

Call for Papers

International Conference on the theme

All You Imagine as Light: Strengthening Labour Institutions and Amplifying Worker Voice for Decent Employment

On 5th and 6th June 2025

In Hybrid Mode – Via Zoom and on Campus at GIM, Sanquelim, Goa, India

(4th edition of the Goa Institute of Management's International Labour & Employment Conference organised by the Centre for Public Policy & Governance in Collaboration with INDAM)

The [Centre for Public Policy & Governance, Goa Institute of Management \(GIM\)](#), in collaboration with [INDAM](#) invites scholars to submit and present research papers at the conference. Interested scholars/researchers/academics, faculty members and others may kindly participate. Email an **extended 1000-words abstract and brief CV to the Centre, by FRIDAY, 9th May 2025.**

In the subject line kindly write “CPPG-GIM / Labour Conference 2025 / Your Name / Title of Paper”.

Kindly email your extended abstracts and brief CV to chaircppg@gim.ac.in or bernice@gim.ac.in.

The Conference will be held in hybrid mode, via Zoom and at our campus in Sanquelim, Goa[^].

The title of the Conference: ***All You Imagine as Light: Strengthening Labour Institutions and Amplifying Worker Voice for Decent Employment.***

Sub-themes/issues covered are:

- i. Assessing decent work deficit in the Indian labour market
- ii. Strengthening worker voice in a changing world: challenges and strategies
- iii. Building inclusive labour institutions in a changing world
- iv. From law to impact: strengthening labour regulation for ensuring decent work
- v. Can standard growth and development models deliver decent employment growth?

Concept Note

The world of work is undergoing rapid and profound transformations driven by globalization, digitisation, climate change, demographic shifts, and new ways of economic coordination. While these changes create new opportunities for employment and productivity growth, they also pose significant challenges in ensuring decent work for all. Precarious employment, weakened labour protections, and declining workers' voices in governance have contributed to growing inequalities and social tensions. Strengthening labour institutions and amplifying workers' concerns are crucial to addressing these challenges and shaping an inclusive and sustainable future of work.

The theme, *All You Imagine as Light: Strengthening Labour Institutions and Amplifying Worker Voice for Decent Employment*: envisions a future where labour institutions and worker representation serve as guiding forces to promote equity, dignity, and security in the workplace. The conference seeks to examine the evolving role of labour institutions in an era of technological disruption, economic uncertainty, and climate crises. It also aims to explore strategies for revitalizing worker voice and collective action to ensure that employment policies are fair, inclusive, and responsive to the needs of workers in both formal and informal economies.

Key Issues and Questions

This conference invites scholars, policymakers, labour organizers, and practitioners to engage with critical questions, including:

- i. How can labour institutions adapt to address new forms of work, including platform and gig work?
- ii. What role do trade unions, worker cooperatives, and grassroots movements play in shaping fair labour policies?
- iii. How can collective bargaining mechanisms be expanded to cover informal and precarious workers?
- iv. What lessons can be drawn from global and regional experiences in labour market governance and regulation?
- v. How can technological advancements be leveraged to strengthen, rather than weaken, workers' share in economic value and their representation?
- vi. What policy frameworks are needed to ensure just transitions in the face of climate change and automation?

Objectives

The conference aims to:

- i. Analyse the current state of labour institutions and their effectiveness in delivering decent work.
- ii. Identify innovative models of worker representation and collective action.
- iii. Foster dialogue between academics, policymakers, and labour organizations on strengthening worker rights.
- iv. Develop actionable policy recommendations to promote inclusive labour market governance.

Ensuring decent work for all requires reimagining labour institutions and amplifying worker voices in decision-making processes. *All You Imagine as Light: Strengthening Labour Institutions and Amplifying Worker Voice for Decent Employment* reflects a commitment to fostering a just and equitable world of work, where workers are empowered, labour protections are strengthened, and economic progress benefits all.

Sub-themes

Track 1: Assessing decent work deficit in the Indian labour market

India's labour market is characterized by persistent decent work deficits, including high informality, low wages, job insecurity, and inadequate social protection. Despite economic growth, a large section of the workforce remains in precarious employment, with limited access to fair wages, collective bargaining, and safe working conditions. Structural issues such as gender disparities, regional inequalities, and the impact of technological and environmental transitions further complicate the employment landscape.

This track invites research that critically examines the nature and extent of decent work deficits in India. Key areas of focus include the effectiveness of labour laws and policies, the role of informal and gig work, social protection challenges, and the impact of macroeconomic and technological changes on employment quality. Papers that provide empirical insights, policy evaluations, and innovative strategies for improving labour market outcomes are particularly encouraged.

Track 2: Strengthening worker voice in a changing world: challenges and strategies

This track examines how demographic shifts, climate change, and digitalization are reshaping worker representation and labour market policies. Technological advances increase employer surveillance and weaken traditional labour protections, while climate transitions often exclude worker participation. Declining unionization in developed countries, alongside rising grassroots movements, highlights the need to redefine worker voice. The discussion explores strategies for amplifying worker representation in the digital age, strengthening collective bargaining in informal economies, and ensuring inclusive labour reforms. Key questions include how workers can shape climate policies, navigate digital labour controls, and leverage technology to enhance solidarity and advocacy.

Track 3: Building inclusive labour institutions in a changing world

This track explores the urgent need to establish, adapt, and strengthen labour market institutions to address the challenges posed by digitalization, climate change, demographic shifts, and global value chain transformations. With rising informal work, platform-based employment, and increasing labour precarity, effective institutions must provide universal protections, facilitate skills development, and ensure inclusive social security systems. Key discussions include expanding collective bargaining, supporting transitions from informal to formal employment, enhancing care infrastructure, and learning from successful institutional models across borders. The track invites insights on innovative governance frameworks that foster decent work in a rapidly evolving global economy.

Track 4: From law to impact: strengthening labour regulation for ensuring decent work

Despite continuous legal reforms and policy innovations, translating labour rights into tangible improvements for workers remains a challenge. This track examines the barriers to effective labour regulation, from enforcement gaps to institutional and political constraints. It explores emerging regulatory trends—such as platform work laws, AI governance, climate justice in labour law, and the right to disconnect—alongside critical issues like migrant worker protections, minimum wage effectiveness, and access to labour justice. The track invites papers that assess real-world outcomes of labour regulations and propose pragmatic solutions to bridge the gap between legal frameworks and workplace realities.

Track 5: Can standard growth and development models deliver decent employment growth?

A critical analysis of whether existing economic frameworks ensure fair and equitable work distribution. The track examines the effects of the pandemic and inflation on labour markets while exploring alternative approaches that prioritize social well-being and worker rights. This track critically examines whether standard economic models can effectively deliver equitable and sustainable employment. While global labour markets recover from the pandemic and inflation shocks, many developing countries still face persistent unemployment, informality, and inequality. Real wages have declined, and structural transformations—driven by technology, climate change, and demographics—often fail to translate into quality jobs. The discussion explores policy strategies to foster inclusive industrialization, address skill shortages, and leverage employment-rich sectors like SMEs and the care economy. Key questions include lessons from pandemic recovery, the impact of automation and migration on labour markets, and the role of global supply chains in sustaining informal work.

Brief Structure of the Conference

There will be one technical session on each of the five sub-themes. Three papers will be presented at each technical session with one keynote address. In addition, there will be Inaugural and Valedictory Sessions with Keynote addresses. There would also be a Panel Discussion before the Valedictory Session. Altogether, there will be 7 keynote addresses, one Panel Discussion involving 4 panellists and 15 Papers.

For further details, you may kindly write to:

- i. [Prof. Kingshuk Sarkar \(kingshuk@gim.ac.in\)](mailto:kingshuk@gim.ac.in)
- ii. [Prof. Sebastian Morris \(morris@gim.ac.in\)](mailto:morris@gim.ac.in)
- iii. Ms. Bernice de Souza (bernice@gim.ac.in)
- iv. Ms. Nandini Tank (nandini.tank@gim.ac.in)

The Centre for Public Policy and Governance

The Centre for Public Policy and Governance (CPPG) is one of the new initiatives of the Goa Institute of Management (GIM) and has the objective of generating and leading intellectual capital and experience to inform public policy making and governance in India and in emerging economies. The Centre attempts to explore and understand the links between the fields of management, administration, and public policy. Its philosophy is predicated on the belief that effective public policy is always deeply contextualized. The Centre aims to serve as a platform to enable discussion and analysis of public policies and their implementation.

Goa Institute of Management

The Goa Institute of Management is a leading business school focused on transforming and improving management education with the aim to prepare students to be responsive and responsible leaders, making a difference in society. The Institute offers four two-year full-time PGDM programmes, including PGDM, PGDM-Healthcare Management, PGDM-Big Data Analytics, and PGDM-Banking, Insurance, and Financial Services. It also offers the Fellow Program in Management and a hybrid program for working executives. The Institute has a 50-acre scenic campus in Poriem, North Goa with opportunities for outdoor learning, creativity through theatre, sports, and simulation games.

INDAM

The Indian Academy of Management (INDAM) is an affiliate of the Academy of Management, USA, the premier management research and education body of management researchers and educators in the world. INDAM was established in 2007 with the objectives of: spearheading the creation and dissemination of knowledge on Indian businesses, organizations, and other institutions both within and outside India; influencing business and management policy and education; and to act as a resource to develop the next generation of researchers and educators in India.

^Location of the Conference: Goa Institute of Management
Near Ravindra Bhavan, Sanquelim, Poriem, Goa 403505, India
<https://goo.gl/maps/YUuH9kV6GcMaHS9r7>