

## Call for Papers

EUWIN and the European Journal of Workplace Innovation (EJWI) invite extended abstracts for the EUWIN Scientific Conference, titled *The Future of Workplace Innovation*. This conference is set to be a key forum for discussing how workplace innovation can address current societal changes and contributes to transition. Following the conference, selected contributors will be invited develop full papers for publication in a Special Issue of the Journal.

### Conference Concept Paper: The Future of Workplace Innovation

Workplace innovation is an increasingly influential global movement. With strong European origins, it is increasingly recognised by policymakers and other stakeholders in countries across the world as a powerful tool in helping to achieve diverse economic and social policy goals, from inclusive growth and productivity to mental health and wellbeing in the workplace. EUWIN describes workplace innovation as "new and combined interventions in work organisation, human resource management, labour relations and supportive technologies". It is a systemic approach, influenced in part by the European socio-technical design tradition, recognising the interdependence of work organisation, technologies, control structure and labour relations. The term workplace innovation describes a participatory process of innovation in which managers and employees are involved. It presupposes a 'participation & trust' management regime rather than a 'command & control' regime. Drawing on Scandinavian approaches to democratic dialogue, workplace innovation seeks to engage all stakeholders in ways that enable the force of the better argument to prevail. It works towards 'win-win' outcomes based on creatively forged convergence between enhanced organisational performance and quality of working life, leading to self-sustaining processes of participative organisational development fuelled by continuing learning and experimentation.

Workplace innovation was adopted by the European Commission in October 2012 as one of the objectives in the EU2020 Strategy. In the European Pillar of Social Rights Action Plan of 2021, the Commission encourages national authorities and social partners to foster workplace innovation. Several research projects, funded by the Commission, such as Beyond 4.0 and Bridges 5.0, include workplace innovation. The systemic approach makes it possible to integrate multiple policy facets, such as innovation, digitalisation, artificial intelligence, productivity, skills and decent work. The development model that the European Commission is promoting, Industry 5.0, appears to include these elements. Workplace innovation creates a learning conducive work environment, which provides, together with VET, lifelong learning and sustainable employability, together with an increased innovation capacity of the organisation.

Workplace innovation does not offer a blueprint. Rather, it provides global concepts and practices, generative resources that organisational actors can contextualise as "local theories" to fit their specific circumstances. A growing body of research has contributed to workplace innovation as a distinctive, robust, yet practically focused approach to organisational transformation.

However, the European Company Survey of Eurofound and Cedefop, based on management interviews, shows that only 20% of the establishments have bundles of practices, the so-called high

### European Workplace Innovation Network (EUWIN)

investment/high involvement strategy, that are similar to, or more or less consistent with, workplace innovation. Furthermore, it is important to recognise that contexts change (economic conditions, geopolitical relations, industrial relations, political priorities). At this conference we want to discuss how workplace innovation can contribute to the digital and green transition and how more organisations, public and private, can become interested in this. This may require adjustments to the current theoretical underpinnings and the current practical approach to workplace innovation. Perhaps lessons can also be learned from related theories and approaches.

The ultimate goal is to create a sustainable, democratic and resilient society.

*Richard Ennals and Frank Pot, Honorary Advisors to EUWIN*

### Conference Details:

- Title: The Future of Workplace Innovation – EUWIN Conference
- Date: October 1-3, 2024
- Location: University of the Basque Country (UPV/EHU), Donostia-San Sebastian, Spain
- Registration: <https://workplaceinnovation.eu/event/the-future-of-workplace-innovation/>

### Scope of Contributions:

We invite researchers and practitioners to submit extended abstracts that address the theme of "The Future of Workplace Innovation" with a particular focus on the following thematic areas, reflecting the parallel sessions of the EUWIN Scientific Conference:

- **Workplace Innovation and Industry 5.0:** Contributions should delve into the fusion of advanced digital technologies with human-centric approaches, outlining strategies for integrating these elements to drive forward Industry 5.0. We seek insights into the socio-technical systems that underpin this new era, with a focus on participation, inclusivity, and the transformative impact on the workforce.
- **Sustainable Transformation and Workplace Innovation:** This thematic area calls for discussions on how sustainable practices are embedded within organisational strategies and the transformative impact on workplace innovation. Abstracts may address the development and necessity of green skills, organisational responses to ecological imperatives, and the role of workplace innovation in facilitating a fair and equitable transition towards a greener economy. We encourage submissions that shed light on the redefinition of job roles, the evolution of business models that harmonise environmental and economic goals, and the broader societal implications of this green transformation.
- **Public Policy and Programmes to Promote Workplace Innovation:** We look for analyses that examine the interplay between public policy and workplace innovation. Submissions should evaluate the effectiveness of policy instruments in promoting innovative practices, the dynamics of learning and skill development in the context of workplace innovation, and the creation of an ecosystem that nurtures continuous improvement and development in the workplace.

### European Workplace Innovation Network (EUWIN)

### **Submission Guidelines:**

- Extended Abstract Submission Deadline: August 15, 2024.
- Abstracts should be 800-1500 words, detailing the problem statement, thesis, theories discussed, method, and a brief description of empirical data (if applicable).
- Submissions must adhere to EJWI's guidelines and be original work not previously published or under consideration elsewhere.

### **Conference Proceedings:**

Only abstracts will be distributed in the conference proceedings, allowing for a focus on discussion and exchange without the requirement for full papers.

### **Review and Selection Process:**

Submissions will undergo a review process, with authors notified of acceptance to present at the conference and for inclusion in the special issue of EJWI.

### **Publication and Dissemination:**

Following the conference, selected contributions may be invited to develop full papers for a subsequent publication in EJWI, subject to the Journal's review process.

### **Contact Information:**

For inquiries and abstract submissions, please contact the Conference organising committee:

- [Egoitz Pomares](#) (Sinnergiak, University of the Basque Country, Spain)
- [Halvor Holtskog](#) (Norwegian University of Science and Technology)
- [Hans Christian Garmann Johnsen](#) (University of Agder, Norway)
- [Peter Totterdill](#) (Workplace Innovation Europe, Ireland & UK)

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