

## EGOS Colloquium 2026

Belfast Local Hub: Queen's Business School, Queen's University Belfast

Pre-colloquium Paper Development Workshops (PDWs) on Wednesday 8 July 2026

### *Ageing Otherwise: age and work in more-than-human futures*

**Convenors:** Sajia Ferdous: [s.ferdous@qub.ac.uk](mailto:s.ferdous@qub.ac.uk); Heike Schroder: [h.schroder@qub.ac.uk](mailto:h.schroder@qub.ac.uk)

### **Call for submissions: extended abstracts**

**Submission Deadline: 15 April 2026**

We are pleased to invite submissions of extended abstracts for a Paper Development Workshop (PDW) that explores futures of work ageing, AI, and more-than-human organisations.

The emergence of Artificial Intelligence (AI) has radically transformed both workplaces and the ageing experience of workers within them. While some management and organisation studies scholars argue that AI offers new opportunities for creating inclusive, flexible workplaces, scholars focusing on ageing workers still question the integration and fairness of AI into organisational decision-making processes. This includes its governance of age as a workplace identity, its impact on the autonomy and agency of ageing workers, and its implications for retirement-related decisions and policies in more-than-human future organisations (Alcover et al., 2021; Cutcher et al., 2021; Sheng et al., 2022).

The purpose of this Paper Development Workshop is to create a space for critical dialogue on these emerging challenges at the nexus of age, ageing, work, and more-than-human organisations. More importantly, the workshop will engage with questions around ageing, AI/technology, and the future of work, from new and evolving post-humanist theories and perspectives. We particularly welcome papers that engage with the following questions:

- *How has 'ageing in place' changed meaning in the context of AI in organisations?*
- *What does it mean to govern AI fairly for the benefit of workers of all ages?*
- *How can we rethink work, employment, and retirement policies in light of advances in biotechnology, changes in the meaning of productivity, and evolving ethics of care, particularly for ageing workers?*
- *What conceptual shifts are necessary in organisational studies to account for the complexities of human/non-human interactions in post-humanist organisations?*

### **Workshop format and outline**

- Format: A 90-minute session
- Outline: Opening notes from facilitators on intersections of age, work, and AI in post-humanist organisations, followed by 15-minute roundtable presentations of accepted

papers (a maximum of three papers; PowerPoint presentations are not required) and feedback on papers with open floor discussions.

### **How to apply**

Please submit your extended abstract(s) of no more than 1,500 words in Word or PDF format to the workshop convenors via email by 15 April 2026:

**Sajia Ferdous:** [s.ferdous@qub.ac.uk](mailto:s.ferdous@qub.ac.uk)

**Heike Schroder:** [h.schroder@qub.ac.uk](mailto:h.schroder@qub.ac.uk)

Please also include the following information in your document -

- Your full name
- Affiliation(s)
- Contact email

### **Notifications of acceptance**

You will be notified via email by 30 April 2026 whether your paper has been accepted.

### **Registration for the workshop**

Please register for the local hub events via EGOS colloquium portal by 31 March 2026.

If you are attending our local hub only on 8 July, you do not need to register via the EGOS portal.

For any queries, please contact Sajia Ferdous at: [s.ferdous@qub.ac.uk](mailto:s.ferdous@qub.ac.uk).

We look forward to receiving your abstracts.

*Please note that in line with the main EGOS 2026 colloquium's commitment to sustainability, we strongly discourage any air travel for attending our local hub events. We, therefore, especially welcome papers for in-person presentations from scholars based in the island of Ireland and the rest of the UK. Papers accepted from outside these areas may be considered for online presentations.*

### **References:**

- Alcover, C. M., Guglielmi, D., Depolo, M., & Mazzetti, G. (2021). "Aging-and-Tech Job Vulnerability": A proposed framework on the dual impact of aging and AI, robotics, and automation among older workers. *Organizational Psychology Review*, 11(2), 175-201.
- Cutcher, L., Riach, K., & Tyler, M. (2021). Splintering Organizational Subjectivities: Older workers and the dynamics of recognition, vulnerability and resistance. *Organization Studies*, 43(6), 973-992. <https://doi.org/10.1177/01708406211010982> (Original work published 2022)
- Sheng, N., Fang, Y., Shao, Y., Alterman, V., & Wang, M. (2022). The impacts of digital technologies on successful aging in non-work and work domains: An organizing taxonomy. *Work, Aging and Retirement*, 8(2), 198-207.