Call for Papers

Maastricht Observatory for Responsible, Resilient and Sustainable Societies, Economies and Enterprises 3rd Annual Conference 2023

Track: Sustainable Employability

Maastricht, the Netherlands, 23-25 October 2023

Track Chairs: Ruud Gerards, Jos Sanders

Description of the track:

Employability has become a crucial issue for individuals and organizations in today's fast-changing and uncertain labour market. As the average life expectancy increases and the retirement age rises, sustainable employability has gained more attention from various stakeholders. It refers to the ability of individuals to maintain employment throughout their working lives, while remaining healthy, motivated, and productive. Organizations also recognize the importance of sustainable employability as it can help them improve productivity, reduce absenteeism, and attract and retain valuable employees. From a broad societal perspective sustainable employability is important in minimizing the labour shortages and enabling the transitions (such as in energy-production and supply) needed to address climate change.

In this track, we will explore different perspectives on sustainable employability and how organizations, individuals and societies can promote it. We welcome contributions from all disciplines including but not limited to labour and applied economics, human resource management, occupational health psychology, and organizational behaviour.

Key topics include:

* The concept and dimensions of sustainable employability.
* The role of employees, organizations, and society in promoting sustainable employability.
* The impact of job demands, job resources, and job crafting on sustainable employability.
* The role of leadership, organizational culture, and organizational climate in promoting sustainable employability.
* The effectiveness of interventions and policies aimed at promoting sustainable employability.
* The relationship between sustainable employability and other individual and organizational outcomes, such as well-being, engagement, and productivity.
* The challenges and opportunities of promoting sustainable employability in different contexts, such as the gig economy, aging workforce, tight labour markets, economic and societal changes in response to climate change mitigation.