

# CALL FOR CONTRIBUTIONS

## 2<sup>nd</sup> Workshop on Inclusive and Sustainable Employment

May 21-22  
2026



We invite researchers focusing on sustainable work to participate in the second **Workshop on Inclusive and Sustainable Employment (WISE)**, dedicated to the theme *"Inclusivity in Times of Technological Change."*

The **WISE** initiative is supported by the **ENGAGE.EU Alliance**, regrouping of nine European universities, and led by researchers from **Toulouse Capitole University** (France), **Luiss University** (Italy), and **Tilburg University** (the Netherlands).

 Toulouse Capitole University  
Toulouse, France



Co-funded by  
the European Union



LUISS 



TILBURG  UNIVERSITY



NHH 



# CALL FOR CONTRIBUTIONS

## 2<sup>nd</sup> Workshop on Inclusive and Sustainable Employment

European labour markets are undergoing rapid transformation due to technological disruption, demographic change, and persistent labour shortages. These shifts raise urgent questions about how to design workplaces that are inclusive, adaptive, and sustainable—ensuring long-term engagement, employability, and well-being for diverse groups of workers. Given these evolutions, we think that it is timely to bring together junior and senior researchers from diverse disciplines, to generate new ideas and to co-develop research-based initiatives for a more inclusive employment.

Our workshop seeks to bring together interdisciplinary perspectives to better understand and address these challenges at the European level. We particularly aim to connect researchers with diverse theoretical, methodological, and contextual perspectives that examine how inclusivity—across age, gender, disability, health-related adaptations, socioeconomic status, and other dimensions—can be safeguarded and fostered as technology reshapes the way we work.

It aims at addressing issues such as:

- How do individuals adapt to, and actively shape, their roles, tasks, or workplace relationships in response to technological changes? What are the impacts on their well-being and performance, and does this process contribute to greater inclusiveness in the workplace?
- Which career development strategies and reskilling initiatives best ensure employees remain adaptable and employable throughout technological transitions and evolving personal circumstances?
- Which HRM, leadership, and team practices (e.g., job design, learning systems, participatory tech implementation) foster inclusiveness, sustained engagement and well-being in remote or AI-rich settings?
- How do algorithmic tools (screening, scheduling, monitoring) shape fairness, trust, autonomy, and performance—and how can their risks be mitigated?
- How can exclusion and marginalization of certain employees be prevented in an increasingly technological work environment? What organizational and policy conditions make tech-enabled work inclusive across age, gender, disability, socio-economic background, and migration status? How can we ensure that technological tools are accessible to all employees, including those with disabilities or who are less familiar with digital technologies?
- What are the “bright” and “dark” sides of technology for inclusion, equity, meaningful work, and sustainable careers? Do AI and new technologies reinforce or reduce inclusiveness and inequalities among employees (based on gender, age, background, disabilities, qualification levels, ...) and how?

We invite contributions from researchers belonging to the ENGAGE.EU Alliance partner universities and beyond, coming from different disciplines, with different empirical approaches (qualitative, quantitative, experimental), with different levels of analysis (Micro, Meso and Macro). Theoretical papers are also encouraged. We welcome both early-stage work and fully developed manuscripts.

# CALL FOR CONTRIBUTIONS

## 2<sup>nd</sup> Workshop on Inclusive and Sustainable Employment

### WORKSHOP ORGANIZATION

The workshop will feature keynote speeches by leading researchers from Engage.EU partner universities, along with research paper presentations discussed by members of the scientific committee spearheading this initiative, as well as contributions from external stakeholders such as HR leaders and public health professionals. By involving both academic experts and external stakeholders, the workshop will ensure that research findings are grounded in practice and responsive to the needs of organizations and workers.

This two-day immersive workshop will be limited to a small group of active scholars, with ample time dedicated to in-depth feedback and discussion. All participants will be encouraged to attend the full program and actively engage in dialogue, fostering meaningful collaboration between junior and senior researchers.

### SUBMISSION PROCESS

All submissions, and any other enquiries, should be done via mail to two organizers :

- **Caroline Manville** (caroline.manville@tsm-education.fr)
- **Véronique Robert** (veronique.robert@tsm-education.fr)

<b>February 1st, 2026</b>	<b>Deadline for abstract submission</b> Please confirm your intent to participate in the workshop by submitting a 500-word abstract (with title, author name(s), contact, and affiliation(s)). Only submissions in English shall be accepted for review.
<b>March 15, 2026</b>	<b>Notification of acceptance/rejection of abstracts</b> A Scientific Committee will conduct the selection process.
<b>April 30, 2026</b>	<b>Deadline for final paper submission</b> Submission of final papers – full papers (15-20 pages) are invited, although given the nature and aims of the workshop, more developmental papers (8-10 pages) are also welcome.
<b>May 21-22, 2026</b>	<b>Workshop attendance</b> An author for each accepted communication must attend the workshop. There are <b>no registration fees</b> .

# CALL FOR CONTRIBUTIONS

## 2<sup>nd</sup> Workshop on Inclusive and Sustainable Employment

### KEYNOTES SPEAKERS



#### **Dr. Tinne Vander Elst**

Assistant Professor, Tilburg University  
Senior researcher, IDEWE, a Belgium service  
for prevention and protection at work



#### **Dr. Yannick Griep**

Senior Researcher Data and Innovation,  
Samergo, Ministry of Health, Welfare and Sport,  
The Netherlands



#### **Dr. Emma Nordbäck**

Associate Professor, Hanken School of Economics  
Department Management and Organisation

### ORGANIZERS

Mahsa Abedini, Luiss University  
Silvia Dello Russo, Luiss University  
Caroline Manville, Toulouse Capitole University  
Véronique Robert, Toulouse Capitole University  
Ivana Vranjes, Tilburg University

### SCIENTIFIC COMMITTEE

Mahsa Abedini, Luiss University  
Sarah Boujendar, Toulouse Capitole University  
Silvia Dello Russo, Luiss University  
Pedro Gonzalo, Toulouse Capitole University  
Caroline Manville, Toulouse Capitole University  
Véronique Robert, Toulouse Capitole University  
Nawel Sidi Ali Cherif, Toulouse Capitole University  
Ivana Vranjes, Tilburg University