

Call for Papers

5th International Conference Arbeit, Beschäftigung und Eingliederungsmanagement / Work, Employment and Disability Management

Thursday/Friday, 25-26 January 2018

University of Applied Sciences and Arts Northwestern Switzerland FHNW, Olten (Switzerland)

Kooperation und Koordination / Cooperation and Coordination

In past years, efforts have intensified to maintain the capacity to work and employment in firms, as well as the labor integration of the unemployed (reintegration) and of persons being integrated for the first time in gainful employment. We observe at the same time an increase in activities and approaches aimed at the further professionalization of labor integration, inter alia in the context of disability management (within firms and in organizations dealing with labor integration). A changed situation in the labor market and changes in society, such as in connection with demographic changes, are driving this transformation.

Demographic change and shortage of skilled personnel challenge firms in respect to the changes and decreases in employee performance, for example in connection with ageing workforces, (post-)qualification or limitations due to health issues. Organizations dealing with labor integration are also confronted by a range of challenges. These can be specific to target groups, for example in relation to the older unemployed, the long-term jobless, youth in transition or individuals with mental impairments and illnesses. They can also involve organizational/structural challenges, such as marketization, the form of the project in connection with labor integration, differentiation in supplier structures and changes in social services provided by the state.

New challenges for firms and organizations are also bound up with the changes in the working society. Along with marketizations, we see here increased debate about new technological developments, especially in connection with automation and digitalization. In this context, new qualification demands are emerging for employees as well as those involved in labor integration. Where needs for (post-)qualification within firms cannot be met or activities in firms are eliminated due to automation, the employees involved can suffer ruptures in their occupational trajectories. A fragmentation in the occupational biography can act to increase risks associated with work and health in the occupational trajectory of individuals.

The conference will thus also explore, against the backdrop of personnel shortages and digitalization, to what extent the internal labor market within firms has gained in importance and to what extent new approaches and measures have emerged aimed at maintaining the capacity to work of employees even in the context of changes and decline in performance, such as due to changes in employee health. Of paramount importance for discussion is the extent to which labor-force potentials in firms

are ensured and new potentials can be opened up, for example in the course of post-qualification of employees engaged in simple work and in the case of lower-skilled workers. Central here is the question: to what extent can employees in firms continue to retain their capacity to work despite changes and declines in performance and output?

In dealing with sickness and accidents, employees and supervisors are given support, for example in the framework of occupational social work established in a firm or a scheme of health management. Firms and their employees are also being increasingly provided support by private and public insurance programs, which offer for example case management as a benefit for employees suffering illness or from the effects of an accident, this in order to prevent an individual from leaving his or her job and to maintain the capacity to work of employees. Within firms, this takes place principally through case management, which as a rule is offered by the firm's health management scheme. In addition, support benefits to maintain employment in firms are also provided by occupational social work and other firm personnel, such as company physicians. On the whole, new needs for cooperation and coordination emerge here in relation both to firm employment maintenance and also in respect to labor integration of organizations. External to firms, challenges in connection with organizations dealing with labor integration arise over the span of the entire occupational trajectory, beginning with difficult transition into gainful employment (initial integration), for example in connection with young adults with mental problems, and in connection with reintegrating the unemployed, for example, those with lower skill levels or older employees. Such challenges continue on right down to maintenance of employment at the end of the occupational biography and the transition to retirement and pension.

Against this backdrop, the international conference will explore ongoing changes in the working society and their consequences for employment and disability management. The principal focus here will be on the challenges arising in this context in respect to coordination and cooperation among the various actors in the firm, organizations engaged with labor management and social insurance schemes. Discussion will also look at the extent to which increased needs exist for (inter-)professional cooperation and coordination on the basis changed challenges specific to a given target group, and how they arise, for example, in connection with ageing workforces, mental illness, or in conjunction with questions of discrimination of individuals with disabilities and various impairments, or in connection with migrants.

Questions of cooperation and coordination will be examined in the following thematic focal areas. Both general challenges in a changed working society can be addressed as well as specific questions related to labor integration (please indicate category in your proposal):

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| 1. Disability management | 5. Digitalization |
| 2. Labor integration | 6. Simple work |
| 3. Ageing workforces | 7. Biography and occupational trajectory |
| 4. Further education and qualification | 8. Social welfare state/social insurance |

Submission

Interested potential presenters are requested to submit an abstract of 500 words maximum, including a title, along with a brief bio (5-10 lines) and contact address (e-mail, telephone and postal address). Submitted abstracts will be peer reviewed by the members of the program committee. From the accepted proposals authors will be requested to contribute to a planned edited book. Please indicate the subtopic under which your presentation should be included, and also whether you can present and discuss in both the conference languages (English and German) or only in one. For that purpose, please use the online form available at www.fachtagung-eingliederungsmanagement.ch

Proposal submission deadline: 30 August 2017
Notification on proposals by: 20 September 2017
Submit proposal per email to Benedikt Hassler, benedikt.hassler@fhnw.ch
Conference languages: English and German

Information and contact: www.fachtagung_eingliederungsmanagement.ch

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Organization

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Cooperating partners

- Griffith University (Australia)
- International Forum for Disability Management Researchers Network (IFDMRN)
- Mid-Sweden-University (Sweden)
- School of Business, University of Applied Sciences and Arts Northwestern Switzerland FHNW (Switzerland)
- School of Education, University of Applied Sciences and Arts Northwestern Switzerland FHNW (Switzerland)
- University of Sidney (Australia)
- University of Bremen (Germany)

- Yang-Tan Institute on Employment and Disability, Cornell University NY (United States)

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