

Discussion Forum

# The European Journal of Workplace Innovation Celebrates 10 Years

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The *European Journal of Workplace Innovation* is celebrating its 10th anniversary. The first issue was published in 2015 as part of the EUWI initiative (European Union Network for Workplace Innovation). The University of Agder took on the administrative role for the journal, which was established as an open-access scientific publication.

Over the past decade, the journal has published 17 issues including three special issues. These special issues focused on topics such as socio-technical systems thinking in manufacturing, sustainable work, and green jobs. The two most recent special issues were double issues. Notably, the issue on sustainable work was further developed into a book. All the issues are available online at this address: <https://journal.uia.no/index.php/EJWI/issue/archive>

I feeded all the issues into ChatGTP and asked if it could extract and describe the ten most important scientific and practical themes where the journal has contributed. Here is what it replied with my own editing:

## 1. Workplace Innovation as a Distinct Field

The journal helped define workplace innovation (WPI) as a distinct area of research and practice that integrates social, organizational, and technological dimensions of change. This has provided conceptual clarity and legitimacy to WPI as a scholarly and policy-relevant field, influencing European and national innovation agendas.

## 2. Employee Participation and Co-Creation

Numerous articles focus on the role of employee involvement in organizational change, including participatory design, co-creation, and bottom-up innovation. It has demonstrated that sustainable innovation is more likely when employees are active contributors, not passive recipients, of change.

### 3. Socio-Technical Systems Thinking

The journal has revisited and revitalized socio-technical systems (STS) thinking, especially in manufacturing and complex service systems (e.g., special issue in Vol. 5 No. 1). It has brought STS into contemporary relevance, linking it to digital transformation, Industry 4.0, and resilience.

### 4. Sustainable Work and Green Transitions

Special issues in 2021 (sustainable work) and 2025 (green jobs) show EJWI's leadership in linking WPI to sustainability, climate transition, and the green economy. This extended the scope of WPI research to global challenges, showing how work design can align with environmental goals.

### 5. Innovation in Public Sector and Human Services

Several articles explore how workplace innovation functions in healthcare, education, and social care, often emphasizing quality of care and worker well-being. This has highlighted how WPI enhances service quality, organizational learning, and job satisfaction in mission-driven sectors.

### 6. Digitalization and Technology-Driven Change

The journal explores how digital technologies intersect with WPI, including automation, remote work, and data-driven innovation. These articles have emphasized that technological change must be accompanied by organizational and social innovation to be effective and ethical.

### 7. Leadership and Organizational Culture

EJWI has explored how leadership styles, trust, and organizational values shape the implementation and outcomes of innovation initiatives. This has offered practical guidance on how leadership can enable or block innovation, especially in flat, knowledge-based organizations.

### 8. Inclusion, Equality, and Quality of Working Life

The journal has contributed to gender, age, and inclusion debates in WPI, including studies on older workers, female academics, and marginalized groups. It has showed how innovation can either challenge or reinforce inequality and offered frameworks for more inclusive workplaces.



As the European Journal of Workplace Innovation enters its second decade, a key ambition is to deepen its identity as a pluralistic yet coherent platform for workplace innovation research. The themes that have emerged, ranging from socio-technical thinking and sustainable work to inclusion and digital transformation, reflect the journal's broad scope and practical relevance. Moving forward, EJWI should continue to balance conceptual diversity with a clearer articulation of the field, building on Richard Ennals' legacy of "learning from differences." Strengthening interdisciplinary dialogue, encouraging policy-relevant contributions, and amplifying practitioner and worker perspectives will be essential. As global challenges evolve, the journal is well-positioned to explore how workplace innovation can support more resilient, inclusive, and sustainable work futures.

Most importantly, as we look to the future and the challenges facing society—where workplace innovation plays a crucial role in shaping democratic institutions in working life—this ambition remains as important as ever.