies and practices, and of collective bargaining and union policies on jobs and job quality; the access of different groups to good jobs (according to physical and mental abilities and disabilities, social class, gender, sexuality, ethnicity, race); the role of different industries and sectors in the creation of good jobs; the role of equity and training policies in job quality; the contribution of good jobs to organizational performance; the role of public policy in promoting better jobs.

3. **Work, Family, Community**: what is the changing nature of working time and what are the policies and mechanisms that are able to ensure a better articulation between work, family, and community roles? This includes: the increasing porosity between work and non work and between paid and unpaid work; the role of new technologies and of the organization of production in this shift; the impact on the quality of life; organizational policies to improve work-family balance and career transitions; innovative working-time arrangements; the role of public policy in facilitating life transitions and gender equality in the labour market.

4. **Risk Shift**: what is the nature of social risk in the labour market and the community, how is it distributed, how is it shifting, and what are the mechanisms for alleviating it? This includes: inclusion, exclusion, and polarization in the labour market; the movement from collective to individual risk; the reconfiguration of social citizenship and social rights (through pensions, unemployment insurance and health care); the accessibility of rights and their universality or particularity; the changing role of the State, employers, collective bargaining and unions in the management of risk; the role of skill enhancement to reduce risk; mechanisms for improving the lives of the working poor; the impact of equality and inequality on societal outcomes; the impact of social location on social risk; innovative public policies to alleviate social risk.

5. **Working and Acting across Borders**: what does the historic and changing division of labour between North and South mean for citizenship at work? This includes: analysis of divisions of labour that entailed structured exclusion across borders; migrant work (temporary and seasonal migrant work, undocumented work, transnational mobility); global care chains (domestic workers in transnational care work); the interface between civic citizenship and other notions of citizenship; how to improve jobs and lives along supply chains and across borders; analysis of transnational
modes of labour regulation and labour citizenship (international instruments, codes of conduct, consumer movements, market-driven governance systems); the perils and promises of transnational labour citizenship or global citizenship.

6. Labour Standards, Rights at Work and their Enforcement: what are effective standards for labour protection and development and how can they be promoted and enforced? This includes: the fragmentation and variability of particular rights regimes; the effectiveness of the law and its administration; access to justice; the emergence and transparency of alternative mechanisms of dispute resolution; the connections and disconnections between institutions to ensure employment rights and the labour market; the tentative emergence of new rights at work (mental health and safety rights, work organization rights, minority rights, etc); actors and strategies in the enforcement and co-enforcement of labour standards; labour citizenship and decent work in countries of the South and the North; the role of collective actors in developing and enforcing labour standards and human rights.

7. Equality at Work: how are equality and inequality at work evolving and what does this mean for achieving citizenship at work? This includes: the impact of targeted public policies designed to achieve workplace equality according to physical and mental abilities and disabilities, gender, sexuality, ethnicity, race, native and aboriginal origins; the targeting of particular identities for workplace inclusion and exclusion; innovative public policies and approaches to the promotion of equality at work.

8. Democracy at Work: is democracy in the workplace receding or expanding and what are the implications for achieving citizenship at work? This includes: access to collective representation and the freedom of association; emerging forms of voice at work beyond traditional forms of collective representation; legal obligations and organizational practices to provide information and effective opportunities to participate in decisions affecting working lives; the right to privacy; the freedom of expression in organizations; the resolution of conflicts at work and the implications for collective representation; the contribution of voice and employee participation to organizational performance and employee well-being; the retreat and advance of public policies to achieve democracy at work.

9. Rethinking Citizenship at Work: what are the concepts, models and policies to inform citizenship at work? This includes: whether the language of citizenship can facilitate rights at work; reconceptualizing citizenship at work (grassroots, formal or informal, national, or international); enabling and capacity building strategies; confronting competing norms and envisaging new ones; innovative policy, institutional design and implementation likely to enhance citizenship at work; the role of collective and community actors and new forms of governance in achieving delivery of citizenship at work; the relationship between labour rights, human rights, and citizenship; the impact of the constitutionalization of labour and social rights on citizenship and rights at work; prosperity and social investment strategies underpinning citizenship at work; the development of global citizenship and its implications for work and its regulation.

Submitting a proposal

Researchers (including students), policy makers, labour market and community actors, and other interested persons are invited to submit original paper and workshop proposals (in English or French) on one or more of the above themes or their interrelationships. Paper proposals can be theoretical, analytical, empirical or policy-oriented.

The Coordinating and Scientific Committees are interested in proposals featuring theoretical and conceptual contributions, original empirical analyses, and studies of policy design, implementation and effectiveness. We especially encourage contributions that open up the realm of institutional possibility, that integrate multi-level or interdisciplinary analysis, or that exhibit a strong normative
basis for policy options and promoting desirable outcomes for workers, their organizations, their families, and their communities.

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 (four or five participants).

All proposals will be subject to a competitive review by the Coordinating Committee. We will do our utmost to provide a timely response to your proposals after their submission so that you can secure financing to attend the conference. All participants must cover their registration fees (CDN$370 regular / CDN$200 students, taxes included), travel and other expenses.

The deadline for the submission of proposals is extended to December 2nd, 2013.

Individual paper proposals should be a maximum of 2 pages, identify the authors and their institutional affiliation, and outline the nature of the study, the methodological approach, and the main lines of analysis to be developed. 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 should be sent by e-mail to Nicolas Roby (CRIMT Scientific Coordinator) at the following address: nicolas.roby@umontreal.ca. For further updates on the conference organization, please check www.crimt.org/NFCW2014.html regularly. Authors should submit a first draft of the full version of their paper by May 1st, 2014. This will be made available at the time of the conference on a special conference website for participants. Some papers will be selected for submission to leading refereed journals for inclusion in special issues. One such initiative has been developed with Mondi Migranti (www.francoangeli.it/riviste/sommario.asp?IDRivista=149&lingua=en). The Journal will issue a special call for papers (www.crimt.org/NFC/PDF/Mondi-Migranti_CRIMT_Special_Call.pdf), the best of which will be presented in a symposium at the conference. A selection of papers will then be submitted to external peer review for their eventual inclusion in a special issue of the journal.

The Interuniversity Research Centre on Globalization and Work (www.crimt.org) and its partners look forward to interesting and rich debates from academics and practitioners from all perspectives and from many countries, including emerging economies, in order to set the agenda for achieving a more inclusive and fulfilling citizenship at work.

For the Coordinating Committee:

Stéphanie Bernstein (Université du Québec à Montréal), Jean Charest (Université de Montréal), Urwana Coiquaud (HEC Montréal), Karine Drolet (CRIMT), Martin Dumas (Université Laval), Judy Fudge (University of Kent), Marie-Josée Legault (TELUG), Francine Jacques (CRIMT), Gregor Murray (Université de Montréal), Élise Panier (CRIMT), Nicolas Roby (CRIMT), Guylaine Vallée (Université de Montréal).

For the Scientific Committee:

Maurizio Ambrosini (Università di Milano), Harry Arthurs (York University), Adelle Blackett (McGill University), Peter Berg (Michigan State University), Gerhard Bosch (Universitat Duisburg-Essen), Christian Brunelle (Université Laval), Michel Coutu (Université de Montréal), Isabelle Daugareilh (Université Montesquieu-Bordeaux IV), Renée-Claude Drouin (Université de Montréal), Janice Fine (Rutgers University), Laurence Léa Fontaine (Université du Québec à Montréal), Émilie Genin (Université de Montréal), Jeffrey Hilgert (Université de Montréal), France Houle (Université de Montréal), Karen Hughes (University of Alberta), Catherine Le Capitaine (Université Laval), Isabelle Martin (Université de Montréal), Ron
McCallum (University of Sydney), Philippe Pochet (European Trade Union Institute), Barbara Pocock (University of South Australia), Ian Robinson (University of Michigan), Jill Rubery (University of Manchester), Kendra Strauss (University of Cambridge), Gilles Trudeau (Université de Montréal), Leah Vosko (York University).