

# WOW – Work in the World ! #1

Newsletter of the RC30 Sociology of Work – Sociologie du travail – Sociología del trabajo

## SUMMARY :

Welcome to WoW !

RC30 Events

Calendar & forthcoming events

New Board profiles

Theoretical insights

## WELCOME TO WoW !

Dear colleagues,

We elected a new Board in July 2018, and this is a great opportunity to launch the first issue of “Work in the World”, the newsletter of the RC30 ! You will find some information about our activities, pending the XXth Congress in Porto Alegre in 2020. Please note that we also have a [Facebook page](#) where you can read and send useful information about Sociology of Work in your region or others parts of the globe. Feel free to post any information you wish to share with other members.

We look forward to meeting you again !

María Eugenia Longo (President), Delphine Mercier (Vice-President), Flora Bajard (Secretary)

Cher.e.s collègues,

Nous avons élu un nouveau bureau en juillet dernier, et c’est une très belle occasion pour lancer le premier numéro de « Work in the World », la Newsletter du RC30 ! Vous trouverez ici des informations sur nos activités, en attendant la tenue du XXè Congrès à Porto Alegre en 2020. Nous avons une [page Facebook](#) sur laquelle vous pouvez lire et envoyer des informations utiles pour la Sociologie du travail dans votre région ou ailleurs. N’hésitez pas à poster des informations que vous aimeriez partager avec les membres.

Nous nous réjouissons de vous retrouver dans nos futures activités !

María Eugenia Longo (Presidente), Delphine Mercier (Vice-Présidente), Flora Bajard (Secrétaire)

En julio del 2018, hemos elegido un nuevo comité, lo cual constituye una increíble oportunidad para editar el primer boletín de información del RC30 “Work in the World”! Aquí podrá encontrar informaciones sobre nuestras actividades, en espera del XX Forum en Porto Alegre en 2020. También tenemos una [página Facebook](#) en la cual puede leer y enviarnos informaciones útiles sobre la sociología del trabajo en su región u otras partes del mundo. No dude en publicar cualquiera información que desea usted compartir con los miembros.

Esperamos encontrarlos nuevamente !

María Eugenia Longo (Presidente), Delphine Mercier (Vice-Présidente), Flora Bajard (Secrétaire)



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## RC30 EVENTS

For the 100th Anniversary of the International Labour Organization, the international conference "[The future of work- decent work for all](#)" took place in Ufa, Russia, 3-5 february 2019.

On the initiative of our russian colleague and RC30 board member Guzel Baimurzina (senior researcher at the Bashkir Branch of the Federal Center of theoretical and Applied Sociology of the Russian Academy of Sciences) the RC30 was represented, with the participation of María Eugenia Longo, Flora Bajard, Delphine Mercier and Klaus Schmierl. Discussions, debates and final resolution were in the center of the event.

*The whole RC30 team ! >*



We feel very grateful for having the opportunity to be present and learn about the russian work and employment challenges. Interesting, warm and beautiful moments in Russia for the whole team... next academic and scientific partnerships to be continued !

*< Last day : Adoption of the final resolution*

## CALENDAR & FORTHCOMING EVENTS

The [37<sup>th</sup> International Labor Process Conference \(ILPC\)](#) will be held in Vienna, Austria, between 24<sup>th</sup> and 26<sup>th</sup> April 2019. Each year the ILPC brings together researchers from a variety of countries with the objective of enhancing our understanding of contemporary developments relating to work and employment. The 2019 conference will additionally focus on 'Fragmentations and Solidarities' in contemporary work and employment relations. Special streams will be held on 'Work and Employment in the Global South', 'Artificial Intelligence, Technology and Work', 'Hybridisation of Labour Market Statuses, Individual Careers and Collective Forms of Representation' and 'Solidarity in Times of Crises'. With the participation of our Secretary Flora Bajard.

The [next congress of the ALAS – Asociacion Latinoamericana de Sociologia](#) will take place in Lima, Peru, 1<sup>st</sup> – 6<sup>th</sup> December 2019). Among many sessions and working groups, see the "[Trabajo y restructuracion productiva](#)" one ! Please note the extended deadline for abstracts propositions, until April 30<sup>th</sup> 2019.

The [9th Congress of the ALAST -Asociación Latinoamericana de Estudios del Trabajo](#) will be held in Bogota, Colombia (9-12<sup>th</sup> July 2019). Organized by the Asociación Colombiana de Estudios del Trabajo, it will deal with the issue of "Futuro del trabajo. Desigualdades, precariedades y modelos de desarrollo", and the [preliminar program](#) is ready. Several members of the RC30 will meet there !



The [XIX<sup>th</sup> ISA Forum](#) will be held in **Porto Alegre, Brazil, 14-18th July 2020**. The RC30 Forum organization committee (Flora Bajard, María Eugenia Longo, Delphine Mercier, Klaus Schmierl and José Ricardo Ramalho) received many interesting session proposals, and had to make a difficult selection. We will therefore keep some traditional sociology of work topics and include some new issues, encourage the participation of B and C country members, welcome new participants and maintain the presence of members of historical members of the Board... and of course, try to adjust to the global challenges raised for this Forum : intersectionality, environment, inequalities and democracy. The program of the selected selection will be released soon !  
The abstract submission period is now open, till September 30, 2019 : <https://isaconf.confex.com/isaconf/forum2020/cfs.cgi>

*< Ending dinner during the last ISA Conference in Toronto- July 2018*

## NEW BOARD (2018-2022)

### Flora Bajard

**Research topics** : self-employment, grey-zones of employment, cooperation, labour movements, lifestyles and work., entrepreneurship.

**Institution**: LEST, Institute of Labour Economics and Industrial Sociology (CNRS-AMU)

**Country**: France



#### What do you like in doing sociology of work ?

Something I find fascinating from an anthropological point of view, is this twofold phenomenon : work is like a gateway that enables social scientists to understand the dynamics and logics of social actors on a wide range of levels: politics, family, professions and occupations, etc. And the reverse is also valid: work is so much at the core of our lives, that it results difficult to reach the representations and practices of people without taking into account the way they work. For example, in my current research, I aim to understand the blurring frontiers between wage-earning status and self-employment, and the political consequences and causes of it ; this topic is actually a great opportunity to better grasp their world view and the way they nowadays wish to organize their collective actions in society.

## Guzel Baimurzina



**Research topics:** quality of employment, employment strategies of the population, socio-labour space, transformation of labour relations, labour migration  
**Institution:** Bashkir branch of the Federal Center of Theoretical and Applied Sociology of the Russian Academy of Sciences  
**Country:** Russia

### What do you like in doing sociology of work ?

One of the properties of labor is characterized by inseparable connection with the social form of human existence. In this sense, work is always a social phenomenon, which in many ways is universal even in the global dimension. I am interested in what should be the work of a person (in organizational, technological, substantive, value aspects), in order to feel worthy, beneficial member of society, and society to develop and prosper. It seems to me that the role of sociology of work in this is very important and significant. I am concerned about the problems of precarization of employment, the spread of informal employment, the lack of security and social protection of working people. I am looking for social and management mechanisms, possible ways to ensure social justice in the field of labor. International research and cooperation are of great benefit in this direction.

## Ya-Han Chuang



**Research topics :** immigrant entrepreneurs, informal economy, labor movement, union organizing, international division of work  
**Institution :** LISST (University Toulouse Jean Jaurès)  
**Country :** France

### What do you like in doing sociology of work?

As a scholar of migration, the core concern of my research focuses on how the “politics of production” shapes the “politics of belonging” of individual or collective actors. For me, the industrial relation is the key to understand the root of various conflicts and social problems in our time. I enjoy especially analyzing the seemingly “cultural” or “ethnic/racial” tensions by putting the question of work in the center of analysis. I also like finding strategies resistance and union organizing by analyzing the power relationship in the workplace. These are the reasons why I am proud to be part of RC30.

## Premilla D’cruz



**Research topics :** Workplace bullying, self and identity, ICTs and work, organizational control, emotions at work  
**Institution :** Organizational Behaviour Area, Indian Institute of Management Ahmedabad  
**Country :** India

### What do you like in doing sociology of work ?

Much of my current research revolves around the issue of abuse, particularly emotional abuse, at work. My twin foci are conceptualizations of workplace bullying to understand the whole spectrum of its different manifestations as well as the relevance of a contextualized approach to the problem. Another major focus is the digitalization of work and how that impacts employment patterns and work relationships. In line with this, I recently completed a study on cyberbullying on online labour markets and currently am involved in several cross-cultural studies comparing platform-based work in different countries. Overall, I value the application of my research endeavours and put in efforts towards this end as well.

## Bernard Fusulier

**Research topics :** Gender, Work and Family

**Institution :** University of Louvain

**Country :** Belgium



### What do you like in doing sociology of work ?

Work is a structuring activity in our contemporary societies and has long been studied as such. However, today, it is necessary to think of work in its articulation with other social commitments; hence the importance of work/life balance, and more specifically of the interference between working life and family life. For several years, within the RC30 Sociology of Work, we have been carrying out this research topic, which questions the impasses of the labour society and the progressive emergence of a multi-active society.

## Isil Erdinç

**Research topics :** Sociology of trade unions, Turkey, international labour movement, authoritarian regimes, migrant workers in Europe.

**Institution :** IRISSO, Université Paris Dauphine

**Country :** France



### What do you like in doing sociology of work ?

I like doing sociology of work for three main reasons. First, it allows to understand the similarities in power relations in different industries, especially between academic labour and manual labour. Second, conducting fieldwork in different sectors on the workplace level lets the research leave his/her office and be a part of the daily lives of the workers, going beyond a macro-level analysis, usually focused on the labour policies and capitalist dynamics. Third, the dialogue between the labour representatives and the researchers can create better strategies and solidarity ties that could explain more clearly the working and living conditions, point out the problems and the reasons behind these problems.

## Alfredo Hualde

**Research topics :** precarious work; skills, education and work; digital work; sociology of professions

**Institution :** El Colegio de la Frontera Norte, Tijuana

**Country :** México



### What do you like in doing sociology of work ?

To have a picture of changes in work and jobs and to assess what are the consequences of globalization, digital technologies and outsourcing in specific occupations and labor markets (specifically in México). I am interested in the individual and institutional responses (unions) to these changes specially in the so called digital jobs (work on demand, crowdworking). Finally, I would like to continue investigation on the meaning (s) of new jobs for workers in different occupations and professions.

## Byoung-Hoon Lee

**Research topics :** Precarious Workers, Labor Market Segmentation, Informal Labor, Labor Movements, Worker Solidarity

**Institution :** Chung-Ang University

**Country :** South Korea



### What do you like in doing sociology of work ?

I do like to conduct collaborative research with colleagues of work studies on recent labor issues, such as informalization and precaritization of work, labor and worker solidarity, and the impact of digital revolution.

## María Eugenia Longo

**Research topics :** youth employment, lifecourse and careers, informality and precariousness, work dispositions, temporalities, employment policies.

**Institution :** Institut national de la recherche scientifique (INRS),  
Urbanisation Culture Société (UCS)

**Country:** Canada



### What do you like in doing sociology of work ?

Sociology of work represents for me a way to study historical transformation and continuity of larger political, cultural and institutional process conditioning production, labor market, management, workers careers, and meaning of human activity it-self. The field of work and employment constitutes a heuristic window to observe intergenerational links and forms as society manage social integration and inequalities, by the example of young workers.

It allows to reveal common phenomena within northern and southern societies (for example employment informality, young people precariousness, work dispositions evolution, social norms in policies) against the academic logic of dichotomization and for more dynamically and multicausal explanation of social change in different countries.

## Delphine Mercier

**Research topics :** work, migration, globalization, borders, market labour

**Institution:** LEST, Institute of Labour Economics and Industrial Sociology (CNRS-AMU)

**Country:** France



### What do you like in doing sociology of work ?

I have been studying work issues for 30 years and every time I start a new field of study, I always feel the same way. Work is a powerful analyzer of the living conditions of humanity. It allows me to analyze the great creativity and adaptability of our humanity, including the individuals who find themselves in the most constrained situations. Studying labor market issues in 'southern' countries has always allowed me to develop an enriched repository. And it is thanks to this change of perspectives that I could really enrich my research. But above all, develop analyzes that are more inclined to be useful.

## Ndeshi Namupala

**Research topics (a few key-words):** Youth, inequality, (un)employment, informality, social protection, gender and sexual reproductive health and rights

**Institution:** University of Namibia (UNAM)

**Country:** Namibia



### What do you like in doing sociology of work ?

I am fascinated by the complexity and its obverse that the world of work betrays. As human beings we cannot survive without work, irrespective of how work is conceptualised. The work life (or lack) of youth, institutions, power relations, culture, class, racial and gender discrimination in the workplace remain fundamental to an understanding of our society. Sociology of work allows one to locate workplace within the prevailing political, social and economic processes. I do sociology of work because I have seen way too many young people who are unemployed and are struggling to survive. I have seen farm workers treated as if they have no rights. Moreover, the manipulation of labour and work related statistics and numbers to buy votes; ignoring the everyday work life experiences triggered my interest in sociology of work. Nonetheless, the purpose of work remains providing for our human needs.

## Ernesto Noronha

**Research topics :** Labour and globalization, technology and work, diversity at work, dignity at work, precarious work

**Institution :** Organizational Behaviour Area, Indian Institute of Management Ahmedabad

**Country :** India



### What do you like in doing sociology of work ?

My current research revolves around the issue of dignity at work, particularly in relation to non-standard employment, and the issue of global production networks. I am currently involved in a study of informal sector security guards which has multiple foci.

## Constance Perrin-Joly

**Research topic:** Lifecourse/career, social entrepreneurship, gender, Ethiopia

**Institution :** French Centre for Ethiopian Studies (CFEE) / Institut de Recherche sur les Enjeux Sociaux (IRIS, Paris 13th University)

**Country :** Ethiopia / France



### What do you like in doing sociology of work ?

I like meeting people and listening them talking about their work, their career and their plans for the future. I am particularly interested in interaction between professional choices and family events. In Ethiopia where I have conducted my last research, I have analyzed the moral commitment of entrepreneurs who have decided to invest in this country: which values they refer to, what kind of policies they implement in the country. In parallel, I try to understand how the industrialization impacts the lives of workers, in terms of migrations (most of the time from the countryside to the towns), relation to work, fertility and role played in the family.

## José Ricardo Ramalho

**Research topics** : sociology of work, trade unions, working classes, social movements, industrial relations, multinational companies

**Institution** : Federal University of Rio de Janeiro

**Country** : Brazil



### What do you like in doing sociology of work ?

Research on the transformations in the world of work; strategies of political resistance by the working classes; labour relations and the role of the state.

## Helen Sampson

### Research topics :

Helen has studied the shipping industry and seafarers since 1999. Her research and publications in this area have focused on: work; skills and training; regulation; corporate social responsibility; gender; transnationalism; structured social space; health and wellbeing; ship-shore interaction and the use of mandatory equipment.

Helen has also contributed to debates on research methods and has published articles and chapters on: researcher risk; Delphi groups; pilot studies; real life vignettes; and accessing elites. In 2014 she won the British Sociological Association/BBC prize for Ethnography for her book *International Seafarers and Transnationalism in the Twenty-First Century*.

**Institution** : Cardiff University

**Country** : United Kingdom



### What do you like in doing sociology of work ?

I like to feel that I am making a contribution to the improvement of the living and working conditions of people in different parts of the world by representing their viewpoints and exposing exploitation and inequality.

## Klaus Schmierl

**Research topics (a few key-words)** : Digitization and the effects on the work force; vocational educational training (VET); national collective bargaining policies and industrial relations; demographic change, development of qualifications and interdependencies with the dual system of professional education; internationalisation strategies and intercultural work.

**Institution** : Institut für Sozialwissenschaftliche Forschung e.V., ISF München (in english: Institute for Social Scientific Research)

**Country** : Germany



### What do you like in doing sociology of work ?

My primary objective to deal with sociology was in the beginning and is still now on to trying to understand the structure, function and change processes of and within society. As I am convinced that the field of work is one of the most important variables and factors which constitute the human's place and situation in society sociology of work is the adequate discipline to understand societal change. Additionally in the tradition of empirical field work and qualitative research – as



one central methodology in sociology of work – the researcher has the chance to deal with the real everyday life and struggle of citizens and is close to the central problem factors.

## Jens Thoemmes

**Research topics (a few key-words)** : Sociology of work, industrial relations, collective bargaining, social times, working time, markets, mobility, social regulations

**Institution** : CNRS, Research Professor, Sociology, CERTOP, University of Toulouse

**Country** : France

### What do you like in doing sociology of work ?

Sociology of work represents a scientific framework that allows to question social norms and the signification of professional activities. Concerning my study of working-time it shows through an analysis of social rules and regulations, the establishment of a substitutive logic of negotiation which is henceforth in the field of markets, leaving aside the initial purpose around the health of employees. But these more fragmented times are more often subject to collective bargaining and negotiation including new needs like time-autonomy. There are many issues related to it: the place of collective bargaining, equality, the recognition of work, the preservation of health and well-being, work/life balance, conflicts of rules on labor and employment. Sociology of work allows furthermore to focus on comparative and international research. It creates a transnational space of discussion between researchers from different countries.

## Diane-Gabrielle Tremblay

**Research topics** : work-life articulation; work organization; working time; telework, coworking; work conditions; precarious jobs; women's work; youth; innovation and knowledge management

**Institution** : University of Québec (Téluq)

**Country** : Canada



### What do you like in doing sociology of work ?

I like to write articles, books, and develop (online) courses as well. I presently have a few ongoing research projects: Working conditions, intensification of work and work-life articulation for attraction and retention of nurses and teachers; Work-life articulation and intensification of work for accountants; Challenges in work-life issues for working caregivers; Platform economy (uber, etc.) and impact on working conditions in Canadian cities; Coworking, third places and new forms of work organization – comparisons between Canada and France). I also published: Gillet, Anne, D.-G. Tremblay (dirs.-2017). *Les recherches partenariales et collaboratives : Quelles pratiques ? quelles analyses ?* PUQ-PUR.

## Federica Viganó

**Research topics** : welfare and social policies; family policies; corporate welfare

**Institution** : Free University of Bolzano

**Country** : Italy



### What do you like in doing sociology of work ?

My research explores the sociology of organizations and the transformations taking place towards more inclusive and fair models of workers' management and labor relations. In particular, I deal with corporate welfare, public welfare and welfare mix models. Other relevant issues of my interest are the interrelations between formal and informal economy, that is, forms of collaboration between public-private and civil society in the provision of services of general interest.

## THORETICAL INSIGHTS

Here are 3 latest publications of RC30 members (please note that this is a non-exhaustive list ;-)

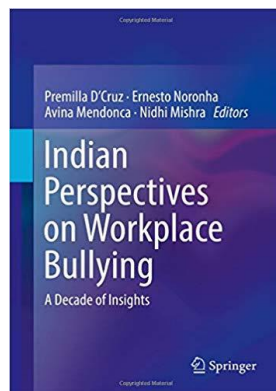


**Borders, Migration and Class in an Age of Crisis: Producing Workers and Immigrants**  
Bristol University Press, 2019.

By Tom Vickers

This book explores the role of borders and border struggles in structuring the global space of capitalism and producing categories of labour, focusing on changes following the global capitalist crisis that has been widely acknowledged since 2007. The paper situates mobility in relation to class formation and exploitation through the concept of labour process, which highlights the importance of capitalist control over movement, at a micro and macro scale, to extract surplus value from living human subjects. This analysis is tested and further developed by drawing on a programme of empirical and theoretical research between 2013 and 2018, concerning patterns of migration and settlement, labour markets, state policy and implementation, the media, and activism.

The paper deals with Britain in particular, a national focus that has value given the persistent national organisation of capital, and the continuing significance of the nation state in governing citizenship, migration and migrants' rights. This has added importance in the context of the UK referendum vote to leave the European Union, which represents an overt turn back toward the nation, and is part of a wider international turn toward protectionism and unilateralism supported by populist movements. Yet despite this 'inward turn', the British economy remains heavily reliant on international investments and export of services, and key sectors are structurally dependant on migrant labour. Through an analysis of this case, theoretical insights are developed that have international relevance. The paper concludes by proposing alternative, counter-hegemonic understandings that are informed by grassroots movements and foreground solidarity.



**Indian Perspectives on Workplace Bullying: A Decade of Insights.**  
Springer, 2018.

By Premilla D'Cruz, Ernesto Noronha, Avina Mendonca and Nidhi Mishra (Eds)

This book, recognizing that workplace bullying is a significant employment relations and occupational health and safety problem in India which warrants urgent and holistic intervention, presents empirical studies examining contextual factors,

antecedents, mediators, moderators, processes, outcomes and solutions, thereby deepening our understanding of the phenomenon. The chapters showcased in the volume emphasize the paradoxical Indian sociocultural ethos whose simultaneous embrace of humanism versus identity-based, personalized and hierarchical relationships, materialism versus spiritualism and individualism versus collectivism both fuel yet quell misbehaviour. The inquiries which constitute this book engage both positivist and postpositivist paradigms, draw on several theoretical and substantive frameworks, utilize an array of methods, investigate numerous foci and cover various geographical regions in India, a range of industrial sectors and all levels of the organization. In so doing, they make pathbreaking contributions beyond country-specific insights to advance the frontiers of the thematic area worldwide. The chapters include important findings pertaining to digital workplaces, child labour, forgiveness, customer bullying, psychological contract violation, perceived organizational support, psychological capital and comprehensive prevention strategies encompassing psychosocial risks. As well as building on a decade of knowledge about workplace bullying in India, the book puts forward a research agenda on the topic for the subcontinent in particular and the field in general. You can read the [table of contents](#).



## Dix concepts pour penser le nouveau monde du travail.

Presses de l'Université Laval, collection «Sociologie contemporaine», Québec, 2019

By Daniel Mercure and Mircea Vultur (Eds)

Over the past decades, many economic, political and cultural changes have disrupted the nature of work, the way it is organized and the employment relationship. These transformations require a review, criticism and updating of the main concepts from which sociology analyses the world of labor. In this book, the concepts revisited are as follows: salaried employment, precariousness, informality, conflict, control and organization of work, qualification and competence, relationship to work, professional career, professional integration, temporalities. Each of the concepts selected is analyzed from a critical perspective, which consists of challenging the theoretical and empirical foundations of these concepts, and an analytical perspective, which aims to link these fundamental concepts to the new realities of the world of work.