# Guidelines and Criteria for the Submission of Short Papers at EGOS Colloquia

Short papers should focus on the main ideas of the later full paper, i.e. they should explain the purpose of the paper, theoretical background, the research gap that is addressed, the approach taken, the methods of analysis (in empirical papers), main findings and contributions. In addition, it is useful to indicate clearly how the paper links with the sub-theme and the overall theme of the Colloquium, although not all papers need to focus on the overall theme. Creativity, innovativeness, theoretical grounding and critical thinking are typical characteristics of EGOS papers.

Your short paper should comprise **around 3,000 words** (inc. references, appendices, and other material).

**Submission deadline** for short papers for the (main) 42nd EGOS online Colloquium hosted by the University of Bergamo, July 9–11, 2026:

- Tuesday, January 7, 2026, **12:00 CET**

The deadline is unchangeable and therefore **extensions can not be granted**!

## Formatting your short paper

Your short paper should comprise **around 3,000 words**, according to the following format:

- Font: 12 pt, Arial or Times New Roman
- Margin left/right: 2.5 cm
- Line spacing: 1.5
- Use APA style for your citations

**Do not use capital letters** in your paper's title, unless they are proper nouns (e.g. "London", "Thomas"), quoted titles, or if it is the first word after a colon or hyphen. For example: *Mark Twain's "The Adventures of Huckleberry Finn": Summary, analyses, and quotations.* Do not write your title in ALL CAPS.

Please **state your name** (and that of your co-author/s, if applicable) + affiliation + email at the top of your short paper (because no [single/double blind] peer review).

Short papers should be submitted as a **pdf or docx file**. Please do not upload txt files!

## Steps prior to uploading your short paper

- To upload a short paper, you must be a **registered user** on the EGOS website.

  If you have never been an EGOS member, never uploaded a short paper for one of the previous EGOS Colloquia, or never attended an EGOS Colloquium before, you need to **register on the EGOS website**. Click here and follow the instructions. Once you have an EGOS member number and password, please **log in to the member area** "MyEGOS" and follow the instructions for uploading your short paper listed below.

- If you are an active (or former) EGOS member, **log in to "MyEGOS"** using your email [or your EGOS member number] and your password.

## Uploading your short paper

You can **only upload one short paper** with your EGOS member number! If your short paper is co-authored and you have already submitted a (single-authored) short paper to another sub-theme, then your co-author (one of your co-authors, respectively) has to upload this co-authored short paper by using their EGOS member number. Please note: You may only appear as **co-author in a maximum of TWO further short papers**!

- In the MyEGOS section of the website, click on **Submit your short paper**.
- Fill in the form.

  Do not use ALL CAPS for your paper title.

  As the uploader, you are the main author. Add all co-authors (can also be added when submitting your full paper).

  Upload your paper as pdf or docx.

- If you want to re-upload you short paper because you submitted it to the wrong sub-theme or have an updated version, you can do so until the deadline:

  In MyEGOS, you will see Status: Edit your short paper

  Click delete your short paper application.

  Submit your short paper again.

If you have any further questions, please contact the EGOS Executive Secretariat.

# Sub-theme 56: Technology and Inclusion at Work: Closing the Gap for Workers in Precarious Positions

42nd EGOS Colloquium
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## Call for Papers

This sub-theme aims to foster the scholarly debate on workplace exclusion/inclusion in the context of ongoing digitalization and emerging technologies such as artificial intelligence (AI), robotization, and algorithms at work. Today's technological developments have profound implications for where, how and when work is performed and organized. This includes, among others, the emergence of new types of work (activities) like 'gig work' (Keegan & Meijerink, 2023), 'data annotation for AI training' (Tubaro et al., 2020), and 'prompt engineering' (Korzynski et al., 2023) as well as changes in existing jobs due to work automation and augmentation (Raisch & Krakowski, 2021). These technology-driven changes are not limited to low-skilled, frontline work. Research shows that knowledge workers and managerial functions are equally affected by artificial intelligence that is now capable of performing knowledge work as well as algorithmic management systems that replace human supervisors by (semi-)automating managerial decision making (Kellogg et al., 2020; Lamers et al., 2024).

These changes are particularly profound for workers with (intersectional) attributes such as a disability, low socio-economic status, younger/older age and/or migrant history. Research shows that these workers have lower employment rates and if employed, they are prone to be in short-term, precarious employment (OECD, 2022). Emerging technologies and related organizational developments increase precarity, for instance, in the case of profit-maximizing online platforms like Uber that exploit migrant workers (Dubal, 2017; van Doorn et al., 2023), the use of hiring algorithms that entrench bias and prejudices (Hunkenschroer & Luetge, 2022) and algorithmic management practices that lower job quality (Parent-Rocheleau & Parker, 2022). Such developments may go against the inclusionary potential of technology like exoskeletons that help to overcome physical disabilities (Hill et al., 2017) or assistive technologies that support the visually impaired (Hakobyan et al., 2013).

A significant portion of studies on workplace technology focuses – for good reasons – on exclusion and the downsides of digital technology. These studies adopt a critical management studies approach, informed by labor process theory or critical disability studies, to show how technology in neoliberalist and (platform) capitalist systems heighten precarity and oppression (Keegan & Meijerink, 2025; Lamers et al., 2024). As noted by Spicer and Alvesson (2025), this research approach runs the risk of advancing a one-dimensional and overly dystopian perspective on technology at work, thereby creating blind spots regarding the positive effects and inclusionary potential of 'usual suspects' like capitalism, managerialism or neo-liberalism.

Similar blind spots also occur in other streams of literature that examine the empowering potential of technology for labor market inclusion (e.g. labor economics, operations research). They suffer from a similar one-dimensional perspective, stressing the positive effects of technology, while overlooking the exclusionary potential that emerging technologies also bring (Vallas & Schor, 2020). Our sub-theme responds to the call for more nuanced accounts (Spicer & Alvesson, 2025) on the co-occurrence of positive and negative implications of emerging technologies at work (Meijerink & Bondarouk, 2023). In doing so, it will provide a platform for bridging different streams of literature and advance nuanced insights on the exclusionary and inclusionary affordances of workplace technology.

We want our sub-theme to be as inclusive as possible. This means that we are open to scholarly work that is built on diverse paradigmatic perspectives on inclusion and technology as well as rely on different methodologies and types of data from across the globe. Relevant perspectives and examples on workplace inclusion and technology include, but are not limited to:

***Workplace technologies and in-/exclusion*** – i.e., technologies that are used by (frontline) workers for producing goods and services. From an in/exclusion perspective, this includes technologies that assist workers with a physical impairment in performing manual labor (e.g., exoskeletons, cobots), remote working schemes for individuals with mobility restrictions, or digital support for employees with mental health or neurodiverse conditions. Relevant research questions that we envisage are:

- What are the drivers of successful adoption and implementation of inclusive workplace technologies?
- How do inclusive workplace technologies interface with non-digital inclusive work practices?
- What are the recursive interrelations among workplace inclusion and technology?
- What are the (un)anticipated and (un)wanted outcomes of workplace technologies which are designed to foster inclusion?

***HRM technologies and in-/exclusion*** – i.e., technologies that are used by (human resource) management and supervisors, and that enable labor market inclusion. Relevant examples of technological affordances for workplace and labor market inclusion include social robots and virtual reality to upskill and reskill workers, matching algorithms that connect employers with (long-term) job seekers/unemployed workers, or digital strength/talent finders. Relevant research questions that we envisage are:

- In what ways do managers enact inclusive HRM technologies?
- How do digital and non-digital HRM activities interface to drive labor market inclusion or exclusion?
- How to foster inclusion, and prevent exclusion, during technology development?

***Alternative organizational forms and in-/exclusion*** – i.e., alternative organizational forms that rely on technology to foster inclusion. These alternative organizational forms include e-social enterprises, remote first organizations and platform cooperatives that combine technological properties (e.g., online labor platforms, digital services) with inclusive organizing principles such as workplace democracy, solidarity and equity. Relevant research questions include:

- What are the (paradoxical) challenges in establishing, scaling, and sustaining inclusive organizational forms?
- How do alternative organizational forms compare to traditional organizations in terms of inclusion, exclusion, and technology?

***Inclusion and exclusion in the development of technology*** – i.e., new jobs and types of work that afford inclusion by means of technology design and development. Examples include the

labelling and annotation of data that is used for training AI by workers in sheltered workshops, workers taking on consultant jobs as domain/affected-person experts in technology & workplace inclusion projects, or workers founding inclusive organizational forms such as platform cooperatives and e-social enterprises. Relevant research questions include:

- How are design processes and supply chains that underpin emerging technology organized?
- What are organizational principles for fostering inclusion through technology and domain expert collaboration?
- How are novel jobs in technology development a stepping stone to more traditional forms of and vice versa?

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