

The International Journal of Human Resource Management
SPECIAL ISSUE CALL FOR PAPERS

Regulation of work and employment: Advancing theory and research in international and comparative human resource management

Deadline for submission: Friday 30th of October 2015

Publication date: 2017 (Vol. 28, No. 6)

Guest Editors

Jenny K Rodriguez, Stewart Johnstone and Stephen Procter (Newcastle University Business School)

In an increasingly globalised world, discussions about the unfettered mobility of capital, people, information and ideas are contrasted by debates about regulation of work and employment. Given the location of regulation at the centre of competing demands between economic concerns (e.g. competitiveness and productivity) and social concerns (e.g. worker rights; equality and social justice), the regulation of work and employment is theoretically complex and empirically broad, and its interpretation plays a fundamental role in legitimising and normalising work practices and employment dynamics in global and local labour markets (Rodriguez and Mearns, 2012).

This special issue seeks to advance conceptual, theoretical and empirical discussions around the regulation of work and employment in international and comparative human resource management (IHRM/CHRM). The special issue has two main aims. First, it seeks to develop our understanding of the conceptual scope of 'regulation' in the context of international and comparative human resource management discussions; how is regulation theorised as part of IHRM/CHRM scholarship? Second, the special issue aims to showcase empirical evidence of work and employment regulation across the globe to enhance discussions about different approaches to research concerning regulation in IHRM/CHRM, and to further our understanding of the implications of these differences for the advancement of theory and research in IHRM/CHRM.

Recent discussions have raised the importance of exploring the role of regulation in domestic labour markets, as well as its impact on devolved regimes and on the renewal of HRM (c.f., the IJHRM SI on *The state, public policy and the renewal of HRM* edited by Martínez Lucio & Stuart, 2011; Williams et al., 2011; Häberli et al., 2012; Kretsos & Martínez Lucio, 2013; Ollier-Malaterre et al., 2013). However, these discussions need to be expanded with more comprehensive insight into the theoretical links between globalisation, regulation and IHRM/CHRM and sustained by more empirical evidence of their interplay in different contexts. This will help us understand how diverse forms of regulation and regulatory frameworks impact contemporary workplaces, traversing countries, sectors, settings, structures and arrangements.

Contribution of the Special Issue

The proposed Special Issue seeks to situate regulation conceptually, theoretically, and empirically in the context of IHRM/CHRM discussions. In asking about the purpose, role and scope of regulation in the context of IHRM/CHRM there is also an underlying message about need to account for diversity in regulatory frameworks across the globe and the extent to which it is possible to theorise global regulatory frameworks in IHRM/CHRM scholarship.

There have been calls (c.f. De Cieri et al., 2007) for IHRM/CHRM scholars to develop greater integration of theory and research emphasis in this area. This special issue responds to such calls

by exploring the complexity and multidimensionality of regulation in IHRM/ICHRM scholarship. In the context of changes to the political economy, regulation has important implications for the future of work, employment so the interrogation of diverse perspectives and approaches related to its meaning, scope, purpose and use in IHRM/CHRM scholarship provide a timely and important contribution.

Scope

The special issue seeks conceptual, theoretical and empirical contributions that address (but are not limited to) the following themes:

- Shifts in the theorisation of IHRM/CHRM resulting from the evolving role of supranational/international/global regulation.
- Conceptualising regulation within IHRM/CHRM.
- Implications of regulation for IHRM/CHRM policies and practices.
- The regulatory state and IHRM/CHRM (e.g. re-regulation; labour protection across geographies)
- Worker experiences of regulation.
- Employee voice, global trade unions and regulation.
- Employers, HRM and the regulation of work (e.g. motivations, awareness, translation of regulatory mandates, responses).
- Impact of regulation on the HR function and profession across geographies.
- New/alternative actors in the relationship between work, employment relations and regulation.
- Empirical evidence and critical assessments of specific regulatory initiatives and policies (international perspectives and evidence on employment regulation are particularly encouraged).

Instructions for submission

Papers should be formatted in accordance with the IJHRM style. Instructions for authors can be found here:

<http://www.tandfonline.com/action/authorSubmission?journalCode=rih&page=instructions&#.VPyEZ3mzXIU>

Submission Procedure

Manuscripts should be submitted online using the International Journal of Human Resource Management ScholarOne Manuscript Central: <http://mc.manuscriptcentral.com/rih>

Papers will be double-blind peer reviewed. The Guest Editors would be glad to discuss ideas for papers informally via email:

Jenny K Rodriguez: jenny.rodriguez@ncl.ac.uk

Stewart Johnstone: stewart.johnstone@ncl.ac.uk

Steve Procter: stephen.procter@ncl.ac.uk

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