ACTORS AND DYNAMICS OF INDUSTRIAL RELATIONS IN THE TRIPLE TRANSITION

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Industrial Relations (IR) are currently facing a phase of profound transformation due to ongoing transitions. Among these the digital, ecological, and socio-demographic transitions are of particular importance, as they are redefining the role of actors, bargaining practices, organizational models, participation strategies, work, and skills. While new challenges are emerging related to technological evolution, environmental sustainability and demographic changes, traditional issues concerning working conditions, collective bargaining and the relationship between capital and labour persist. In this scenario, IR represents a key junction in addressing growing inequalities in the labour market, identifying strategies to achieve greater inclusion and participation of workers and rethinking organisational practices to respond to increasingly fragmented and changing needs.

Starting from these reflections, this session aims to explore how IR actors – trade unions, employers' associations, public and private institutions – are addressing these transformations, with particular attention to dynamics of negotiation, participation, inclusion and organizational change. Submissions of theoretical or empirical contributions, in Italian or English, that adopt intersectional, multidisciplinary approaches and different methodologies in line with the session are encouraged. Relevant topics include, but are not limited to:

- **Case studies** on **companies, sectors, and value chains** particularly impacted by ongoing transitions to identify the effects of different **change management strategies and practices** for digital, ecological, and social innovation.
- **Qualitative-quantitative analyses** on **transformations in collective bargaining, participation, and conflict dynamics** of IR actors, with particular attention to contexts of industrial crisis.
- Strategies of **IR actors in managing the distributional impacts** of transitions, with particular attention to the adoption of an **intersectional perspective** (considering variables including gender, age, social background, disabilities, affective and/or sexual orientation, and religion) in demands and decision-making processes.
- **Innovative methodological approaches** in IR studies, with particular attention to how non-traditional qualitative analyses (including sentiment analysis, organizational ethnography, narrative interviews) and quantitative analyses (including disaggregated data collection, statistical models, machine learning) are able to reflect on inequalities and impacts of transitions.
- **Critiques of traditional epistemological perspectives of IR** and their adequacy in the current context, with a focus on proposals for alternative organizational models capable of balancing labour protection (in terms of occupational health and safety, job quality and opportunities for participation) and advanced digital innovations (including AI).

Submit your abstract (max 500 words) by June 20, 2025, via this link.
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