



Middlesex
University
London



CENTRE FOR
OCCUPATIONAL HEALTH & SAFETY RESEARCH
AUT UNIVERSITY

ADAPT
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Fifth International Conference on Precarious Work and Vulnerable Workers June 13 and 14 2016 at Middlesex University, London (UK).

Sponsored by ADAPT- Association for International and Comparative Studies in Labour Law and Industrial Relations (Italy), AUT – Auckland University of Technology (New Zealand) and Middlesex University Business School (United Kingdom).

First call for papers

The first two of these conferences took place in London in 2010 and 2012. The third was at Toulouse Business School (2013) and the fourth took place at UNAM in Mexico City (2014). The fifth is to take place again at Middlesex University, London, UK.

If anything the world of work has become even more precarious since 2010. The ‘standard’ contract of employment seems to be a contractual relationship that is under siege from new and apparently more flexible ways of working. The numbers of vulnerable workers, whether they be migrant workers, women workers, the disabled, the ‘self-employed’ or those from ethnic minorities show little sign of declining and are mostly increasing. The indications are that these changes in employment relationships are frequently impacting adversely on the working conditions of those concerned, including with regard to health and safety. There consequently continues to be an urgent need for serious research and debate about these effects.

At all our conferences we have sought to widen the debate and welcome contributions from all relevant disciplines, including law, HR, business, sociology and economics. We also welcome contributions not only from experienced academics and practitioners but also new researchers and PhD students.

We suggest a number of themes but they are not intended to exclude papers on other related topics. If you are in doubt then please contact the conference convenor Professor Malcolm Sargeant.

New forms of work: the growth of ‘non-standard’ working such as increasing amounts of part time, temporary and agency working; and other changes into more precarious contractual relationships increasing the vulnerability of workers; the allocation of the risk resulting from these labour practices and its social sustainability; the way technological change affects the nature of work and those operating in the technology sector.

Increasing vulnerability in the workplace: who are the groups most likely to be vulnerable; issues related increasing numbers of migrant or first generation workers, stereotypical roles for women workers; discrimination against the disabled; the role of trade unions in protecting such vulnerable workers and the role of whistleblowers in exposing abuses in the workplace?

Occupational health and safety: how has the changing nature of work affected OHS issues; how do vulnerable groups receive protection; what are the implications of the increasing trend for the state to reduce in size and for work to be outsourced and privatised

affect workers and OHS; the employer's obligation to adapt the work environment to the specific needs of vulnerable workers; precarious work as a cause of chronic diseases; the need for appropriate risk assessments and the management of vulnerable workers.

Demographic change: the workforce is ageing and age discrimination continues; what are the implications and what is to be done; also for younger workers who face discrimination and difficulties in finding employment; how to support carers who wish to stay in paid employment; how to manage an ageing workforce; what about the training needs and opportunities for older workers; the availability of flexible working; what happens to those that are older and have a disability; why should women in later life suffer from continuing inequalities resulting from a lifetime of disadvantage and discrimination; what are the concerns for the sustainability of welfare systems, pensions and workers' compensation claims.

Climate change: how does the changing environment affect the nature of working and workers, particular the need for sustainable energy sources and the development of the green economy: what happens to workers employed in unsustainable industries and what thought is given to workers caught up in natural or environmental disasters; what is the role of labour law in the management of crisis situations.

We have a limit of 100 attendees for this conference and so you should make sure of your place by submitting an abstract or registering for attendance.

Abstracts of about 150 words should be submitted online at <http://moodle.adaptland.it/mod/data/view.php?id=17403>.

The deadline for submitting abstracts under this first call is February 15 2016. We will confirm acceptance or otherwise by March 11 2016.

Registration as a non-presenting delegate is welcome and this should be done by email to **Francesca Sperotti** (francesca.sperotti@adapt.it) by indicating your name, surname, job title and organization.

There is no fee for attending the conference but all delegates and speakers will be expected to pay their own travel and accommodation costs.

For details of hotel and accommodation in the area of Middlesex University email **Mita Vaghji** (M.Vaghji@mdx.ac.uk)

If you have any further queries contact the conference convenor **Malcolm Sargeant** on M.Sargeant@mdx.ac.uk

We are really excited by this conference and are looking forward to the event and meeting old and new friends from around the world. The supervising committee consists of Professor Malcolm Sargeant (Convenor), Associate Professor Felicity Lamm (AUT), Professor Phil James (Middlesex), Dr Francesca Sperotti (ADAPT) and Professor Michele Tiraboschi (University of Modena and Reggio Emilia).