

CALL FOR PAPERS

Annual Labour Conclave – Vaishvik 2020

February 16th, 2020, Centre for Labour Studies, Tata Institute of Social Sciences, Mumbai, India

The Centre for Labour Studies, TISS Mumbai is organising their annual labour conclave, Vaishvik 2020 on 15th and 16th February 2020.

The Centre for Labour Studies at Tata Institute of Social Sciences, Mumbai invites you to be a part of its annual labour conclave “Vaishvik 2020” on 15th and 16th February 2020. The broad theme for this year’s conclave is **“Imaging the New World of Work.”** As the world continues to experience a change in its current working scenario, its interactions with the changing economic ecosystems open the labour market in the world to new veins of discussions. This year’s theme aligns itself with the essence of the Masters Programme in Globalisation and Labour, originally conceived by the **Global Labour University** and supported by the **International Labour Organisation**, as it has a futuristic attitude in solving labour issues in the modern economy, against the backdrop of informalisation and contractualisation while fostering development of innovative and practically applicable policies in order to bridge the gap between ideal and real scenarios of labour welfare. Adequate care has been taken on getting more insights and newer perspectives about the impacts of recent business models on the formal sector while simultaneously ensuring that the informal sector does not get ignored from our discussions. The amalgamation of welfare policies, the decline of trade unions as the flag-bearers of workers’ welfare along with changing contours in the world of work has the potential to invoke deep and thoughtful insights from highly intellectual

guests and can ensure a healthy and fruitful discussion on a momentous subject often devoid of attention because of the changes being subtle and gradual rather than apparent and abrupt. This year Vaishvik is slated to host a number of lectures, panel discussions, presentations and competitions covering various topics that are being discussed and debated in the current scenario ranging from industrial relations and labour codes to decent work and inclusive labour practices.

In order to address the contemporary discussions on the labour market scenario around the globe in general and more so in the Indian context we invite **young research scholars and postgraduate, MPhil and PhD students** to present their paper and contribute to the expansion of our knowledge regarding the said topics. Students are encouraged to submit the papers using both qualitative and quantitative research methodologies. We encourage the papers which will have policy recommendations and impact assessments which are aimed for initiating the informed public policy debate. The topics that are to be discussed through these presentations are given as follows –

1. Precarious Employment

Casual, temporary, indirect, fixed-term contracts are few terms that are used to describe precarious employment. This type of work is increasingly being used to replace direct, permanent jobs, allowing employers to reduce or even abandon their responsibility to workers. People in precarious work lack job security and generally have lower salaries, limited social protection, and few, if any, benefits. Precarious workers face more difficulties to exercise their rights, notably to join a union and bargain collectively for better wages and working conditions. Injury rates are higher for precarious workers, often due to a lack of on-the-job training given to permanent employees.

What are the new practices that are leading to precariousness at the workplace? How are workers being affected by the rise in precariousness? What policy changes are required to address the issues? What is the nature of child labour in hazardous industries?

2. Future of Work

The world of work is currently undergoing significant changes as a result of advances in technology, the rise of neo-liberalism, digital capitalism and shifting away from the welfare states. In addition, the organization of work is also changing. New industries, markets and job opportunities will be created while existing jobs and tasks are likely to evolve. These poses both an opportunity and a significant challenge to business. For example, opportunities for remote work can bring about better work-life balance encouraging a greater proportion of women and men to enter and remain in the workforce. The platform-based economy, better known as “Gig Economy”, while reduces the transaction costs in the labour markets by smoothly connecting all the stakeholders – the owners of capital, the workers and the consumers, they add to the already increasing precarity in the society.

What does the future of work look like? How is technological development affecting the world of work? What will be the role of trade unions in the future scenario?

3. Climate Change and Labour

Climate change and environmental degradation pose significant challenges to economic growth and employment today, and risks will be greater in the medium-to long-term. By contrast, if properly managed, climate change action can lead to more and better jobs. Both adaptation to climate change and measures to mitigate greenhouse gas (GHG) emissions offer opportunities to create new jobs, while securing existing ones. A transition to a low-carbon, greener economy will imply the

creation of new jobs in environmentally friendly production processes and outputs, whereas other jobs will be at risk, in particular in those sectors with fewer options for a transition towards a more sustainable ways of production.

How is climate change affecting the productivity of labour? What are the shifts in employment due to climate change? Do green jobs ensure decent work standards?

4. Inclusivity at Workplace

A development process which is not inclusive in nature eventually fails to achieve its goals. In spite of that, many sections of the society have been excluded from the magnificent growth story that we have written throughout the years. Understanding this gap, many organisations are now trying to make their workforce diverse and inclusive by employing people who have traditionally been neglected from employment opportunities like people who do not conform to the hetero-normative gender binaries, persons with disabilities or people belonging to lower castes and other marginalized sections of the society.

Why are certain jobs reserved for only specific sections of the society? How can organisations make their workforce inclusive? What are the required policy measures to address such exclusionary practices?

5. Gender Gap in the Economy

It is now widely accepted that gender parity in education and employment is critical for economic growth and societal cohesion. Yet, even as gender gaps in health and education narrow, it is expected to take another 202 years to close the economic gender gap at the current pace of change. The reality is that many countries are well-placed to maximize women's economic potential, however they are failing to reap the returns from their investment in female education. In addition, too few countries

are preparing to meet the challenges and harness the gender parity opportunities posed by the changing nature of work.

What are the effects of a sustained gender gap on the development process? What are the reasons for the continued gender gap? What policies can address the issue on gender gap?

Dates to be remembered:

31st January 2019 – Abstract/Extended Abstract submission (500-800 words)

10th February 2019 – Paper/Working Paper Submission [Only after selection] (5000-8000 words)

16th February 2019 – Paper Presentation at TISS, Mumbai (15-18 Slides)

Benefits:

1. Selected papers will be published in an edited volume in Emerald Publishing.
2. All participants will be provided with travel (3 Tier AC train tickets To/Fro), accommodation (on sharing basis) and food for the entire conclave.

Guidelines:

1. Paper should be original and should not have been published earlier.
2. Proper referencing (preferably APA style), citations and bibliography are to be given. **If any sort of plagiarism is found, paper will be disqualified.**