

## Call for Papers: CRIMT Doctoral Day - 'Critical Friendship in Industrial Relations Research'

This year CRIMT is organising a **pre-conference Doctoral Workshop** under the umbrella theme of actors and institutional or organizational experimentation with a focus on better work for a better society, which will take place in a bilingual (French and English) and hybrid format (Online and in person at CRIMT in Montreal) on **Wednesday 26th October 2022** (the day prior to the main CRIMT Annual Conference: 27-29 October). Following a previous successful session run by BUIRA over the last few years, we would like to extend this model to the CRIMT conference, this is an exercise in **critical friendship** where all participants circulate a piece of written work **three-weeks** before the session. This workshop offers a unique opportunity to get to know fellow academics and postgraduate research students in the field, exercise critical thinking and receive constructive feedback to your ideas from an expert outside of your supervisory team. **Abstract and full paper submissions are required for students to participate in the critical friends portion of the CRIMT Doctoral workshop. Other sessions are open to all students.**

Please submit abstracts to register your interest by **Friday 2<sup>nd</sup> September 2022**. We will then be in touch to confirm your place. **Please submit your abstract here:** <https://forms.office.com/r/VzpaZahnnR>

The deadline for the 'full paper' or any written work you intend to submit is **Monday 26<sup>th</sup> September 2022**. Please submit your full paper: [crimt2022@proton.me](mailto:crimt2022@proton.me)

The session will be chaired by an established CRIMT academic (TBC), and they will be joined by several critical friends and experts in their respective fields.

We aim to split the session into thematic areas with one or two critical friends facilitating each session (aiming for a ratio of approximately 1:4). The broad themes of actors or organizational or institutional experimentation are as follows\*:

\*Please note these may be subject to change depending on the submissions.

1. Better work for a better society
2. Industrial relations and critical HRM
3. New technologies and the future of work
4. Climate crisis and just transition
5. Institutional regulation and health & safety (e.g. Pandemic health threat)
6. Identity, intersectionality, and employment inequalities
7. Global perspectives on work and labor
8. Other issues of work and employment relations

### Outline of the session

The piece of written work does **NOT** have to be a full conference paper. It can be a case study, developed literature review, methods-section, reflection piece (or any interim-style paper), as well as more fully developed papers or thesis chapters. The aim of this is to be inclusive to researchers at all stages of their doctoral projects.

### Main objectives of activity

1. To provide a forum for doctoral students to receive feedback on their ideas no matter where they are in the project.
2. To develop the skills, culture, and practice of critical friendship within CRIMT.
3. To provide a forum for discussion significantly different from usual conference papers.

Participants will submit a piece of written work before the session. An indicative maximum word length is **4,000 words (excluding bibliography)** to keep the pre-workshop workload manageable. We have chosen this word length to be, ensure everyone is able to fully read all the papers in their session but submissions can also

be as short as the participant wishes. The objective is that participants submit something they think they can get useful feedback on through the process of critical friendship.

Written work is NOT anonymised, nor peer reviewed for acceptance. The only requirement for participating in the session is that someone is a doctoral student in the broad area of assessing experiments in work and what makes work better or worse. We are happy to accept submissions from doctoral students not presenting in the conference on the condition that they are a CRIMT member. Please note we are asking for abstracts only to organise them thematically and ensure we have contacted an appropriate number of critical friends.

All written work is collated and circulated to all participants prior to the event along with guidance for principles of critical friendship in this document. **All participants must read all written submissions in their subgroups in advance of the session and prepare constructive feedback in line with the principles of critical friendship.** Any participant who does not submit a written document will not be allowed to attend the session. It is essential that critical friendship is reciprocal.

Each piece of submitted work is then discussed by in groups, led by the facilitator, and feedback is given. This can range from questions about the premise of the argument, suggestions for improvement and development, etc. Principles of respect and support are agreed in advance, and it is the responsibility of all to ensure they are upheld.

### **Additional Information**

#### Introducing the concept of a critical friend

A 'critical friend' is a trusted peer who asks provocative questions, provides alternative lenses through which to examine data or experiences, and offers critiques of your work, issues, or problems. A critical friend takes the time to fully understand the context of the work, issues or problems presented and the outcomes that the person or group is working towards. The critical friend is an advocate for the success of those outcomes. A critical friend provides an appropriate balance between support and challenge. Finally, critical friendship is more than a technical exercise predicated on a context-free, asocial, or ahistorical environment; rather, it is a process of argumentation that emerges from dialogue, interpretation, experience and active attempts to both subvert and navigate through prevailing power structures.

#### The role of a critical friend

- Peers who listen, question your rationale, challenge assumptions, and support your risk-taking
- Supportive and non-judgmental of you as a person
- Prepared to ask questions relating to your statements, arguments, or actions
- Committed to helping you develop your professional practice and providing advice about your professional dilemmas
- Shares knowledge and resources
- Critiques research papers and provides feedback
- Offers active facilitation which explores how learning is supported, avoided and/or prevented through power relations

### **Key dates**

- 9/2: Submit abstracts (250-300 words, and up to 4 keywords)
- 9/26: Written work submission (no longer than 4,000 words, excluding bibliography)
- 10/26: Pre-conference CRIMT Doctoral Workshop