

## Call for Papers (Special Issue of *Economic and Industrial Democracy*)

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### “Global Economic Crisis, Work and Employment”

Manuscript submission deadline: **1 September 2016**

In 2008, the most serious crisis to hit the global economy since the Great Depression began in the US and spread rapidly to Europe. Many economies are still experiencing negative or declining growth rates and economic restructuring, and current global unemployment is estimated to exceed 200 million and continues to rise (ILO, 2014). While various studies have explored the impact of economic crisis at the macro-economic and micro-economic level - examining issues such as firm growth and survivability, financing, market investment, and organisational strategy - less attention has been given to the employment relations implications of the global economic downturn, how this has affected organizations, and the prospects for workers, firms and economic recovery.

Economic crisis is important to HRM, work and employment at various levels. At a macro level, the economic crisis is part of the broader social, political and economic environment in which labour management strategies are devised and decisions are made (Zagelmeyer and Gollan, 2012). Micro-level employment practices are heavily influenced by the macro economy (Mitchell and Zaidi, 1990), given the relationship between broad environmental forces, organisational strategies and workplace relations. At a public policy level, there have been international debates regarding cuts and austerity measures, public sector reform, employment regulation, as well as changes to, *inter alia*, social and employment policy (e.g. social security benefits cuts, pension restructuring, redundancies, motives for early retirement, part-time work, flexible employment arrangements, privatization and enterprise level agreements). The implications for - and responses of - trade unions have also been examined (see for example Angrave et al., 2015; Roche et al., 2014).

At a firm level, economic crisis may force firms to re-evaluate their business operations to remain competitive or simply to ensure survival. While firms may respond to recession by downsizing (Clarke, 2005; Dencker, 2012; Maertz et al., 2010, van Dierendonck and Jacobs, 2012), they may also freeze wages and bonuses, reduce overtime, diminish opportunities of promotion, relocate jobs and responsibilities, reduce expenditure on training and development, change working time arrangements, revise pension provision, reorganise work, redeploy staff, or induce employees to leave (Capelli, 2000; Cascio, 2010, Gunnigle et al., 2013; Mitchell and Zaidi, 1990; Strandholm et al., 2013; Teague and Roche, 2013). Thus the potential implications for employees and the nature of the psychological contract are significant (Conway et al., 2014). New demands may also be made of employment actors including HR professionals already struggling for legitimacy (Kochan, 2006), line managers charged with implementing new practices, as well as of trade unions and their representatives (Roche and Teague, 2012; Roche et al., 2014). However, the precise approaches that employers adopt to achieve these objectives in times of crisis may diverge, contingent upon factors such as resources available, business model, product and labour market conditions, organization size, HR strategy, and the nature of the workforce. Finally, institutional environment and national context is also likely to be important (Svalund, 2013; Wilkinson et

al., 2014); indeed notable differences have been observed between responses to crisis in North America, (Peetz et al., 2011), Europe (Larsen and Navrbjerg, 2013; Savalund, 2013) as well as across the Asia Pacific region (Burgess and Connell, 2013). Others have expressed more fundamental concerns regarding longer term trends towards financialisation, labour market insecurity, and ultimately negative outcomes in the employment relationship (Appelbaum et al., 2013; Thompson, 2013).

This Special Issue provides an opportunity to take stock of developments post-financial crisis. We invite papers that make an important theoretical and/or empirical contribution to our understanding of such issues; international and comparative papers are particularly welcome. Areas of interest include but are not limited to:

- What have been the implications of economic crisis on key employment priorities such as pay and conditions, workforce reduction, employee voice, and labour management relations?
- How have firms restructured and reorganised employment practices in light of the changing economic situation?
- How have trade unions responded to the changing environment?
- What are the implications of economic crisis from the perspective of employees?
- How and why have employer responses to crisis varied in relation to issues such as firm, sector, national contexts, and employee characteristics?
- How have responses to crisis compare with previous economic downturns?
- How have responses and implications of economic crisis vary internationally? Are there differences, for example, between co-ordinated market economies and liberal market economies, or economies severely/mildly impacted by the economic crisis?
- Which theories can best help us explain and understand the impact of economic crisis on work and employment?
- What are the implications of economic crisis for the future of work and employment?

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Submission is through Manuscript Central <https://mc.manuscriptcentral.com/eid-journal>

The guest editors welcome informal enquiries by email.

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