



Call for Papers

Maastricht Observatory for Responsible, Resilient and Sustainable Societies, Economies and Enterprises

5th Annual Conference 2025

Track: Sustainable Employability

Maastricht, the Netherlands, 22-23-24 October 2025

Track Chairs:

Annemarie Künn-Nelen, Jos Sanders

Description of the track

Sustainable Employability (SE) has become a crucial issue for individuals, organizations and economies in today's fast-changing and uncertain labour market. A combination of changes in production processes (automation, digitization, AI) and demographic changes (ageing, migration) play part in these developments. SE refers to the ability and willingness of individuals to maintain employment throughout their working lives, while remaining healthy, motivated, skilled and productive as well as policies and strategies on a meso and macro level supporting this. At the meso level organizations recognize the importance of SE as it can help improve and sustain productivity, reduce absenteeism, and retain valuable employees and their skills. From a broader societal perspective (macro level) SE is increasingly important in minimizing labour shortages and enabling individual labour market transitions needed to address global challenges. Energy transition and climate change to name but two. Main SE policies and strategies involve healthy ageing, lifelong development (e.g., reskilling, upskilling and informal learning), labour market mobility and work (re)design. Stimulating SE, however, comes with different challenges.

In this track, we will explore these challenges and new perspectives on, and directions for, SE research and practice. We discuss how societies, organizations and individuals can get involved in it, focussing on equal opportunities and free travel in an inclusive EU labour market, offering good jobs and sustainable careers. We welcome contributions from disciplines including - but not limited to - labour and applied economics, HRM/HRD, occupational health and safety, work and organisational psychology, and organizational behaviour.

Key topics and research questions of the track

- Key topics include:
 - The concept and dimensions of sustainable employability.
 - The role of employees, organizations, and society in promoting sustainable employability.
 - The impact of sustaining the employability on individual, organisational and societal resilience.
 - The role of leadership, organizational culture, and organizational climate in promoting sustainable employability of vulnerable groups.
 - The effectiveness of interventions and policies aimed at increasing lifelong learning specifically, and promoting sustainable employability in general.
 - The role and opportunities of AI in promoting sustainable employability.
 - The challenges and opportunities of promoting sustainable employability in different contexts, such as the gig economy, aging workforce, labour migration, tight labour markets, economic and societal changes in response to climate change mitigation.
 - The challenges of the (uncertain) future of labour and accompanying sustainable employability policies.

The deadline for submissions is **17 August, 2025**.

All submissions **must use the submission procedure** on the webpage otherwise they will not be considered for review.

Submit your paper writing to morse-sbe@maastrichtuniversity.nl.

The registration for the MORSE conference 2025 will be open **until 21 September, 2025**.

Register **clicking on the green button** – when active - on the conference homepage, and in case of problems write to morse-sbe@maastrichtuniversity.nl