

## **CIRA 62<sup>nd</sup> Annual Conference Call for Proposals**

As organizations continue to overcome the disruptions caused by the global pandemic, rampant inflation and socio-economic turmoil, new challenges arise in the changing context of work, workforce, and workplace. Given the significance of building a resilient and sustainable workforce, we continue to ask longitudinal questions. What is the future of work? What role does the integration of technology and AI play in this? How can we confront the parallel crises that our workplaces are currently facing? Can we build a resilient workplace to embrace the present and future challenges to maximize sustainability and innovation?

The Canadian Industrial Relations Association (CIRA) invites you to join us in examining these fundamental questions and thereby defining work and employment research themes for the years to come. In the interdisciplinary tradition of industrial relations, we invite senior and emerging researchers from any of our constituent fields: labour law, human resources management (HRM), labour relations, public policy, and occupational health and safety (OHS). The conference will be a unique opportunity to look at common themes, as well as to present cutting-edge research topics and methodologies, specific to each of the constituent fields.

The 62<sup>nd</sup> Annual CIRA Conference will be held at the Ted Rogers School of Management's Centre for Labour Management Relations at Toronto Metropolitan University. The campus is located in the bustling heart of downtown Toronto, with easy access to a diverse array of restaurants, museums, art galleries, cultural events, and public transit.

Graduate students are invited to join activities specially designed for them from Tuesday evening (June 3<sup>rd</sup>), while the congress itself begins on Wednesday evening (June 4<sup>th</sup>) and will end in the early afternoon on Friday (June 6<sup>th</sup>).

### **Interdisciplinary Focus on the Future of Work**

#### **A – AI and Other Technologies**

The transformation of work is in full swing due to the faster adoption of digital technologies including AI and other technologies such as machine learning, automation and robotics, cloud computing, and platform economy. How will the integration of AI and other technologies reshape the work and workforce? How can organizations prepare to embrace the opportunities and challenges of AI and other technologies? How can organizations ensure the adoption of these technologies to enhance productivity and creativity?

#### **B – Climate Change and Sustainable Development**

Climate change has continued to be the centre of attraction as global environmental challenges are reshaping workplace dynamics. How are climate-related issues affecting

the global economy and, thus, work and employment? What are various stakeholders doing to address the challenges of climate change, and what is needed in order to create, protect, and nurture jobs in a green economy?

#### C – Social Partnership in a Global Economy

The three actors of the industrial relations system (state, employers, unions) seem to have never been so far apart, while their agenda for developing win-win solutions continues to lengthen. Where are we in the quest for organizational social responsibility throughout global supply chains and combatting unfair globalization? How do we revitalize crumbling relationships between the three actors in a 21<sup>st</sup> century context?

#### **Cutting Edge Research in Our Disciplines**

#### D – Emerging Challenges to Labour Law

How does labour law and policy respond to emerging challenges in the workplace, the labour market, and the economy? How should it be reformed to promote better results? Submissions are encouraged in (but not limited to) the areas of: AI and its impact on workplace privacy, discrimination, and managerial prerogative; (Im)migration policy and its impact on migrant rights, labour markets, and the economy; Rising economic inequality and the search for appropriate labour law and policy responses; Canada's aging demographics and the lack of legal support and protection for elder and long term care work; The efficacy of labour law in an era of evolving meaning and boundaries of work (e.g. informal work, migrant work, self-employment, gig economy, platform and online work, work-life balance); Alternatives to the Wagner Act model (e.g. alt-labour, ); and labour standards enforcement (obvious problem, obvious solutions, so long ignored – why, and what can be done to change this?)

#### E – For the Union Makes Us Strong

Trade union organizing and the use of the strike seem to be getting stronger and more frequent. Whether it is the railway workers, the postal workers, etc., there seems to be a return to more vigorous unionism. What is behind this renewed activism? How are companies and government responding, how are unions benefiting (or not), and what are the implications for union organizing and bargaining strategy moving forward?

#### F - Human Resource Management

Well-being at work is at the heart of modern human resources management. However, the adaptation of technologies and hybrid work systems continue to pose challenges for employers and employees. What role does hybrid work system play in employee well-being and work-life balance? How can organizations promote an inclusive workplace in the rise of AI adoption? What is the nature of incivility and microaggression in the changing context of hybrid work and technology-reliance? What will be the role of different actors in the HR microcosm - not just that of managers - in this regard?

## **Vibrant Exchanges with Our Practitioners**

Benefiting from an ecosystem of researchers, practitioners, decision-makers, institutions and professional associations interlinking the four constituent areas of industrial relations, we also invite proposals for conferences or panels which will feature day-to-day experiences and an exchange of best practices.

### **SUBMISSION DEADLINES**

Submitted proposals should be sent as **500-word summaries** including the title, as well as the name and affiliation of all authors, to the organizing committee **by February 15, 2025**. Please, indicate which themes the proposal is tied to (if any).

**Acceptance of proposals** will be sent out in early March, at which point presenters will need to **register for the conference** and ensure that their **membership in CIRA** is up to date. Become a member at <https://www.cira-acri.ca/en-membership-form>.

### **GERARD DION AWARD**

For more than 40 years, CIRA has given the **G rard Dion Award** to a person or an organization who made a remarkable contribution to our field of study or the world of work, and we would like you to take part in the consultation process by suggesting candidates to be shortlisted. Suggestions should be made by at least two (2) CIRA members and sent **no later than April 1** to the following address: [communications.cira@gmail.com](mailto:communications.cira@gmail.com).

### **STUDENT TRAVEL SCHOLARSHIP**

Up to eight (8) **student travel scholarships** will be awarded based on the merit and need of the candidacies received. Applications are due **by April 1**.

### **ALLEN PONAK BEST STUDENT PAPER AWARD**

Students wishing to apply to the **Allen Ponak Best Student Paper Award** should submit a full paper **before April 30** to: [communications.cira@gmail.com](mailto:communications.cira@gmail.com). Both French and English student papers are welcome.

### **FEBRUARY 15**

Proposals for the CIRA conference

### **APRIL 1**

Nominations for the G rard Dion Award

Bursary applications for student travel

### **APRIL 30**

Full paper submissions for the Allen Ponak Best Student Paper Award

