



# LEUVEN, 16-17 JUNE CALL FOR PAPERS

## Advancing Industry 5.0: Building Skills, Enhancing Employee Voice and Driving Workplace Innovation

Industry 5.0 represents a new paradigm in which human-centric workplaces, advanced technologies and sustainability converge to create a more resilient and inclusive industrial landscape in Europe. A skilled and empowered workforce lies at the heart of this vision, together with workplaces where employees at every level use and develop their full range of knowledge, skills and creativity in pursuit of high performance, long term competitiveness, and a greener economy. Participative forms of work organisation and workplace innovation play a central role, supported by enabling forms of representative participation in the workplace and partnership-based industrial relations at national and international levels.

In association with EUWIN, the BRIDGES 5.0, BROADVOICE and SEISMEC projects are delighted to announce a conference on the future of work, employee voice and Industry 5.0, to be held at the Irish College, Leuven, Belgium, on the afternoon of the 16<sup>th</sup> & a full day programme on the 17<sup>th</sup> June 2025. This is an in-person event only.



## Key Dates

**March 21, 2025- Deadline for abstract submission**

**April 30 – Acceptance decision**

**May 5 – Deadline for presenting attendees**

**May 23 – Deadline for conference registration for all attendees**

**June 16 & 17 – Conference in Leuven**

## SCIENTIFIC COMMITTEE

Steven Dhondt (TNO + KU Leuven), Ilaria Armaroli (ADAPT), Ton Driessen (President EUWIN), Allison Dunne (HIVA – KU Leuven), Peter Totterdill (Workplace Innovation Europe), Paul Preenen (European Journal for Workplace Innovation), Francesco Seghezzi (ADAPT & EJICLS), Lucy Taksa (Journal of Industrial Relations)

# The Call for Papers

We invite researchers, practitioners and thought leaders to contribute insights and findings on the following themes:

## Track 1: Employee Participation and the Transition to Industry 5.0

This track focuses on the critical role of employees in driving innovation and shaping the future of industry. We seek abstracts that explore:

- Innovation leadership in the transition to I5.0.
- People-centred approaches to digital transformation.
- How employee-driven innovation can drive the green transition.
- Can digital technologies enhance direct participation by flattening organisations?

## Track 2: Developing Skills and Creating Learning Organisations for Industry 5.0

- The impact of digital technologies and AI on the quality of work.
- Human skills and the limits of automation.
- Which skills do workers need in the transition to Industry 5.0?
- Workplaces as the locus for workforce learning and development.
- Industry 5.0 and trends in the wider labour market.

## Track 3: Strengthening Employee Voice at the Workplace

This track examines the evolving dynamics of employee voice and participation in the workplace. We invite abstracts that address:

- The forms and meanings of employee voice in today's work settings.
- The interplay between representative/indirect and direct forms of employee voice at the workplace: substitution, complementarity or integration?
- Is workplace innovation the bridge between direct and representative participation in the workplace?
- What are the institutional, structural, organisational, cultural factors which shape the interaction between representative and direct forms of employee participation, and how do they influence the economic and social outcomes?
- Prospects for a new theory and practice of industrial relations and workplace democracy integrating direct participation.
- Engaging the voices of women and young people in the future workplace.
- Worker participation in SMEs.

### Submission Instructions:

Please submit your paper or an extended abstract (approximately 800 words) including: i) the title, ii) name(s) of the author(s), iii) affiliation, iv) the email address of the presenting author. Abstracts should include the following elements: Introduction, Methodology, Major Findings, Implications and Keywords. All speakers must participate in-person.

### Submission Deadline:

Abstracts should be submitted by form no later than midnight (Brussels time) on March 21<sup>st</sup> 2025 to [Allison.dunne@kuleuven.be](mailto:Allison.dunne@kuleuven.be)

### Papers (of selected abstracts):

Authors of selected abstracts are welcome to send (via email to [Allison.dunne@kuleuven.be](mailto:Allison.dunne@kuleuven.be)) their full papers by August 8th. The best papers will be selected and, depending on the topic, evaluated for publication in the European Journal for Workplace Innovation, the E-Journal of International and Comparative Labour Studies, and Journal of Industrial Relations.

## Advancing Industry 5.0 Call for Papers

Co-funded  
by the



European  
Commission

Funded by the European Union under  
grant agreement No 101069651 and 101126433