

BEYOND 4.0

• Call For Papers

BEYOND4.0 Scientific Conference:
Inclusive Futures for Europe BEYOND
Industrie4.0 and Digital Disruption

Special invitational call for

Session 4: Workplace Innovation

Conference dates: September 30 – October 1, 2021

Bulgarian Academy of Sciences

Sofia, Bulgaria

beyond4.0.eu



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 8222296.

BEYOND4.0 is a research innovation action under the topic “Research for inclusive growth: addressing the socioeconomic effects of technological transformations” of the Horizon 2020 programme fostered by the European Commission. The BEYOND4.0 project aims to help deliver an inclusive European future by examining the impact of the new technologies on the future of jobs, business models and welfare. The project has five objectives: Provide new, scientific insight into technological transformation; Provide new, scientific insight into company strategies dealing with technological transformation; Examine the impact of technological transformation on quality, content, and distribution of work; skill needs; education and training; value creation by companies; Identify policy options for fiscal policy (e.g. robot taxes) and welfare policy (e.g. basic income) and Identify social investment approaches and tools for inclusive growth.

The conference is organised by the BEYOND4.0 Consortium and the Bulgarian Academy of Sciences (in collaboration with the European School of Social Innovation ESSI, the European Workplace Innovation EUWIN network and other networks and projects such as Paradigms4.0) in order to give international researchers in social sciences an opportunity to exchange the results of recent research in different fields of the consequences of digital transformations on work and employment. The conference aim is to present and discuss project findings thus far. In addition, relevant contributions from other EU projects and research on the digital transformation are encouraged in order to synergize and synthesize results.

The conference will include keynote plenary sessions (proposals for Keynote speakers - TBC: Commissioner **Mariya Gabriel** (Innovation, Research, Culture, Education and Youth), **Prof. Mariana Mazzucato** (UCL), **Prof. Paul Osterman** (MIT), **Prof. Steven Dhondt** (TNO), **Prof. Chris Warhurst** (University of Warwick), **Prof. Olli Kangas** (University of Turku), **Dr. Glenda Quintini** (OECD) and six parallel sessions:

- 1. Digital transformation and societal disruption after the Covid-19 crisis – Quo vadis?
- 2. The transformation of the welfare state: new welfare & social security arrangements?
- 3. The next technological wave? The technology waves reassessed from a historical perspective – today’s lessons from the past
- **4. Work, organisation and management: workplace innovation to support digital transformation**
- 5. Change of technology and the need for on-going change for the demand of skills
- 6. Data for the digital transformation: re-using existing data for new insights

THIS IS THE SPECIAL INVITATIONAL CALL FOR SESSION 4 ON WORKPLACE INNOVATION

Session 4. Work, organisation and management: workplace innovation to support digital transformation

Chair: Prof. dr. Frank Pot & Dr. Peter Oeij

Digital transformation can be both a threat and an opportunity. The threat, as suggested by Osborne and Frey, is a gloomy and massive loss of jobs and takeover of human functions and professions by machines, robots, and AI. The opportunity is found in innovation that leads to inspiring workplaces where people can learn and develop themselves while using and co-developing new information technology. Technology is not a deterministic factor; from the strategic choice literature we can learn that the way people and organisations apply technology, affects the quality and quantity of jobs. The consequence of such choices is, to put it into extremes, are either ‘bad jobs’ that signify the ‘low road strategy’ or ‘good jobs’ that are indicators of a ‘high road strategy’ (Rodrik & Sabel, 2019; Osterman, 2018; Sabel, 1995). Low road strategies follow the path of digital transformation targeting cost-efficiency without any attention for good quality jobs and a fair distribution of wealth, while high road strategies foster sustainability and employability in a longer-term. Workplace innovation represents an approach to guide the strategic choices for digital transformation towards a high road perspective, for which employee engagement and involvement is a key factor.

This session discusses the digital transformation related to approaches of work, organisation, and management that take workplace innovation seriously. We want to better understand such approaches from both a scientific and a practical stance, and welcome such contributions to this session.

Submission of the proposals

The proposals (for papers or posters) should include the following elements: full name, e-mail, professional status, institutional affiliation; title of the paper; abstract – less than 3000 characters (less than 450 words) in English, specifying the problematic and its originality, the discipline, the sources, methods and empirical data used and a short bibliography and the stream.

All abstracts will be peer reviewed and applicants will receive a notification of acceptance no later than 15th may, 2021.

Agenda

15 March 2021 – deadline for submission of the proposals. They should be sent to sofia2021@beyond4-0.eu and to Frank Pot (frank.pot@ardan.demon.nl) and Peter Oeij (peter.oeij@tno.nl).

15 May 2021 – feedback from the organisers (after the opinion of the Scientific Committee) to the authors.

20 September 2021 – submission of the presentations to the Organisation Committee.

Practical conditions

The participation fee is 50 Euro (20 Euro for Ph.D. students). Participants are kindly asked to cover the cost of their travel and accommodation arrangements by themselves. Suitable accommodation possibilities and travel tips will be shared in the beginning of 2021.

Scientific Committee

Prof. Pepka Boyadjieva (Bulgarian Academy of Sciences), Prof. Steven Dhondt (TNO), Prof. Nathalie Greenan (CEET-LeCnam), Prof. Vassil Kirov (Bulgarian academy of Sciences), Dr. Peter Oeij (TNO), Prof. Frank Pot (Radboud University), Dr. Egoitz Pomares (University of the Basque Country), Prof. Monique Ramioul (HIVA- KU Leuven), Prof. Jürgen Howaldt (TU Dortmund), Prof. Chris Warhurst (University of Warwick).

Organisation Committee

Vassil Kirov, Bagryan Malamin, Ekaterina Markova, Gabriela Yordanova, Diana Nenkova.

January 2021