

# ESG



## CIRA Congress

May 2nd to May 4th 2018, ESG-UQÀM, Montreal

CALL FOR PAPERS AND SYMPOSIUMS

## Working for Fairness at Work.

All workers and industrial relations practitioners are interested in a workplace characterized by fair employment relations. However, unfairness seems to be one of the most diffused feelings among workers. Unfairness may engender frustration that becomes expressed in disengagement, with possible consequences for the individual workers, the organization, and society. Fairness is a complex and multidimensional concept. Although difficult to define, it is understood that fairness makes a difference in employment relations. Hence, how can we understand, measure and improve fairness at work?

A fair employment relationship is an important goal for trade unions. Unions have been trying to achieve fairness at work through collective bargaining, political pressure, and other actions since the beginning of industrialization. However, unions are no longer the only actors. In the last decade, social movements are targeting their efforts towards promoting a fair work experience, especially for low income and migrant workers. How can trade unions and social movements improve fairness at work? What innovative strategies are worth investment? How can we measure their effectiveness?

Employment relations and human resource managers are required to make decisions that affect fairness on a daily basis. Staying the course is not easy; collective and individual perspectives are often in conflict. In addition to workplace decisions, employment relations are shaped by the actions of the State via legislative, executive and judiciary power. At its different levels, government can set the institutional characteristics of social policies, workplace employment relations, and individual rights. The State has the ability to limit workers' risks, limit unfair health and safety hazards, and develop policies to promote workers' training and development. In addition, auxiliary bodies, such as judges and arbitrators impact workplace fairness via crafting awards that reflect a balance between natural justice and the desires of the parties. It is important to understand how

workplace decisions and government actions affect fairness at work. How do we measure fairness? In other words, how can we evaluate the impact of various initiatives aimed at improving fairness on the workplace?

As in other years, CIRA also welcomes proposals that address other themes and issues related to the broad and interdisciplinary field of work, employment, labour studies, human resources and industrial relations. We consider our annual event a welcoming forum for researchers, practitioners and public policy-makers to exchange ideas and findings on all issues related to work and employment.

The 55th annual CIRA conference is being hosted at the ESG-UQÀM (School of Management of the University of Quebec in Montreal). Our goal is to bring together scholars, students, policy-makers and labour relations practitioners from across Canada and the globe on issues of work and employment relations.

Please submit communication or symposium proposals in the form of an abstract through this link:

<http://www.cira-acri.ca/abstract-resume/> (copy and paste the link in your browser if it does not function)

Submissions may be in English or French and are subject to a blind peer-review. The deadline to submit a proposal is January 18, 2018. However, review and acceptance of the proposals will take start in December 2017.

Simultaneous English/French translation service will be provided for the plenary sessions.

Students wishing to apply to the Allen Ponak Best Student Paper Award should submit a full paper **before March 12, 2018 to [ciraacri.conference@gmail.com](mailto:ciraacri.conference@gmail.com)**. Both French and English student papers are welcome.

CIRA is excited to hold the first annual competition for the Law of Work Award to encourage outstanding scholarship in Canadian employment and labour Law. Please follow the same submission process as above.

A Graduate Student Consortium is also being organized and will be held mainly on May 2nd in the morning.