

For credibility, your arguments should rely on sound empirical evidence only. The cited studies must be up-to-date and reliable with respect to both methodology and content.

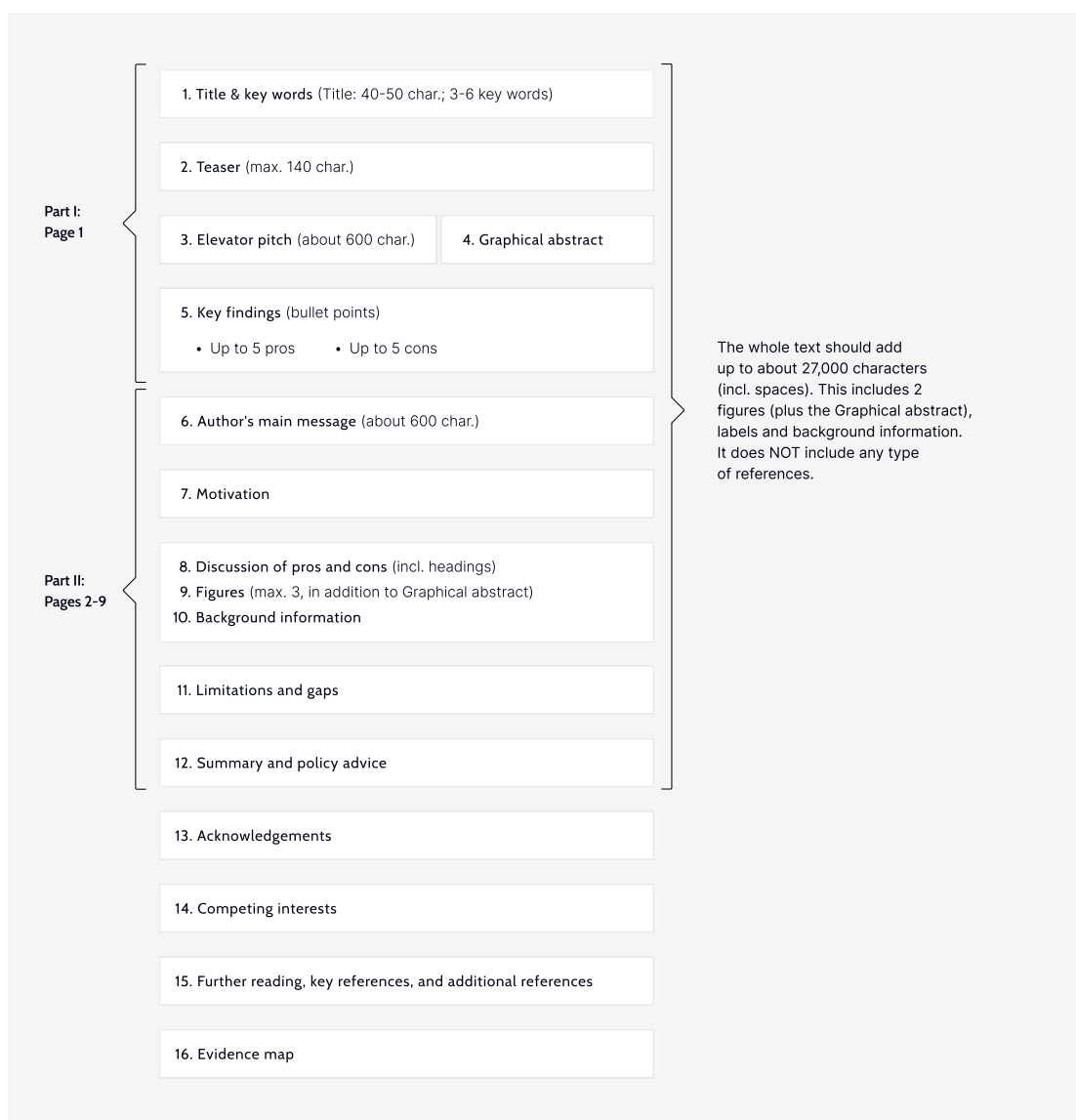
WoL articles are neither academic articles nor literature reviews; they are a new product framed as policy papers. WoL articles are indexed in leading academic databases, including **RePEc** and **Google Scholar** (non-exhaustive list), and may additionally be disseminated through digital platforms and websites operated or managed by LISER.

Language

Please ensure that the level of your language is appropriate for non-experts (avoid complex terms and jargon; keep language simple and accessible) and your article is appropriate for a global audience.

We accept manuscripts written in English only. British spelling and grammar should be used throughout. Bearing in mind WoL's targeted audience, the language used should be non-technical, easy-to-read and enjoyable, succinct, simple and clear. Some explanation of terms and concepts may be helpful, but too much explanation can detract from readability.

Schematic diagram of an World of Labour article



Explanation of Part I (“one-pager”)

The text in Part I comprises the “one-pager” and should total about 2,400 characters, incl. spaces and headings. The idea is to show the most important points on one single page.

1. Title and keywords

- Defines a clear topic that is policy relevant. It could be phrased in the form of a question.
- Needs to allow for clear assignment of pro and con arguments related to the title.
- Should be no longer than 40–50 characters long.
- Avoid use of jargon/complex terms in the title – the title should be easily understood by a non-expert.
- Please supply 3–6 keywords.

2. Teaser

- Aims to attract the reader’s attention and “teases” to read on.
- It is an extension of the title, adding further information.
- It does not necessarily answer the question if the title is phrased as question.
- No longer than 100–120 characters (including spaces).
- Title and teaser should be usable outside the context of the paper.

3. Elevator pitch

- Outlines briefly (3-5 sentences, about 600 characters, incl. spaces) why the reader should care about the topic: relevance for labour (markets) or, more generally, for the economy.
- Clearly sets out the issue for readers who are not specialists in economics.
- Should be objective and not indicate your point of view.
- Please do not cite references, and do not use acronyms and abbreviations.

4. Graphical abstract

- One self-explanatory graph that either illustrates the problem, supports the policy message or indicates a solution to the policy issue.
- Important (mandatory) element of the first page that attracts the reader’s attention.
- Could be a simpler version of a figure presented elsewhere in the article.
- Should be submitted as a separate file (See: **9. Figures**).
- If you use original data for your graphical abstract, please provide information about author(s), publication date (year), and title.

5. Pros and cons (bullet points)

- Bullet point summaries of the key points.
- Delivers the most important arguments for and against the policy issue raised in the title.
- A maximum of 10 key findings: up to 5 pros and 5 cons.
- Pros/cons deliver the most important findings in favor and against the issue raised in the title. Alternatively, pros could relate to “new insights” and cons to “limitations.”

- If a policy has no significant effect and appears to be neutral or inconclusive, but has cost implications, this could be listed as a con.
- Should be clear, easily understood and based on the best evidence available.

6. Author's main message

- Your personal, subjective recommendation to decision-makers.
- Should indicate whether the pro or con arguments prevail.
- Should provide a link to relevant policy (see examples below).
- Provide a clear takeaway message/a tangible policy recommendation/summarize the results in one sentence.
- Should be no more than 2–3 sentences in length (about 600 characters, incl. spaces).
- Please avoid sentences like “more research is needed” in this section.

Example 1

Original

Trade policy is not an employment policy and should not be expected to have major effects on overall employment. When it does so, it is because it interacts with distortions in labour markets, which vary from country to country and time to time. No generalization is feasible, and seeking to make one is pretty much a fool's errand. Policymakers wanting to boost employment should think about the aggregate economic balance and labour market institutions, and not interfere with international trade

With clear link to policy

Trade policy is not an employment policy and should not be expected to have major effects on overall employment. When it does so, it is because it interacts with distortions in labour markets, which vary from country to country and time to time. Trade policy is not an employment policy and should not be expected to have major effects on overall employment. When it does so, it is because it interacts with distortions in labour markets, which vary from country to country and time to time. **The best employment-increasing policy would address the aggregate economic balance and improve the functioning of labour market institutions. Interfering with international trade to increase employment is counter-productive and harms the economy.**

Example 2

Original

There is growing evidence that obese people often receive lower wages and are less likely to be employed than non-obese people, and that these adverse outcomes are likely caused by obesity. Obesity threatens to become an increasing burden on all taxpayers as a result of the associated higher medical costs, lower productivity and wages, and reduced probability of finding employment. The medical costs of obesity have been rising. Governments and employers have a compelling interest in finding ways to reduce obesity levels and discrimination against obese workers.

With clear link to policy

Obese people often receive lower wages and are less likely to be employed than non-obese people,

and that these adverse outcomes are likely caused by obesity. Obesity threatens to become an increasing burden on all taxpayers as a result of the associated higher medical costs, lower productivity and wages, and reduced probability of finding employment. The medical costs of obesity have been rising. Governments and employers have a compelling interest in finding ways to reduce obesity levels and discrimination against obese workers. Taxes on sugared drinks, subsidies for healthier meals in schools and other similar policies may be useful tools.

Explanation of Part II

Part II discusses the empirical support for the elements presented in Part I. It should add up to 24,600 characters, incl. spaces and headings, for articles with 2 figures (excluding the Graphical abstract figure and NOT including any types of references). A figure is worth approximately 1,800 characters (including figure title, source and caption) so the total character count for this section should be adjusted accordingly depending on the number of figures in your paper.

7. Motivation

- An engaging opening, e.g. presenting a topical issue, a surprising statistic or finding, or an apparent paradox.
- Introduces the topic and immediately sparks the reader's interest, rather than summarizes results.

8. Discussion of pros and cons

- WoL contributions should rely on empirical studies that give sound evidence relevant to the topic.
- Your arguments should be based on selected scientific studies.
- Each cited study should be selected with respect to both quality and relevance.
- Please cite only key references in the text. (Please see: **15. Further reading, key references, and additional references** for more details of the citation policy.)
- If you need to include evidence for which there is a high risk of bias, please also indicate this weakness in the section "Limitations and gaps" (See: **11. Limitations and gaps**).

9. Figures

- A maximum of three figures (graphs or tables) can be included in the text, in addition to the graphical abstract in Part I.
- Each figure should be provided as a separate file (for tables please use .xls, .xlsx, or .csv, for graphs please use .eps, .svg, .ai, or .png). To improve accuracy when the figure is redrawn, authors should also provide the data the figure has been drawn from (if available/relevant).
- If you use original data for your figure please provide information about author(s), publication date (year), title, publisher, version, global identifier.
- If material is taken from a third-party source please include the full citation and indicate if you have already applied for permission.
- Please label your figures numerically and ensure they are cited directly in the text.
- Figure captions should be included in the main body text. For each figure, please provide a short title (max 12 words) describing what the figure is showing.

- If possible highlight the key data point; use neutrals for the rest.
- If possible base axis: 0-line on the X-axis.
- Gridlines: If possible please don't use vertical lines unless marking a specific data anchor.

10. Background information

- Optional feature to explain special terms or circumstances in more depth.
- Each background information textbox should be self-explanatory and have a clear headline.
- The content of the background information textboxes will also be used on the World of Labour website to form a glossary of terms, so it is vital that the information they contain makes sense independently of the papers in which they appear.
- Background information textboxes can be used for content that would usually be provided in footnotes and endnotes. WoL articles will NOT contain footnotes or endnotes.
- References cited here should be included in full (without a number) and listed in the Additional references. If they are also cited in the main body of the text they need to be included in the Key references as well (See: **15. Further reading, key references, and additional references**).

11. Limitations and gaps

- Limitations and gaps (e.g. data problems, theories that have not been empirically tested and unanswered research questions) should be set out, and future directions of research should be identified.

12. Summary and policy advice

- A brief summary of the results derived in the paper should be given.
- Policy recommendations or insights of value for society should be based on the evidence-based findings discussed in the article.
- Should give a clear message to political decision-makers.

13. Acknowledgments

- WoL articles can be based on previous own work, which then has to be included as key reference(s) (see **15. Further reading, key references, and additional references**) and explicitly stated in the Acknowledgments with the appropriate number(s), in [], of the key reference(s).
- We provide a pre-defined text (see below) that can be amended.
- Please do not mention your handling Subject Editor explicitly since they are already included in the pre-defined text.

Pre-defined text:

"The author thanks an anonymous referee/two anonymous referees and the World of Labour editors for many helpful suggestions on earlier drafts. Previous work of the author contains a larger number of background references for the material presented here and has been used intensively in all major parts of this article [x]. Financial/other support...is gratefully acknowledged."

14. Competing interests

- WoL upholds the highest standards in its research practice, and this extends to its publication practices with WoL articles.
- All articles undergo careful selection of authors and topics, rigorous peer-review, and a development edit.
- All authors must declare that they have observed the **European Code of Conduct in Research Integrity** and indicate any conflict of interest.
- We provide a pre-defined text (see below) that can be amended if necessary.
- The author should reveal any relevant financial, material or personal source of support for their research to the Editorial Board and make transparent any potential conflict of interest that may arise.
- Further explanation on how and when a conflict of interest may exist can be found on the **For contributors page**.

Each contribution will show the following pre-defined text:

"The World of Labour project is committed to the **European Code of Conduct in Research Integrity**. The author declares to have observed the principles outlined in the code."

If the author does not have an academic affiliation, please use:

"The World of Labour project is committed to the **European Code of Conduct in Research Integrity**. The author declares to have observed the principles outlined in the code. The analysis and conclusions expressed in this article are those of the author and not necessarily those of the [NAME_OF_INSTITUTION]."

15. Further reading, key references, and additional references

- WoL contributions are intended as policy papers rather than academic articles, hence we limit the number of in-text citations, while preserving a more comprehensive list of scientific papers that are relevant for academic readers.
- It is understood that the articles are not original research but are based on the best academic findings. Authors may use their previous work or joint work with others verbatim as long as an article makes sources and practices transparent and does not infringe copyrights. Such sources have to be cited as well as explicitly stated in the Acknowledgments section (**see 13. Acknowledgments**).
- We will run plagiarism checks on submitted articles.
- There are three types of references: "Further readings," "Key references," and "Additional references."
- Further reading and Key references should add up to a maximum of 15 references in total (with 2–5 entries for Further reading; and 10–13 Key references).
- New versions of existing articles can have 15 Key references and 2 Further reading references.
- Unpublished results and personal communications should not be included but discussion papers can be cited.
- WoL articles should not cite other WoL articles, as internal cross-links are automatically generated on the website.

Further reading

- Between 2 and 5 references.
- Relevant for the interested, non-academic reader.
- Can include handbook articles, literature reviews, more general books, and articles.
- Should be listed alphabetically, then chronologically if necessary.
- Are not cited in the text.
- Should be English language only.

Key references

- 10–13 Key references (Further reading and Key references should not exceed 15 in total; unless this is a second or further version).
- New versions of existing articles can have up to 15 Key references.
- The most important academic papers a (non-specialist) reader should know about.
- Key references are cited in the text.
- In-text citations should be indicated numerically in square brackets ([1] to [10]) at the appropriate point in the text. Please do NOT refer directly to author names in the text.
- The numbering ([1] to [10]) should be in the order that the work first appears in the text.
- The full citation is to be given at the end of the article with the corresponding number.

Additional references

- List of all scientific papers with relevant evidence you would cite in an academic article, in addition to the Key references.
- Includes scientific papers that are relevant to academic and specialist readers.
- Provides the basis for the content of the evidence map (see **16. Evidence map**).
- These papers are not cited in the text but will be listed online.
- The full citation should be given at the end of the text (see below for guidance on full citations).
- Items should be listed alphabetically, then chronologically, if necessary.
- More than one item by the same author(s) in the same year must be identified by the letters "a," "b," "c," etc., placed after the year of publication.

Examples

Reference to a journal publication

Masella, P. "National identity and ethnic diversity." *Journal of Population Economics* 26:2 (2013): 437–454. Online at <https://doi.org/10.1007/s00148-011-0398-0>

Reference to an online journal publication

Averett, S. L., Argys, L. M., and Kohn, J. L. "Immigration, obesity and labour market outcomes in the UK." *IZA Journal of Migration* 1:2 (2012). Online at: <https://doi.org/10.1186/21939039-1-2>

Reference to an ahead-of-print a journal publication

Prati, G. "Is Job Satisfaction Related to Subjective Well-being? Causal Inference from Longitudinal Data." *Applied Research in Quality of Life*. First published online 13 October 2024.

Online at: <https://doi.org/10.1007/s40737-024-00439-7>

Reference to a forthcoming publication

Fongoni, M., Schaefer, D., and Singleton, C. "Why Wages Don't Fall in Jobs with Incomplete Contracts." Management Science (forthcoming).

Reference to a book with one author

Teixeira, P. N. Jacob Mincer. A Founding Father of Modern Labour Economics. Oxford: Oxford University Press, 2007.

Reference to a book with multiple authors

Cahuc, P., and Zylberberg, A. Labour Economics. Cambridge, MA: MIT Press, 2004.

Reference to an edited book

Constant, A. F., and Zimmermann, K. F. (eds). International Handbook on the Economics of Migration. Cheltenham, UK: Edward Elgar, 2013.

Reference to a chapter in an edited book:

Belasen, A. R., and Polachek, S. W. "Natural disasters and migration." In: Constant, A. F., and K. F. Zimmermann (eds). International Handbook on the Economics of Migration. Cheltenham, UK: Edward Elgar, 2013.

Web references

If possible, the DOI should be provided. As a minimum, the full URL should be given and the date when the reference was last accessed.

Any further information, if known (e.g. author names, dates, reference to a source publication, etc.), should also be given.

16. Evidence map

- This is a special interactive online feature that shows the relevant empirical evidence that exists in different countries on the policy questions being addressed.
- It will be provided for each WoL article, giving a quick overview of country coverage.
- It includes papers listed as Key and Additional references (see: **15. Further reading, key references, and additional references**).
- **Note:** *The World of Labour editorial office will prepare this table on behalf of authors. A draft will be provided to authors for approval.*