Precautionary work constitutes a global challenge that has a wide range of consequences, making it increasingly important to understand the workplace arrangements that generate precarious work and worker insecurity (Kalleberg, 2009). The construct of the vulnerable worker is not new, but is changing in character and structure (Fevre, 2010) particularly through the growth of contracting, low skilled and low paid work. Employment vulnerability encompasses high labour turnover, recruitment problems, flexible and atypical employment patterns, low union membership (Lucas, 2004) and poor working conditions (Sargeant and Giovannone, 2011). The UK Vulnerable Workers Project (2009) defined a vulnerable worker as “someone working in an environment where the risk of being denied employment rights is high and who does not have the capacity or means to protect themselves from that abuse”.

Recent evidence suggests that, in Europe precarious work has increased significantly since the 2008 financial crisis (Broughton et al, 2011) and the situation is expected to deteriorate further as a result of the sovereign debt crisis (Winterton and Forde, 2012). More broadly, the ILO (2012: 42) states that the number of workers in vulnerable employment globally in 2011 is estimated at 1.52 billion, which accounts for an increase of 23 million since 2009. The economic crisis has had a major impact throughout the world due to high unemployment and low wage growth which, in turn, has reduced demand for goods and services, leaving firms reluctant to invest and hire. Thus, the ILO have commented that if sustainable recovery is to take place there is a need for structural transformation and the development of schemes to ensure that development involves a basic standard of living and protection for vulnerable workers. At a more micro, organisational level this volume wishes to address what can be done through human resource management policies and practices to improve the situation of the vulnerable worker to assist in turning precarious work into more secure work. Strategies may involve organisational measures that associate corporate social responsibility with HRM. This could include contracts that enable vulnerable jobs to become secure jobs, based on performance, programmes that offer training/life-long learning, promote gender equality and family-friendly work places and more.

The co-editors seek papers that provide insight into the theory and practice of HRM with specific attention to either current or potential practices that address the issues surrounding Vulnerable Workers and Precarious Work in consideration of how HRM has either improved, or could improve the vulnerable work situation. Contributions can come from a variety of perspectives and use different methodologies. We welcome papers on theory, practice and policy. The level of the analysis can range from country studies to organisational case studies.
Papers may include, but are not limited to the following themes:

- the contribution of unions in reducing worker vulnerability/enhancing vulnerable worker protection;
- the role of NGOs and other activist organisations in reducing vulnerability, especially where there are supply chains and contractors;
- the role of CSR and shareholders in reducing vulnerability;
- examples of best practice organisations that have active and effective programs to address vulnerability;
- examples of local, national and international regulations that address vulnerability.

31 October 2012: submit abstracts (Max 500 words) to any of the co editors
30 November 2012: invitations to submit full papers will be sent out.
31 March 2013: submission of full papers for refereeing.
31 May 2013: authors will receive the feedback from referees.
30 June 2013: full papers with revisions will be due
December 2013: journal volume published.

Please follow the guidelines of the journal for style and formatting.
Abstracts should be a maximum of 500 words comprising: title; aim/rationale; methodology; findings (if appropriate), conclusions and implications:

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