



CONGRÈS
de la société
suisse de
SOCIOLOGIE

LE FUTUR DU TRAVAIL
THE FUTURE OF WORK
DIE ZUKUNFT DER ARBEIT

www.unine.ch/socio/sociocongress2019

10-12 sept. 2019
Université de Neuchâtel

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CONGRESS SPONSORS

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PROGRAM BOOKLET

The Institute of Sociology at the University of Neuchâtel is hosting the 2019 Congress of the Swiss Sociological Association on Sept. 10-12, 2019. The theme of the event is The Future of Work.

A print copy of the program booklet will not be available to participants at the congress. Only participants who requested and paid for the print copy during online registration will receive one at check-in.

An updated version of the program booklet in PDF as well as the complete Book of Abstracts and more are available on our website. Go to www.unine.ch/socio/sociocongress2019 or use the QR code below. The program can also be downloaded on the free mobile app Conference4Me.

We are excited to have you in Neuchâtel. We hope you will enjoy our congress!



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Poster and cover: Salomé Donzallaz
Layout: Mario Cafiso

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University of Neuchâtel
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Faubourg de l'Hôpital 27
CH-2000 Neuchâtel
Switzerland

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Updated: Sept. 4, 2019



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CONFERENCE ORGANIZATION

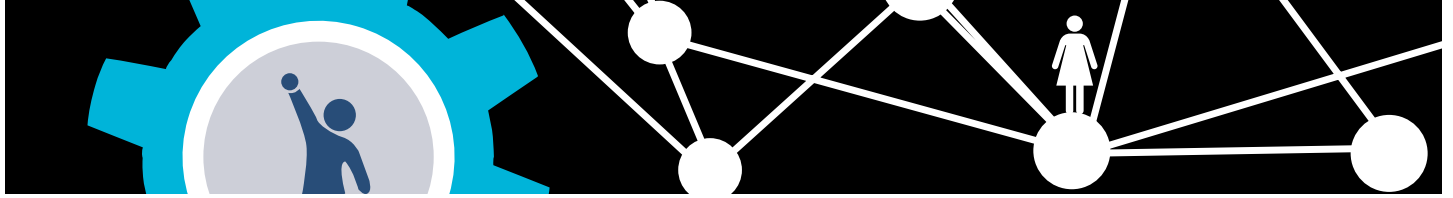
Organizing scientific committee

- Philip Balsiger, University of Neuchâtel
- Jacinto Cuvi, University of Neuchâtel
- Mihaela Nedelcu, University of Neuchâtel
- Didier Ruedin, University of Neuchâtel
- Christian Suter, University of Neuchâtel

Conference team at the University of Neuchâtel

- Jacinto Cuvi
- Christelle Chittani
- Camille Budon
- Théo Iliani
- Morgan Lécho
- Kim Mercier
- Adrien Piano
- Febe Tognina
- Christian Suter

Andrei Sofronie and Salomé Donzallaz were also part of the organizing team at an earlier stage. We gratefully acknowledge support from Gaëlle Liechti and from the SITEL, especially Mario Cafiso, Cyril Bregnard, Yves Maumary, and Olivier Rosset.



LETTER FROM THE PRESIDENT OF THE SWISS SOCIOLOGICAL ASSOCIATION (SSA)

Dear participants to the congress “The future of work” of the Swiss Sociological Association,

The study of work has been one of the foundational moments of sociology and is still one of its core tasks. Work and its dynamics are closely linked to almost all other social phenomena such as education and the economy, gender relations and the law, technology and science, ethics and values, social groups and social inequality, social structure and organizations.

Today, sociologists relate work to “big issues” such as migration, globalization, demographic change and digitalization, because these became important driving forces for societies in general and for work and labor in particular (see the “OECD employment outlook 2019 – The future of work”).

What will be the future of work? This is the general topic of the congress at Neuchâtel and Swiss sociologists together with many colleagues from other countries will present research about this issue. This way, sociology presents itself as a discipline which is not only describing and analyzing the past and the present, but which also aims to evaluate perspectives of the future. Sociology is a domain of expertise for this.

Participants at the congress can expect to get in touch with a huge range of problems, topics, questions, results and insights. The aim of the congress is to present sociology as a lively discipline, in touch with societal debates about work and its possible futures. The presentations and discussion will mainly be related to work, but the congress is not restricted to this general topic – as the multifarious presentations and events announced in this program demonstrate.

As president, I am grateful to the committee at the University of Neuchâtel for organizing the congress and to the University for hosting this congress.

I am sure the congress will be an inspiring event for all its participants!

Rainer Diaz-Bone
President of the Swiss Sociological Association

LETTER FROM THE DIRECTOR OF THE INSTITUTE OF SOCIOLOGY

Dear conference participants, colleagues and friends!

Welcome to the 2019 congress of the Swiss Sociological Association (SSA) on the “Future of Work.” The congress is hosted by the University of Neuchâtel in the buildings of the Faculty of Humanities and the Main Building, and is organized by the Institute of Sociology of the University of Neuchâtel. The aim of the congress is to bring together Swiss sociologists and researchers from abroad, including internationally renowned keynote and semi-plenary speakers in order to discuss, debate and understand the current and future transformations of work. Providing new insights into these transformations, the congress will not only contribute to the development and professionalization of sociology in Switzerland but also offering new ideas on how contemporary societies may address and adapt to these challenges.

The bi-annual congress of the Swiss Sociological Association has a long and successful history that started in 1971 with the first so-called “big” SSA congress in Lausanne which dealt with the topic of “Sociology as a profession.” The Institute of Sociology is very happy to organize the 2019 SSA congress at the University Neuchâtel – firstly, because Neuchâtel has never been selected as venue of a “big” SSA congress. Secondly, the conference topic, the past, current and future transformations in the world of work, has been one of the core areas of research at the Institute of Sociology during the past decades. Recently, the University of Neuchâtel has included in its strategic vision 2027 the topic of “Work 4.0”, the impact of the fourth industrial revolution on work and employment, among its thirteen domains of future specialization.

The organization of a big nationwide, three-day scientific conference is a challenge and needs support from many people and institutions, in particular for a small research institute at a small university. For the current congress we received about seventy semi-plenary and workshop submissions, and the final program includes up to 50 semi-plenary presentations and more than 200 workshop presentations, in addition to three keynote lectures and the panel discussion. I would like to thank the hardworking staff of the local conference office at the Institute of Sociology for the organizational support, the members of the organizing committee who helped in the reviewing and selection process of semi-plenary, workshop and abstract submissions, the University of Neuchâtel for providing the conference location and the necessary infrastructure, as well as the sponsors and partners of this conference for their generous financial support (see the list of sponsors on the first page of this program booklet).

We are looking very much forward to meeting you in Neuchâtel and to welcoming you to what promises to become a very inspiring congress.

Christian Suter
Director of the Institute of Sociology
University of Neuchâtel



LETTER FROM THE ORGANIZING COMMITTEE

Dear participants,

Welcome to the 2019 Congress of the Swiss Sociological Association. We are delighted to have you here and to see our efforts finally come to fruition. It has been a long journey that began more than one and a half years ago, when we first met to select the theme of this congress. The future of work was among the first ideas to emerge, and it immediately resonated with all the members of the committee.

There are several reasons why work seems to be on everybody's mind. For most of us, work is the main source of income and status. It defines who we are to ourselves and to others. But work is changing, and the social and political implications of its emerging forms are unclear.

Since the 1970s, the service sector employs a larger share of the workforce than manufacturing in advanced industrial economies. Moreover, the number of women in the workforce has risen dramatically, though gender inequality persists with regard to wages, hiring, promotions, and treatment at the workplace.

On the other hand, current technological developments—especially in the IT-sector and the bio-sciences—are reshaping work routines and labor markets across the world. Venture capital, start-ups, and online platforms increasingly drive business and innovation. New opportunities arise in this context for creative people who enjoy flexible work schedules and increased mobility. The technology-driven “gig economy” affords new income-making alternatives to low-skill workers as well. Social identities are redefined in the process. But robotization and automation, coupled with economic globalization, lead to the progressive disappearance of traditional working-class jobs in the richer parts of the world. And employment stability is undermined by the financialization of the economy, which also impacts social inequality. What is commonly referred to as non-standard employment, which includes contingent employment relations, involuntary part-time work, and temporary work arrangements, has replaced, in many areas, well-paying, secure, long-lasting jobs. Even the distinction between work and non-work has become increasingly blurred in the wake of the digital revolution.

These developments have the potential to fundamentally transform society, impacting every form of social organization, from families and households to neighborhoods and cities, local and transnational communities, social movements and NGOs, hospitals and health care providers, public bureaucracies, and political systems. But the future of work is uncertain and social scientists are yet to unpack many of these changes.

How do demands for geographical mobility and round-the-clock availability of skilled workers affect couples and families? Does the lack of a stable income disrupt traditional household formation and reproduction strategies? What mental and physical health problems stem from precarity? And what skillsets should schools be teaching to the next generation of workers? Should “digitalizing” primary education, for example, be a priority?

The task is urgent because policymakers appear ill-equipped to tackle the societal challenges stemming from the transformation of work. The spread of non-standard employment raises new regulatory issues about the rights of workers, the duties of employers, and the role of the state. Moreover, important segments

of the labor force lack territorial anchoring (e.g. telecommuting) and escape national regulations. Welfare provision schemes also need to be adapted to protect vulnerable groups, including the disabled, the elderly, and the underemployed. And efforts to salvage manufacturing jobs such as the protectionist measures enacted by Donald Trump create new geopolitical tensions that also impact workers.

By choosing the future of work as the theme of the congress, we extend an invitation to the Swiss and the international academic community to reflect on changes that affect society as a whole. Sociology has an array of methodological tools, and it has the potential to develop new perspectives, concepts, measures, and indicators to capture the changing realities of labor. Its ability to do so will also shape the future of sociologists and their work.

Jacinto Cuvi
University of Neuchâtel
on behalf of the Organizing Committee

THE VENUE

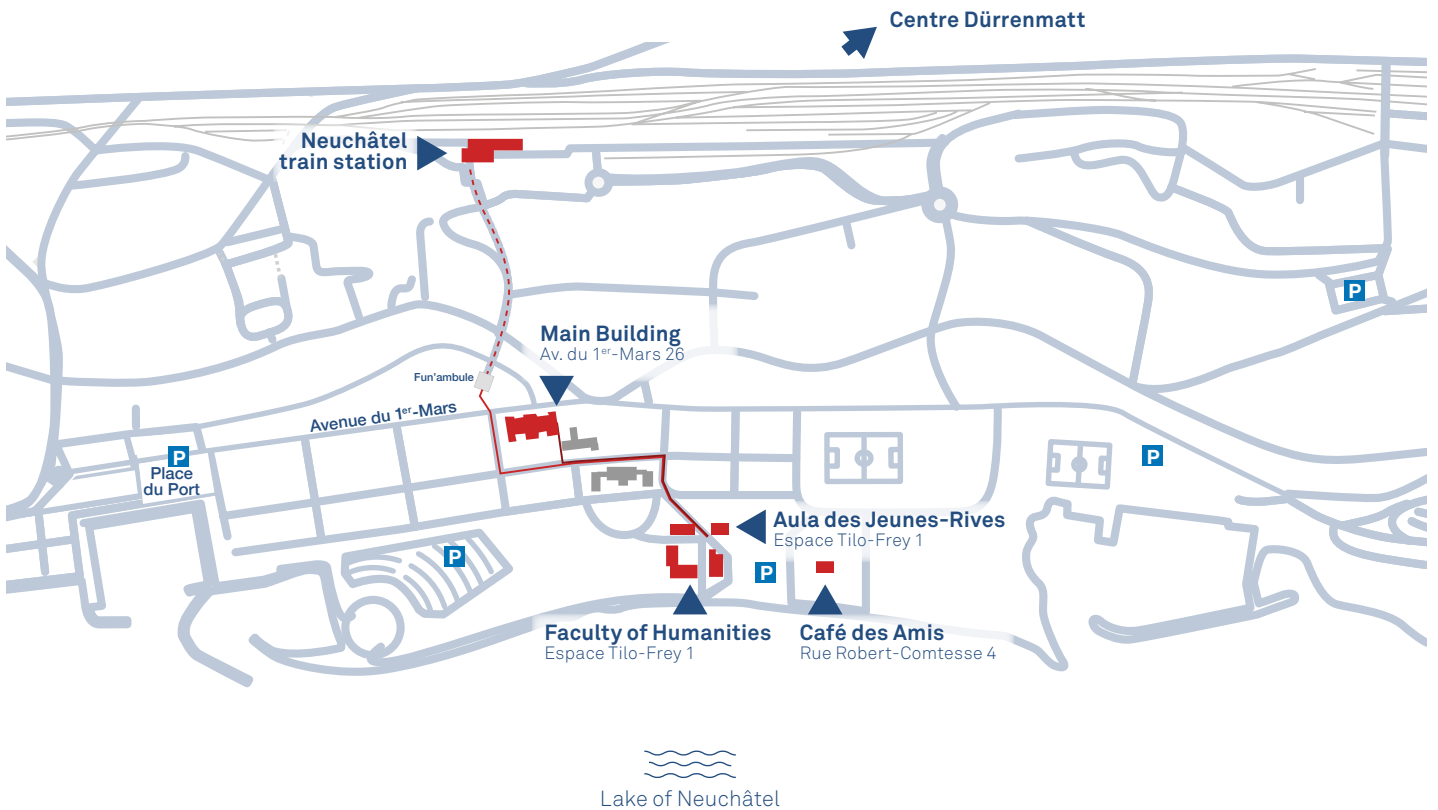
The congress will take place at the following locations:

- **Main Building** (Bâtiment Principal), University of Neuchâtel, Avenue du 1^{er}-Mars 26, 2000 Neuchâtel.
- **Faculty of Humanities** (FLSH), University of Neuchâtel, Espace Tilo-Frey 1 (former Espace Louis-Agassiz), 2000 Neuchâtel. The **Aula des Jeunes-Rives** (Aula JR) is located at the FLSH.

The Welcome Reception will be held at the Café des Amis, on Rue Robert-Comtesse 4, 2000 Neuchâtel, a 5 minute walk from the Faculty of Humanities (FLSH).

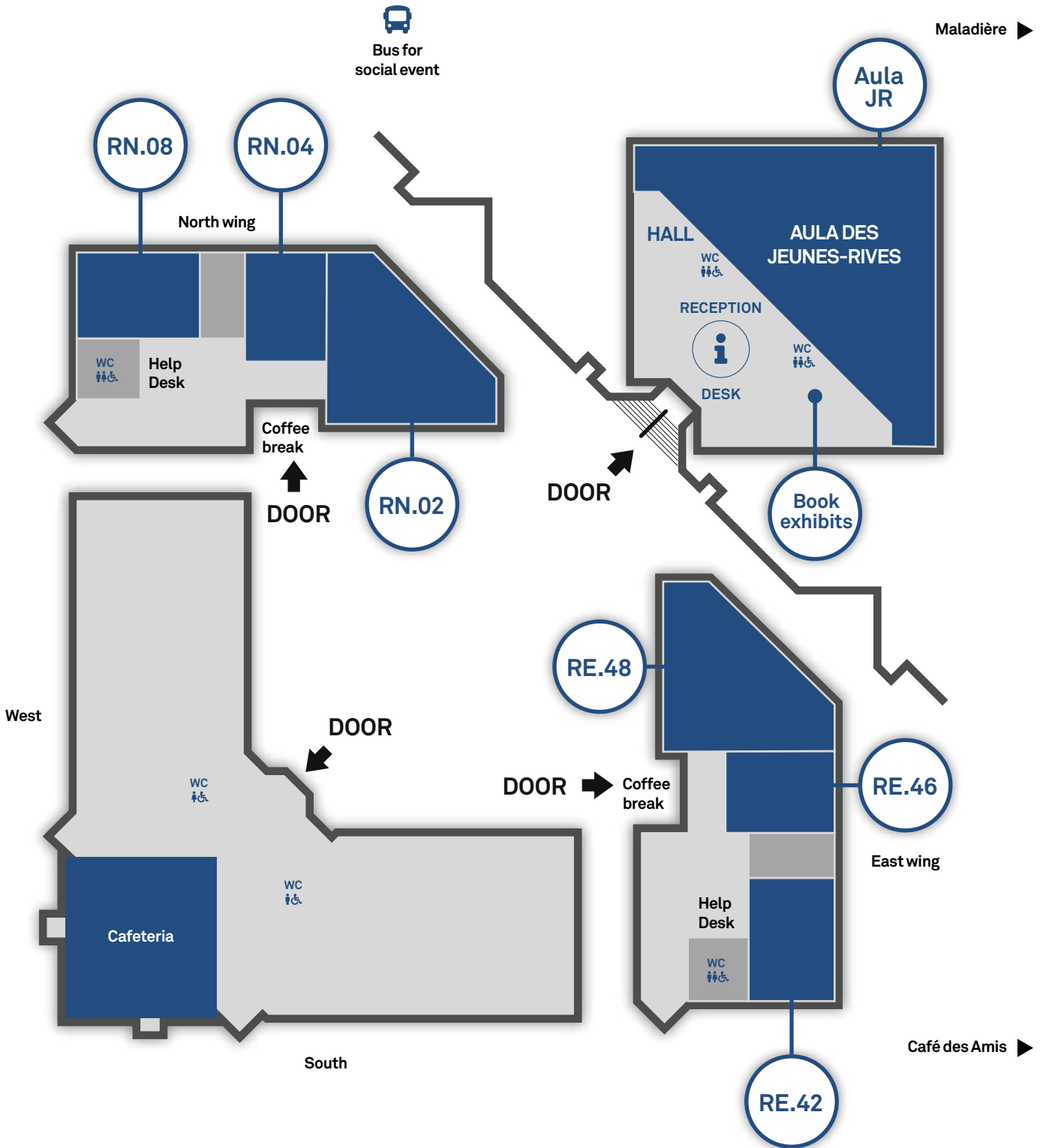
The Social Event will be held at the Centre Dürrenmatt Neuchâtel (CDN). In case of rain, we will relocate to the Ferme Pierre-à-Bot and provide a shuttle service to CDN for guided visits of the center's collections.

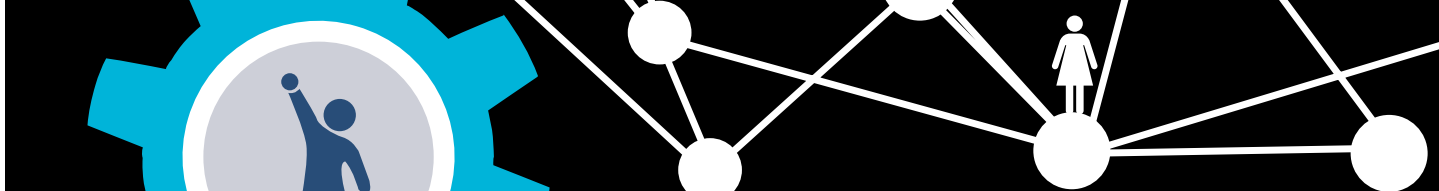
MAP 1: NEUCHATEL



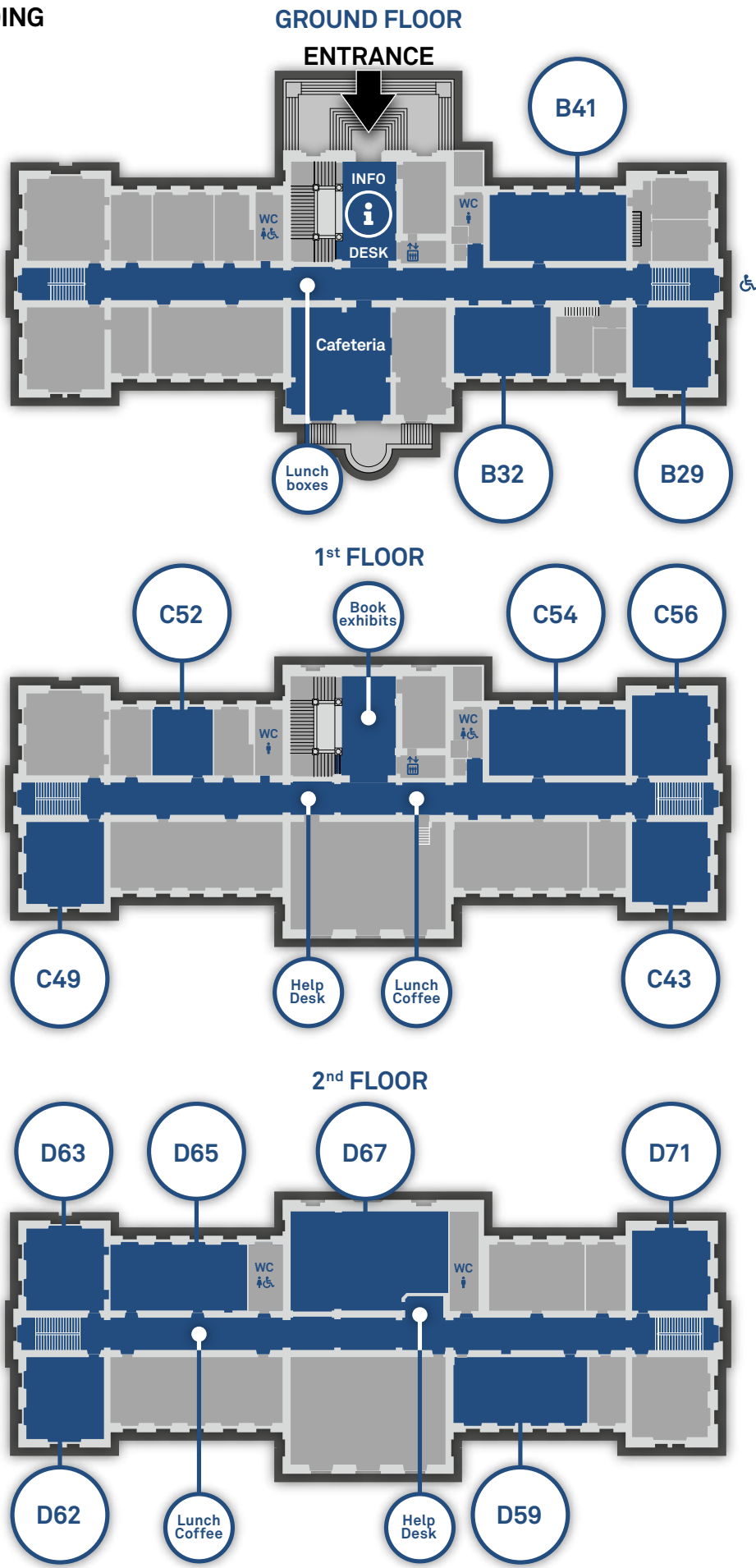


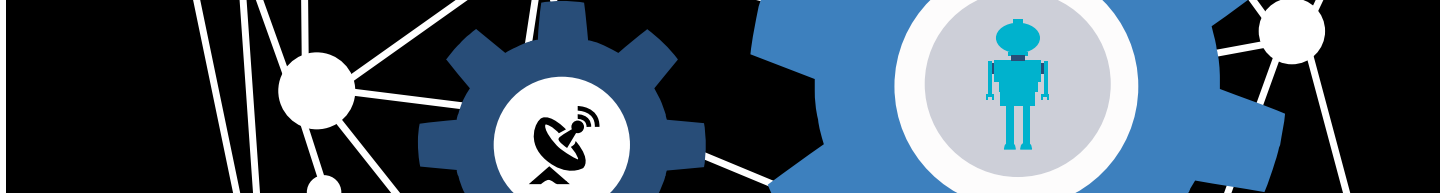
MAP 2: FACULTY OF HUMANITIES (FLSH)





MAP 3: MAIN BUILDING





PRACTICAL INFORMATION

CHECK-IN AND ON-SITE REGISTRATION

Participants who registered online may pick up their conference packages with their badges at the Reception Desk in the hall of the Aula des Jeunes Rives (Faculty of Humanities) on Tuesday, Sept. 10. The Reception Desk opens at 12:30 pm and closes at 6:00 pm. Participants who have not yet registered for the event may register on-site and pay in cash. Please check our website for information on on-site registration fees.

On Wednesday, Sept. 11, check-in and on-site registration will be at the Information Desk in the entrance hall of the Main Building. The Information Desk will open from 8:30 am to 1 pm. Registered participants may still claim their conference packages afterwards at our Help Desks, but on-site registrations will no longer be available.

CONFERENCE PACKAGES

The conference package contains the badge, a bag, a notepad, a pen, a water bottle, flyers from sponsors, and basic participant information, including a program overview and venue maps. The printed program booklet is only available to participant who selected the option during online registration. However, the electronic program as well as the complete Book of Abstracts and more participant information are available on our website at <https://www.unine.ch/socio/sociocongress2019>.

CONGRESS LOCATION

The congress will take place at the two following locations, a 5-10 minute walk from each other (see maps on pp. 7, 8 & 9):

- **Main Building** (Bâtiment Principal), University of Neuchâtel, Avenue du 1^{er}-Mars 26, 2000 Neuchâtel.
- **Faculty of Humanities** (FLSH), University of Neuchâtel, Espace Tilo-Frey 1 (former Espace Louis-Agassiz), 2000 Neuchâtel. The **Aula des Jeunes-Rives** (Aula JR) is located at the FLSH.

WI-FI

For legal reasons, we are unable to provide congress participants with a single “event password” to connect to our Wi-Fi. However, you may connect to the university Wi-Fi through **eduroam** or our guest network «**public-unine**».

Most academic institutions in Switzerland and many universities around the world are affiliated to **eduroam**. If your institution is a member, please select the network “eduroam” and enter your login data (e.g., your institutional email and password). If you are not sure whether your university is affiliated, please check with your university IT services before coming.

Participants can also obtain internet access by selecting the network «**public-unine**», then entering their phone number and receiving a code via SMS. Participants from outside Switzerland who may be unable to receive text messages on their phone will receive a unique username and password **on the back of their badges** to access our Wi-Fi. Once established, internet connection is valid for three days.

CONFERENCE 4 ME

Congress participants may access the program and build their own, customized schedule using the free mobile phone application **Conference4Me**. The app is available for Android and iOS devices. To download the mobile app, please visit <http://conference4me.eu/download> or type ‘conference4me’ in Google Play or iTunes App Store. Once you have downloaded the app, click on “Download conference” and select “Congress of the Swiss Sociological Association on the Future of Work”. The program will be available for download one week before the event. More information can be found at <http://conference4me.eu/download>.



TECHNICAL EQUIPMENT

All rooms are equipped with a computer and a projector. The computer will be on at all times and no username or password is needed to log in. Participants can plug their USB key and display their presentations.

For those wishing to use their own laptops, rooms are also equipped with HDMI and VGA cables. After plugging the cable, you need to change the source to laptop by pressing the green button on the system controller (see Image below). Please remember to switch the source back to «computer» afterwards. Please make sure to bring your own adaptor if your laptop does not have an HDMI or VGA port. We also recommend that you carry a copy of your presentation on a USB key as a back-up.

Please note that Switzerland uses a 220 volts power system and plugs with two round prongs that are slightly larger than those used in France or Germany. If you are coming from abroad, you might need to bring an adaptor.



ACCESSIBILITY

Conference buildings are equipped with infrastructure to accommodate people on wheelchairs or with reduced mobility. In the Main Building, please use the eastern entrance (see Map 3 on p. 9). If you need special assistance or have any questions, please contact the organizing committee at socio.congress2019@unine.ch.

WELCOME RECEPTION

All participants are invited to the welcome reception in the evening on Tuesday, September 10, starting at 19:30 at the Café des Amis. It's a 5 minute walk along the lake from the Faculty of Humanities (see Map 1 on p. 7).



COFFEE BREAKS

During coffee breaks, coffee and tea will be served on the 1st and 2nd floor of the Main Building as well as at the entrance of the north and eastern sections at the Faculty of Humanities (in case of rain, we will move the coffee breaks to the Cafeteria of the FLSH).

LUNCH (ON WEDNESDAY SEPTEMBER 11, 2019)

On Wednesday September 11, 2019, a lunch box will be distributed on each floor of the Main Building (see Map 3 on p. 9). Vegetarian and vegan options will be available for those who selected them during registration.

Please note that we will not provide lunch on Tuesday, Sept. 10 or Thursday, Sept. 12. However, the Cafeterias will be open on both days. Participants may also purchase food at the Maladière shopping mall, a 5-minute walk from the FLSH (see Map 1 on p. 7).

SOCIAL EVENT

All participants who registered for the social event are invited to the Centre Dürrenmatt Neuchâtel (CDN) on the evening of Wednesday, Sept. 11. Social event participants will be picked up at Aula JR. A bus and two minivans will be awaiting on Rue Quai Robert-Comtesse (see Map 2 on p. 8). Participants who requested door-to-door transportation may use one of the blue minivans. More information about the social event is available in the conference package of registered participants. In case of rain, we will relocate to the Ferme Pierre-à-Bot. Please check your mailbox for updates.

BOOK EXHIBITS AND SPONSOR TABLES

The following sponsors and publishers will have stands in the hall of Aula JR on the opening day and on the second floor of the Main Building in the mornings of Wednesday, Sept. 11, and Thursday, Sept. 12: Alphil, Seismo, Transcript, the World Society Foundation, the Swiss Sociological Association, and the Swiss Journal of Sociology. Authors will also present their books in the afternoon of Wednesday, Sept. 11 at Aula JR.

GENERAL ASSEMBLY OF THE SSA

The General Assembly of the SSA will take place in the Cafeteria of the Main Building on Wednesday, Sept. 11, from 12h40 to 13h45. Lunch boxes will be distributed at the entrance and attendees will be able to eat during the assembly.

BUSINESS MEETINGS OF RESEARCH COMMITTEES

The Foko-KUKUSO / RC-SAC Research Committee of the Sociology of Arts and Culture and the Economic Sociology Research Network will hold their business meetings immediately after the end of the congress on Thursday, Sept. 12, in rooms C54 and C43 of the Main Building respectively. Please note that participants are not allowed to eat or drink in the rooms.

OTHER

Except for water, food and beverages are not allowed inside the rooms. We will provide trekking water bottles in the conference package, which participants may refill with tap water at any time. Plastic bottles of water will also be available for free near the Help Desks. Please use the appropriate blue bins to dispose of empty plastic bottles.

We encourage all congress participant to check weather forecasts and bring warm cloths if necessary. Also, don't forget your umbrella in case of rain.

Highlights



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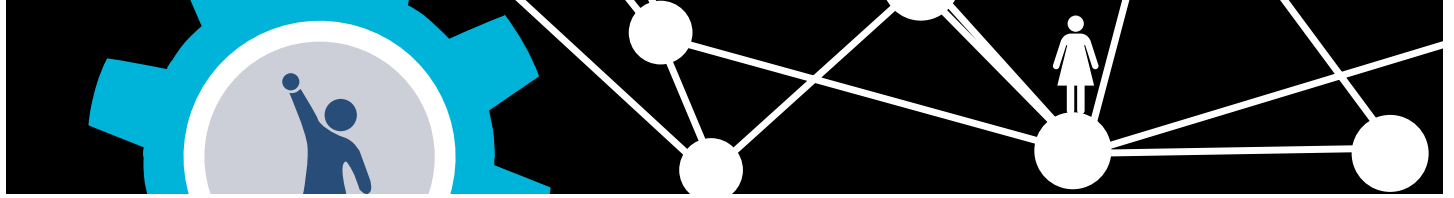
K. Dörre, H. Rosa, K. Becker, S. Bose,
B. Seyd (Hrsg.)
**Große Transformation? – Zur Zukunft
moderner Gesellschaften**
Sonderband des Berliner Journals für
Soziologie



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(Print)
€ (D) 34,99 | € (A) 34,99 |
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A.D. Baumgartner, B. Fux (Hrsg.)
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Neuorientierung

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PROGRAM OVERVIEW

Tuesday Sept. 10

12:30-18:00 - *Aula JR, Faculty of Humanities*

CHECK-IN AND ON-SITE REGISTRATION IN THE HALL

13:30-14:00 - *Aula JR, Faculty of Humanities*

OPENING WORDS BY THE RECTOR OF THE UNIVERSITY, THE SSA PRESIDENT, AND THE DIRECTOR OF THE INSTITUTE OF SOCIOLOGY

14:00-14:45 - *Aula JR, Faculty of Humanities*

FIRST KEYNOTE: DAVID BRADY

14:45-15:30 - *Aula JR, Faculty of Humanities*

SECOND KEYNOTE: DOMINIQUE MÉDA

15:30-16:00 - *Faculty of Humanities*

COFFEE BREAK

16:00-17:30 - *Faculty of Humanities*

SEMI-PLenary SESSION I

- I.1. The gendered future of work – RE 42
- I.2. The future of work for migrants and minorities – RN 08
- I.3. The future of work in world society and in the Global South – RN 02
- I.4. Platform economies: implications for market organization and working conditions – RE 48
- I.5. Theoretical traditions in the sociology of professions facing the future of work – RE 46

17:45-19:15 - *Faculty of Humanities*

SEMI-PLenary SESSION II

- II.1. School-to-work transitions and labour market integration – RN 02
- II.2. Working in old age? – RE 48
- II.3. Zukunft der Arbeit in Unternehmen gestalten – RE 42
- II.4. Le travail social à l'épreuve des TIC – RN 08
- II.5. Workplace innovation and the future of work – RE 46
- II.6. Table-ronde: L'impact de la robotisation sur l'organisation du travail – RN 04

19:30-21:00 - *Café des Amis*

WELCOME RECEPTION

Wednesday Sept. 11

08:30-13:00 - *Main Building*

CHECK-IN AND ON-SITE REGISTRATION AT THE INFORMATION DESK IN THE MAIN ENTRANCE HALL

09:00-10:30 - *Main Building*

WORKSHOP SESSION A

- A.1. How organizations realize and shape values – D63
- A.2. Sport, activité physique et santé: quels futurs? – C56
- A.3. Le travail artistique en régime entrepreneurial (Session 1) / Artistic work in an entrepreneurial context – C54
- A.4. Organisationale Dilemmas in der Street-Level Bureaucracy – Fokus Kindes- und Erwachsenenschutz – B29
- A.5. Wissensarbeit im digitalen Wandel / Digital Transformation of Knowledge Work – C52
- A.6. Social innovation in the workplace and the future of work: Outcomes for a social policy agenda in Europe and beyond – C43
- A.7. Digitalized work and social emancipation – D62
- A.8. Von „rationaler Pädagogik“ zu reflexiver Bildungsforschung: sozialwissenschaftliche Perspektiven auf pädagogische Praxis im Kontext aktueller sozialer Ungleichheiten – D65
- A.9. The labor market of sociologists - structures, trends, perspectives – D67
- A.10. The importance of informal learning for work: Theoretical frameworks and practical strategies in and for the work setting – C49
- A.11. Work that matters: transformations of gender-, labor- and wage-relations – D59
- A.12. Politisation et dépolitisation du travail dans l'entreprise contemporaine et au-delà / Politicizing and depoliticizing work in the contemporary firm and beyond – B32
- A.13. Ausbildungen im Gesundheits-, Sozial- und Bildungsbereich im Wandel / Formations dans les secteurs de la santé, du social et de l'éducation en transition – B41
- A.14. Social policies in the face of transforming labor regimes – D71

10:30-11:00 - *Main Building*

COFFEE BREAK

11:00-12:30 - *Main Building*

WORKSHOP SESSION B

- B.1. Work and perspectives: Redefining labor and income – D59
- B.2. How organizations realize and shape values – D63
- B.3. Quel futur du travail dans les sites industriels à risques industriels majeurs? – C43
- B.4. Organisationale Dilemmas in der Street-Level Bureaucracy – Fokus Justiz und Ordnungsproduktion – B29
- B.5. Trajectoires de vie dans le monde du travail et la santé des travailleurs – D62
- B.6. Représentations et (dé)valorisation de l'âge et de la vieillesse dans le travail social et sociosanitaire /



Representations and (de)valuation of old age and ageing in social and health work – D71

- B.7. Enabling future opportunities for the digitally deprived – B41
- B.8. Transformations of work in health / Les mutations du travail dans le champ de la santé / Wandel der Arbeit im gesundheitsbezogenen Feld – D76
- B.9. Automation and occupational change – C56
- B.10. L'anticipation du futur du travail dans les institutions éducatives – C52
- B.11. Politisation et dépolitisation du travail dans l'entreprise contemporaine et au-delà / Politicizing and depoliticizing work in the contemporary firm and beyond – B32
- B.12. Menschengerechte Arbeitsgestaltung unter Bedingungen der Digitalisierung: Neue Anforderungen an die Soziologie? – D65
- B.13. Le travail artistique en régime entrepreneurial (Session 2) / Art work in an entrepreneurial context – C54
- B.14. Theorie als Arbeitsressource zwischen Künsten und Sozialwissenschaften – C49

*The lunch break will go from 12:30 to 14:15.
Lunch boxes will be distributed in the Main Building.
The SSA General Assembly will take place during the lunch break*

12:40-13:45 - Cafeteria, Main Building

GENERAL ASSEMBLY OF THE SGS-SSS-SSA

14:15-15:00 - Aula JR, Faculty of Humanities

THIRD KEYNOTE: HEIKE SOLGA

15:00-15:30 - Aula JR, Faculty of Humanities

BOOK PRESENTATIONS

15:30-16:00 - Faculty of Humanities

COFFEE BREAK / AUTHOR BOOK DISPLAYS

16:00-17:30 - Faculty of Humanities

SEMI-PLenary SESSION III

- III.1. Mobile data collection in everyday life: a new research method for sociology – RE 42
- III.2. Vocational rehabilitation policies vs. labour market – RN 02
- III.3. Dynamiken zwischen Citizenship und Arbeit – RN 08
- III.4. (Inter)national professional vocations – RE 46
- III.5. How does wealth inequality interfere into the work sphere? – RE 48

17:45-19:00 - Aula JR, Faculty of Humanities

PANEL DISCUSSION WITH NOORTJE MARRES AND CRAIG CALHOUN

19:30-22:30 - Centre Dürrenmatt Neuchâtel

SOCIAL EVENT

Thursday Sept. 12

09:00-10:30 - Main Building

WORKSHOP SESSION C

- C.1. Produire des concerts et travailler dans le live / Producing concerts, working in live music – D62
- C.2. Extending working lives: Policies, practices and social implications for older workers – B41
- C.3. Valuation and exploitation of work(ers) at the bottom and the margins of labour markets – D65
- C.4. Organisationale Dilemmas in der Street-Level Bureaucracy – Fokus Verwaltungsreformen und neue Steuerungsansätze – B29
- C.5. Grenzen der Digitalisierung von Arbeit? Zum Automatisierungs- und Substitutionspotenzial digitaler Vernetzung, Künstlicher Intelligenz und Lernender Systeme / Limits to digitization of work? Automation and substitution potentials of digital interconnection, artificial intelligence and self-learning systems – D63
- C.6. Transformations of work in health / Les mutations du travail dans le champ de la santé / Wandel der Arbeit im gesundheitsbezogenen Feld – D67
- C.7. Zukunftsperspektiven der unbezahlten Arbeit / Perspectives d'avenir du travail non rémunéré – C56
- C.8. L'anticipation du futur du travail dans les institutions éducatives – C52
- C.9. Politisation et dépolitisation du travail dans l'entreprise contemporaine et au-delà / Politicizing and depoliticizing work in the contemporary firm and beyond – B32
- C.10. Debats et approches en sociologie des professions : Perspectives théoriques en sociologie des professions – D71
- C.11. Der Wert der (ver)wissenschaftlich(t)en Arbeit – Perspektiven auf Wissens- und Wissenschaftspraktiken im Wandel – C49
- C.12. L'art et les artistes : le futur du travail ? / Kunst und Künstler: die Zukunft der Arbeit? / Art and Artists: the Future of Work? – C54
- C.13. Work and practices: Emotions, mobilities, digital economies and trivialization as work – D59
- C.14. Mobility at the end of the working life: a focus on retirement transitions – C43

10:30-11:00 - Main Building

COFFEE BREAK

11:00-12:30 - Main Building

WORKSHOP SESSION D

- D.1. Geschlechtsspezifische Arbeitsteilung und familiäre Rollenbilder im Wandel: Zur Dynamik der „Work-Family-Balance“ – C52
- D.2. Sport, activité physique et santé: quels futurs? – C56
- D.3. Zwischen Neukonfiguration und Entsicherung: Flexible Formen von Arbeit in der Wahrnehmung von Beschäftigten/Between New Configuration and Precarity: Employees' Perception of Flexible Work – D59
- D.4. Le travail artistique en régime entrepreneurial (session 3) / Artistic work in an entrepreneurial context (session 3) – C49

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- D.5. Valuation and exploitation of work(ers) at the bottom and the margins of labour markets – D65
 - D.6. Soziale Dienstleistungen zur Erwerbsintegration – Programme, Zielgruppen, Hilfen – B29
 - D.7. Grenzen der Digitalisierung von Arbeit? Zum Automatisierungs- und Substitutionspotenzial digitaler Vernetzung, Künstlicher Intelligenz und Lernender Systeme / Limits to digitization of work? Automation and substitution potentials of digital interconnection, artificial intelligence and self-learning systems – D63
 - D.8. Transformations of work in health / Les mutations du travail dans le champ de la santé / Wandel der Arbeit im gesundheitsbezogenen Feld – D76
 - D.9. Politisation et dépolitisation du travail dans l'entreprise contemporaine et au-delà / Politicizing and depoliticizing work in the contemporary firm and beyond – B32
 - D.10. Produire des concerts, travailler dans le live / Producing concerts, working in live music – D62
 - D.11. Sociology of professions: Interprofessional collaborations and tensions / Debats et approches en sociologie des professions : Collaborations et tensions interprofessionnelles – D71
 - D.12. L'art et les artistes : le futur du travail ? / Kunst und Künstler: die Zukunft der Arbeit? / Art and Artists: the Future of Work? – C54
 - D.13. Etudier les économies de plateformes en Suisse: Premiers résultats / Platform economies studies in Switzerland: First outcomes – C43
 - D.14. The future of work in world society : The role of labour in the Global South – B41

12h30
End of Congress

12h30 – 14h00 - Main building

RESEARCH COMMITTEES BUSINESS MEETINGS

Foko-KUKUSO / RC-SAC Research committee Sociology of arts and culture – C54

Economic sociology research network – C43



OUR KEYNOTE SPEAKERS

DAVID BRADY, University of California at Riverside



David Brady is Professor of Public Policy and Director of the Blum Initiative on Global and Regional Poverty at UC Riverside. He is also a Fellow at the WZB Berlin Social Science Center. He received his Ph.D. in Sociology and Public Affairs from Indiana University, and his B.A. in Sociology from the University of Minnesota. His articles have won awards from the American Sociological Association, The Society for the Study of Economic Inequality, the Foundation for International Studies on Social Security, and the European Academy of Sociology. He is the author of *Rich Democracies, Poor People* and co-editor of *The Oxford Handbook of the Social Science of Poverty*. His research currently focuses on (1) the measurement and causes of poverty; (2) comparative social policy; (3) the effects of very long term economic resources for racial and health inequalities; and (4) the political consequences of rising immigration and racial/ethnic heterogeneity.

CRAIG CALHOUN, Arizona State University



Craig Calhoun is University Professor of Social Sciences at Arizona State University. Previously, he was Director of the London School of Economics and Political Science (LSE), President of the Social Science Research Council (SSRC), and a professor at NYU (where he founded the Institute for Public Knowledge), Columbia, and UNC-Chapel Hill (where he founded the University Center for International Studies and served as Dean). He is also President of the International Institute of Sociology and was the first President of the Berggruen Institute. Calhoun's books include *Roots of Radicalism*, *Critical Social Theory*, and *Does Capitalism Have a Future?* (with Immanuel Wallerstein, Randall Collins, Georgi Derluguian, and Michael Mann). *The Degeneration of Democracy* (with Charles Taylor and Dilip Gaonkar) will be published by Harvard University Press in 2020. *Why Sociology Matters* will be published by Polity in 2020. More detail can be found at <https://spgs.clas.asu.edu/content/craig-calhoun>.

NOORJTE MARRES, University of Warwick



Professor Noortje Marres is Director of the Centre for Interdisciplinary Methodologies at the University of Warwick. She is an interdisciplinary sociologist who investigates issues at the intersection of innovation, everyday environments and public life: participation in technological societies; societal testing of intelligent technology; the changing relations between social life and social science in a digital age. Noortje also contributes to methodology development, in the area of issue mapping (www.issuemapping.net). She studied sociology and philosophy of science and technology at the University of Amsterdam and is currently a Visiting Professor in the Centre for Science and Technology Studies at the University of Leiden (the Netherlands). Her first book, *Material Participation* (Palgrave) came out in paperback in 2015 and her second, *Digital Sociology (Polity)* was published in 2017. Together with Michael Guggenheim and Alex Wilkie, she edited *Inventing the Social* (Mattering Press, 2018). More info at www.noortjemarres.net.

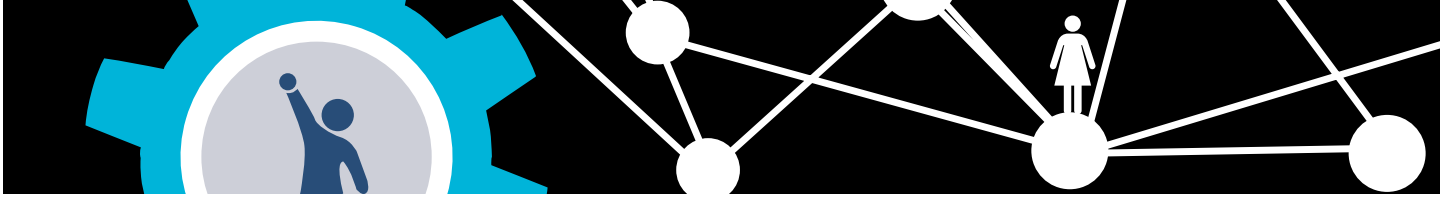
Photo: Fabian Stuertz

DOMINIQUE MÉDA, Université Paris Dauphine



Dominique Méda is Professor of Sociology at the Université Paris Dauphine/PSL and Director of the Institut de Recherche Interdisciplinaire en Sciences Sociales (IRISSO). She also holds the chair « Reconversion écologique, Travail, Emploi, Politiques sociales » at the Collège d'Etudes Mondiales (FMSH). An alumn of the Ecole Normale Supérieure and the Ecole Nationale d'Administration, she holds an agrégation in philosophy. Dominique Méda specializes in labor issues and social policies. She has published or co-published several volumes on (1) the transformation of work—*Le Travail. Une valeur en voie de disparition* (1995) and *Réinventer le Travail* with Patricia Vendramin (2013)—(2) growth and wealth indicators—*Qu'est-ce que la richesse ?* (1998), *La Mystique de la croissance. Comment s'en libérer* (2013) and *Vers une société post-croissance* with Florence Jany-Catrice (2016)—and (3) gender equality—*Le Temps des femmes. Pour un nouveau partage des rôles* (2001) and *Le deuxième âge de l'émancipation* with Hélène Périer (2007).

Photo: Philippe Matsas/Leeimage



HEIKE SOLGA, Berlin Social Science Center (WZB)



Heike Solga is director of the research department “Skill Formation and Labor market” at the WZB – Berlin Social Science Center and professor for sociology at the Freie Universität Berlin. Her research interests are sociology of education, labor market research, and life course research. She is involved in the German National Education Panel

Study (NEPS). She was co-editor of the *Kölner Zeitschrift für Soziologie und Sozialpsychologie* (2005-2014). She has published numerous peer-reviewed journal articles and several books, among them are: *Skill Formation – Interdisciplinary and Cross-National Perspectives* (Cambridge University Press, 2008, edited together with Karl Ulrich Mayer), *School-to-Work Transitions across Time and Place: Patterns, Socioeconomic Achievement, and Parenthood* (Special Issue “Research in Social Stratification and Mobility”, 2016, edited together with Marlis Buchmann) or “Education as social policy: Institutions, public support and outcomes over the life course” (Special Issue “Journal of European Social Policy”, 2017, together with Valentina Di Stasio).

Photo: David Ausserhofer

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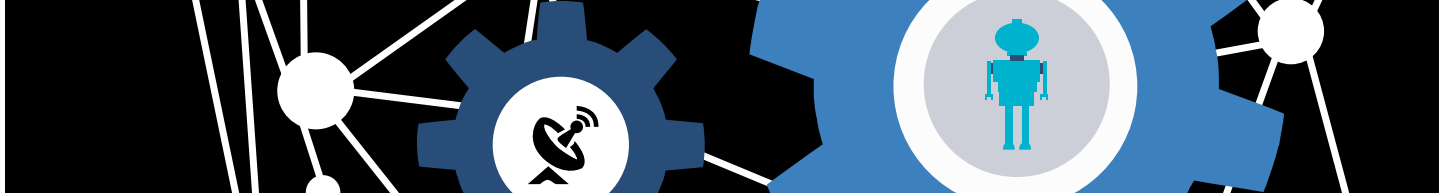


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PROGRAM

Tuesday Sept. 10, 2019

12:30-18:00 - *Aula JR, Faculty of Humanities*

CHECK-IN AND ON-SITE REGISTRATION IN THE HALL

13:30-14:00 - *Aula JR, Faculty of Humanities*

OPENING WORDS

KILIAN STOFFEL, RECTOR OF THE UNIVERSITY OF NEUCHÂTEL

RAINER DIAZ-BONE, PRESIDENT OF THE SWISS SOCIOLOGICAL ASSOCIATION

CHRISTIAN SUTER, DIRECTOR OF THE INSTITUTE OF SOCIOLOGY

14:00-14:45 - *Aula JR, Faculty of Humanities*

FIRST KEYNOTE: DAVID BRADY, UNIVERSITY OF CALIFORNIA AT RIVERSIDE

Welfare Benefits and the Employment of Single Mothers in Europe and the United States

Do generous benefits discourage single mothers from working? A longstanding and influential argument is that generous social policies disincentivize employment. Perhaps the strongest case for this argument emerged from the rapid increase in single mother employment coinciding with the 1996 welfare reform in the U.S. Comparativists, by contrast, often contend the employment effects of social policy always depend the institutional and economic context. We uniquely merge data from the European Union Labour Force Survey for Europe and the Current Population Survey for the United States from 1992 to 2014. We then combine this individual-level data with macro-level variables for welfare benefits, other institutions, and economic context. We use two-way fixed effects models to focus on country-specific over-time variation in three outcomes: employment, part vs. full-time employment, and hours worked. The results fail to provide much support for the standard disincentive argument as generous welfare benefits are not robustly associated with lower employment. Rather, any disincentivizing effect of welfare benefits only manifests in country-years with poor economic performance or institutions that exacerbate insider/outsider divides. Generally, we show the limited generalizability of the U.S. case for arguments about the employment effects of social policy. In addition to demonstrating the essential need for comparative research, we advocate for analyzing how social policies interact with other contextual factors.

14:45-15:30 - *Aula JR, Faculty of Humanities*

SECOND KEYNOTE: DOMINIQUE MÉDA, UNIVERSITÉ PARIS DAUPHINE

Sens et avenir du travail en Europe (with English subtitles)

Les attentes placées sur le travail sont immenses, alors même que ses conditions d'exercice se durcissent et que les discours anxiogènes sur sa possible disparition se répandent. L'espace public est saturé de prédictions plus ou moins étayées et de scénarios caractérisés par un fort déterminisme économique ou technologique. Les politiques des États et des entreprises mettent ces considérations au premier plan négligeant les évolutions du travail et de sa qualité. Les conséquences des trois scénarios les plus en vogue dans les débats publics relatifs au travail sont analysées, notamment du point de vue de leur capacité à satisfaire les attentes post-matérialistes et instrumentales placées sur le travail: le scénario du démantèlement du droit du travail, en œuvre dans de nombreux pays d'Europe depuis le déploiement des politiques néo-libérales; le scénario de la Révolution technologique et celui de la reconversion écologique. Si le premier de ces scénarios, promu notamment par les organisations internationales, conduit à une dégradation des conditions de travail et un déséquilibre du rapport de force entre salariés et employeurs, le second repose sur des postulats douteux alors que le troisième ouvre la possibilité d'une réconciliation de la question écologique et de la question sociale. Son adoption dépend d'une remise en cause radicale des catégories et du cadre épistémologique qui encadrent nos actions publiques et privées depuis le 18^{ème} siècle.

15:30-16:00 - *Faculty of Humanities*

COFFEE BREAK

16:00-17:30 - *Faculty of Humanities*

Semi-Plenary Session I

I.1. THE GENDERED FUTURE OF WORK

Organizer(s): Benita Combet, LMU Munich; Barbara Zimmermann, University of Bern

Chair: Benita Combet

Semi-Plenary Session I: Tuesday Sept. 10, 4pm-5h30pm
Faculty of Humanities – RE 42

Economic and societal changes like the expansion of the service sector, the progress in gender equality or the increased divorce rates have considerably raised female labour market participation. At the same time, the demand for female employment increased considerably to secure the pensions of the aging population and to counterbalance the lack of skilled workers, especially in the STEM fields. Nonetheless, the persisting gendered division of household labour reflects the existence of different behavioural norms for men and women. These conflicting societal expectations characterise women's labour market participation nowadays: Women experience discrimination by employers due to the possibility of motherhood. They more often face a glass ceiling in their



career than men, even though their educational credentials nowadays often surpass those of men. Women are at a high risk for working in precarious job situations, especially in the rapidly expanding care sector. The proposed plenary session features the above-sketched topics on the gendered future of work. Additionally to capturing these manifold angles, the invited speakers apply different methods, namely factorial surveys, combined register and survey data analyses and in-depth interviews, demonstrating a wide range of sociological approaches to labour market studies.

Discrimination and the motherhood wage penalty: A factorial survey analysis of the Swiss labour market

Patrick McDonald, University of Lausanne

Discrimination on the labour market is difficult to measure, especially through conventional labour force or population surveys. One solution is to employ factorial surveys targeted at recruiters. Factorial surveys can emulate the hiring process by showing a series of fictive CVs to recruiters or employers and asking respondents to provide a rating of the likelihood of inviting such a profile to interview, and/or a wage recommendation. By randomly varying dimensions within the CVs, it is possible to isolate discriminatory behaviour without the influence of confounders. This presentation is based on the results of two studies of the motherhood wage penalty that analyse just such a factorial survey amongst Swiss Human Resources professionals in 2016. The first study finds that recruiters recommend wages 3% lower for mothers than women without children (6% for women between 35 and 45), suggesting that discrimination does play a role in the wage penalty in Switzerland. The second study makes use of the respondent-level data collected in the survey to see if the penalties given are the same irrespective of the gender and parenthood status of respondents, or if social distance has an impact – if mothers, for instance, give smaller penalties to job candidates with children. No systematic differences across groups are uncovered, indicating that motherhood remains a salient negative signal for all recruiters. These results reinforce the notion that the motherhood wage penalty is more than simply a question of productivity, and that there remains much to be done to combat discrimination against working mothers in the Swiss labour market.

Gender differences in monetary and nonmonetary returns to workplace authority

Dragana Stojmenovska, University of Amsterdam

Women remain underrepresented in positions of workplace authority, or “control over resources, people, and things” at the workplace. While much research has focused on studying the causes of this underrepresentation, a smaller body of literature has studied rewards for workplace authority. Using a combination of Dutch survey and register data, this article addresses two questions. First, what are the economic and noneconomic rewards for positions that entail workplace authority, as opposed to workplace positions that do not involve authority? Second, are there gender differences in rewards for workplace authority? The article contributes to the literature by looking at several types of rewards: wages (decomposed in basic salary and bonuses), job autonomy, freedom to innovate products and services at the workplace, and relationship quality with colleagues. Based on the gendering of authority as

male, I expect that while overall, workplace authority positions are associated with higher economic and noneconomic rewards, authority rewards are larger for men than women.

When caring around the clock becomes a job: on the struggles of defining work in the emerging professional field of live-in care **Karin Schwiter, University of Zurich**

Increasing labour force participation of women, coupled with a continuously high labour force participation of men has fuelled the commodification of care. However, the rising demand for workers who take care of children, people with disabilities and seniors has not led to higher salaries and improved working conditions. Up until today, the demand is met by setting up global care chains – by recruiting women from abroad, who then often work for low pay and under precarious conditions (Lutz 2018). My paper zooms in on live-in care workers who look after seniors in Swiss households. It aims at shedding light on the key challenges that arise when the task of caring for another person around the clock is turned into a job. Conceptually, my paper builds on feminist labour studies which foreground the interlacing of paid and unpaid labour (Strauss 2018). I will present empirical material from participatory research with live-in eldercare workers and qualitative interviews with care agencies as well as care recipients and their families. My analysis will focus on the contested issue to what extent caring for another person is recognized as work. I will situate my findings in the current academic and societal debates on developing caring societies and the need to challenge the continuing gendering of work by turning the adult worker model into a universal caregiver model (Winker 2015).

I.2. THE FUTURE OF WORK FOR MIGRANTS AND MINORITIES

Organizer(s): Milena Chimienti, HES-SO Genève; Didier Ruedin, University of Neuchâtel

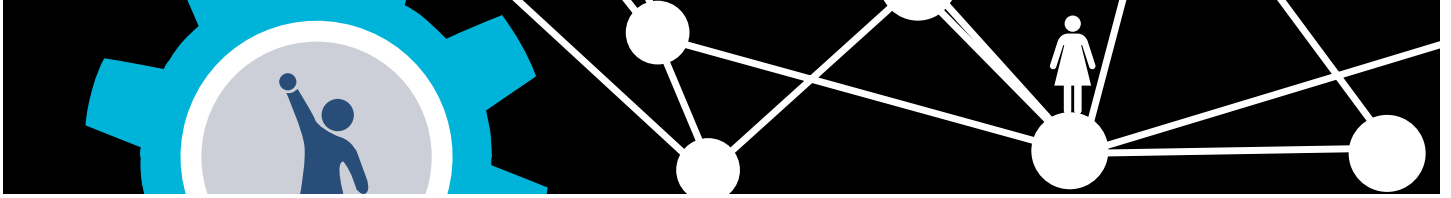
Chair: Milena Chimienti

Semi-Plenary Session I: Tuesday Sept. 10, 4pm-5h30pm
Faculty of Humanities – RN 08

Labour remains one of the most important sources of income and status, defining who we are to ourselves and to others. As labour is changing, the social and political implications of these changes are unclear. Immigration is both a consequence and a reason of changes at the workplace. On the one hand, migrants are seen as necessary in order to limit the ageing of the population and to answer to the needs of the labour market calling for super qualified workers in certain economic niches but also to flexible and low wages workers easily replaceable. Yet, migrants can be seen as unwanted competitors and threats to local workers, and so doing to social cohesion.

This plenary session seeks to address the following questions:

- What role does immigration play in shaping the future of work?
- What is the role of refugees who often do not have the skills sought by the local economy? How do changes at work shape immigration patterns?
- How do changes at work affect immigrants and their descendants?



- What new conflicts arise because of changes at work, and what kind of solutions can be developed?

Compensation or competition: Immigrants' access bias to active labour market measures

Daniel Auer, WZB Berlin Social Science Center; Flavia Fossati, University of Vienna

Whether participation in active labour market programmes (ALMPs) pushes individuals back into employment depends on the programme's characteristics. Based on encompassing registry data that allow to control for usually unobserved employability, we find evidence of a systematic access bias whereby jobcentre caseworkers in Switzerland assign unemployed persons to activation measures based on a competition logic that is mainly driven by an economic rationale and the job centre's performance evaluation. This seems problematic because it results in an overrepresentation of immigrants in measures with little efficacy rather than in measures that could compensate for employability disadvantages. Conversely, Swiss citizens are more likely to enter beneficial human capital-intensive measures. It is plausible that this discrepancy in programme participation amplifies the general labour market disadvantages of immigrants.

Voluntary work or underemployment? The case of immigrant volunteers in a charitable organization

Agnès Aubry, University of Lausanne

In a charitable organization based in the French part of Switzerland, a lot of immigrant men work as volunteers. Some are waiting for their asylum claim to be assessed, others are undocumented. These immigrant men work for free for multiple and complex reasons. These reasons stem from their disadvantaged positions in the local labor market, related to their precarious civic status. As an undocumented volunteer told me: "There's no way for people like me to find a job in Switzerland, so I come and work here, in this soup kitchen." For these immigrants, voluntary work becomes a substitute for paid work and can be seen as a form of underemployment. On the other hand, for the organization, giving immigrant men the opportunity to become volunteers opens up a pool of people who are disposed to work for free on a regular basis. Over time, the organization has become more and more entwined with the city's social policy. The growing organization had to recruit more employees and especially more volunteers. Its services are now part of the city's emergency welfare services with local authorities funding around 80% of its activities. In this regard, the free labor immigrant men put in can be seen as contributing to the operation of welfare services. My communication illuminates what is at stake when immigrant men do voluntary work while they struggle to enter the Swiss labor market. It shows how voluntary work in the nonprofit and semi-public sector reflects labor market inequalities.

The native-immigrant pay gap: a meta-analysis

Eva Van Belle, University of Neuchâtel; Didier Ruedin, University of Neuchâtel

In this article, we undertake a meta-analysis of the existing research on the immigrant-native and ethnic wage gaps.

Numerous contributions have estimated the gap in earnings for different groups of minorities, including ethnic minorities and migrants. Additionally, research has aimed to unravel the determinants of this gap, and, whether or not there has been proof of assimilation. Here, we collect all existing estimates of the wage gaps, which we will use as input in a meta regression analysis. This analysis aims to answer not only the question whether discrimination is prevalent in the labour market, but also why this is (still) the case. In order to do this, we will look (i) whether the gap is influenced by the type of minority (first, second or third+ generation immigrant, gender, ethnic background); (ii) whether controlling for a number of factors influences the magnitude of the gap; and (iii) in which countries and time-periods the gap is largest. Very preliminary results using a small sample show that minorities earn on average 35% less than the majority group. This gap is largest for individuals originating from Latin America and the Caribbean. Furthermore, papers taking into account language proficiency report a smaller pay gap, indicating that this is an important driver of the gap.

Discussant: Milena Chimienti

I.3. THE FUTURE OF WORK IN WORLD SOCIETY AND IN THE GLOBAL SOUTH

Organizer(s): Patrick Ziltener, University of Zurich; Christian Suter, University of Neuchâtel

Chair: Christian Suter

Semi-Plenary Session I: Tuesday Sept. 10, 4pm-5h30pm
Faculty of Humanities – RN 02

Work and employment, particularly the international division of labour, are a key principle of the economic and social structure of world society. Over the past decades the profound processes of economic, social, political and cultural globalization have considerably deepened and transformed global work and employment relationships, including the displacement of the (industrial) workforce from the Global North to the Global South, in particular to the emerging economies in Asia such as India, China, and the ASEAN countries. The new communication technologies, together with automation, digitization, and the emergence of a global platform economy, are currently fundamentally reshaping global production, and labour relations. The proposed plenary session addresses these changes in the nature of work and employment in and for the countries of the Global South, as well as their implications for the world society as a whole.

Questions to be addressed: How exactly is work, employment and labour relations changing in the world factories of the global semi-periphery and periphery? To what extent is work in countries of the Global South susceptible to automation and/or relocation (to the core countries of the Global North and/or to the other countries and regions of the Global South)? How does the global platform economy operating in and impacting on the countries of the Global South? How is the labour movement, governments, international organizations, and (local and global) civil society actors responding to these changes?



A present-day comparison and trends of worker's rights in ASEAN member countries in the industrial relations arena

Chokchai Suttawet, Thammasat University & Mahidol University

As stated in its 2007 Charter, the ASEAN Economic Community's objective is to realize the free flow of goods, services, and investments under a single market and production base. The Vision 2020 requires a high degree of cooperation among the ten ASEAN country members, which are home to about 660 million people, in various aspects of economics, politics, social and cultural affairs. The workers' rights in the industrial relations arena that were not clearly stated in the ASEAN's Charter and the common vision, and were not discussed controversially in the present day include: freedom of association, collective bargaining rights, information right, communication right, consultation rights, the right of workers to be involved in the management's decision-making process, labor dispute settlement rights, the right to industrial action (such as the right to strike), the rights to due process, and so on. These rights are recognized differently in the member countries of the ASEAN Community but not yet at the common regional level of the Community. By the fact that the aims of the ASEAN Economic Community were determined collectively by its member states, so should the future of its industrial relations and the rights of its workers. Therefore, it is beneficial to look at how the situations of workers' rights in the industrial relations arena comparing among the ASEAN member countries; and what trends may contribute to the fulfillment of the aims of the Economic Community in the future. It can be said, at least in respect of the International Labour Standards of the International Labour Organization (ILO), that the seven ASEAN countries with democracy and neo-liberal economies (The Philippines, Cambodia, Indonesia, Singapore, Malaysia, Thailand, and Myanmar) do adhere to the ILO Standards, but at the different magnificence and by the national contextual limitations. That said, workers' rights fall even further behind such international standards in Vietnam and Laos, the two countries with a socialist market economy, and rank at the very bottom is Brunei, the only ASEAN country with an absolute monarchy.

Two windows on the future of work: Informality and technological change

Chris Tilly, UCLA Luskin School of Public Affairs

Both Marx and Keynes envisioned a future world of work—not even that far in the future—that would be a world of plenty and of leisure for all. This is not the world of work that appears to be emerging. Consider two types of change: how technological change is transforming the workplace, and the spread of informal work.

New technological advances bring many positive potentials. Since a growing share of value added takes the form of information, and information costs are falling to zero, we could enjoy an age of plenty. Since machines can do increasing amounts of our work, we could likewise experience an age of leisure. Since those machines can increasingly understand their surroundings, this could be an age of freedom. The ability to create things of beauty and utility at very low cost could bless us with an age of creativity. However, none of these things is happening; or rather, they are happening only for a few. Because of the highly unequal distribution of the gains from productivity, most have incomes ever more tied to poorly compensated work rather than enjoying an age of plenty. Because capitalist markets perpetuate the

incentive to economize on labor, many experience displacement rather than voluntary leisure. Machines' perceptive abilities are being used to monitor workers—the opposite of an age of freedom. And as greater numbers are concentrated into low-wage service jobs, work for most involves more drudgery than creativity. Another trend involves informal work—work excluded from the protections of law, either by design or by common practice. I argue that informal employment is growing in the global North and South alike. Despite our fascination with the gig economy, longer-standing advances in information, communications, and transportation are the main technological facilitators. And the actual drivers of informalization are a mix of hard-nosed corporate strategies and neoliberal state policies. However, the potential for work characterized by plenty, leisure, freedom, and creativity remains. Workers today, including informal workers, are exercising collective agency to harness technology for shared benefit, to ensure adequate labor standards, and to push for a better future. I close by looking at examples of some of these forms of agency and the potential for scaling them up to achieve that better future of work.

The role of the digital economy in the Global South: Friend or foe of gender equality?

Manuela Tomei, ILO's Work Quality Department

Advances in information and communication technology (ICT) have given rise to employment mediated through digital labour platforms. In some countries, where digital platforms are still at an incipient stage, they are seen as a promising means to create job opportunities, such as the "Digital Malaysia" programme, which targeted the bottom 40th percentile of income earners and Nigeria's "Microwork for Job Creation – Naijacloud". Will the digital economy bring equal work opportunities to women and men? It is too soon to be certain, but the ILO's research suggests that the online economy is not going to be friendlier to women than the offline economy. Many women combine crowdwork with care responsibilities; one out of five female crowdworkers have young children. They nonetheless spend 20 hours per week on the platform, just five hours fewer than the sample as a whole; many work during the evenings and at night. Unless there is a better sharing of care provision and access to publicly provided childcare services, crowdwork risks becoming just another trap, offering low-paid, intermittent work to women. For women to fully reap the opportunities offered by the online platform economy, gender-responsive measures are needed within broader policy efforts aimed at improving labour protections for crowdworkers.

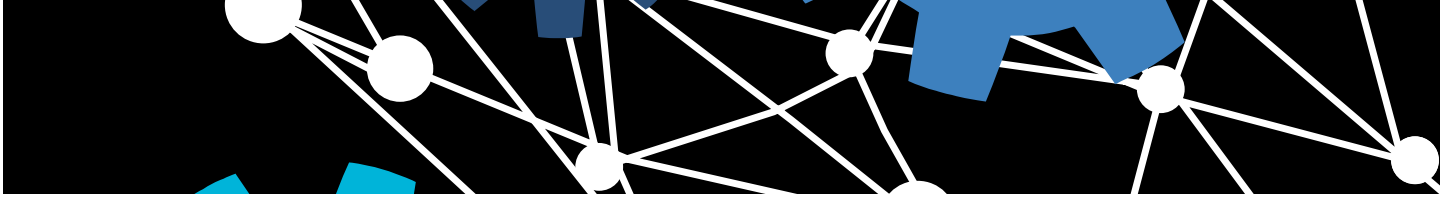
Discussant: Patrick Ziltener

I.4. PLATFORM ECONOMIES: IMPLICATIONS FOR MARKET ORGANIZATION AND WORKING CONDITIONS

Organizer(s): Philip Balsiger, Université de Neuchâtel; Oliver Nachtwey, Universität Basel

Chair: Philip Balsiger

Semi-Plenary Session I: Tuesday Sept. 10, 4pm-5h30pm
Faculty of Humanities – RE 48



One of the central and increasingly powerful actors of the digital economy are platforms. Platforms are a new type of businesses «characterized by providing the infrastructure to intermediate between different user groups, by displaying monopoly tendencies driven by network effects, by employing cross-subsidisation to draw in different user groups, and by having a designed core architecture that governs the interaction possibilities.» (Smirnek 2017, 64). Platforms are invading and disrupting an increasing number of economic sectors: transport, audiovisual, home services, finance, tourism, etc. Where they emerge, they modify more or less substantially the organization of markets, the arrangements previously established between professionals in a sector and their practices. They also profoundly modify existing work relationships and working conditions.

In the public sphere, platforms have provoked polarized reactions - a utopian vision that presents them as an embodiment of the perfectly transparent market is opposed to a critical assessment that sees them as accelerating the advent of a precarious economy. Over the past couple of years, an increasing number of sociological studies have started to empirically analyze the social and political implications of platform economies. This panel gives voice to scholars from three countries who have been implicated in research projects on platform capitalism in various sectors and countries, and who have reflected on the implications of platform economies from a theoretical perspective, too. By juxtaposing the insights from these scholars and their projects, the panel will discuss the challenges platform economies pose to the future of work, but also with regard to professional and sectorial arrangements and regulation, and market organization at large. Doing so, the panel aims at identifying issues and questions to help set the agenda for future research on platform capitalism.

Privatization, curation, commodification. Commercial platforms on the Internet

Ulrich Dolata, Universität Stuttgart

For some years now, the effects of digitization on the economy or, more broadly speaking, on capitalism have been the focus of research attention in the social sciences. Many papers on the topic point to a new technology-driven transition with disruptive potential that spans across large segments of the economy, substantially changes corporate structures and markets, and offers expanded opportunities for shared consumption and new forms of work.

Building on these debates about a digital economy and the emergence of platform capitalism, this presentation analyzes the structures, functions, and reach of commercial platforms on the Internet as well as the interaction of concentration and competitive dynamics in platform markets. From an economic point of view, online digital platforms exert a radical restructuring pressure in particular on already existing economic sectors; however, they do not constitute fundamentally new economic sectors, have a very limited repertoire of business models, and do not establish a substantially new type of firm. Against this background, the paper posits the thesis that these platforms' novelty, which distinguishes them from their predecessors, is that they extend well beyond the structuring of purely economic contexts and reach deep into society: Through them, large parts of private and public exchange are privately organized, curated, and commodified.

From commodification to free labor: The gendered effects of the Etsy platform on work

Anne Jourdain, Université Paris-Dauphine

The CAPLA project aims at analyzing the social effects of digital platforms fostering the commodification of personal goods or services (Foulefactory, La Ruche qui dit oui, Uber...). In this presentation, we will discuss the effects of platform capitalism on work by focusing especially on one platform: Etsy, dedicated to handmade products (bags, clothes, jewelry...).

88% of Etsy creators are women. In a post-Fordist era, this female phenomenon of commodification is encouraged by discourses about "New Domesticity" which encourage middle-class women to work at home in order to better balance their work and family life, as a way to "have it all" (Adkins and Dever, 2016). For women, online commodification would be synonymous with social upgrading and empowerment.

However, the revenues coming from the platform are extremely low. Most sellers are hobbyists who are employed in firms unrelated to craft and who do not intend to professionalize their hobby. But even those who try to set a business - following the platform's tagline "turn your hobby into a business" - generally do not manage to make a living via Etsy. Both cases particularly raise the question of free labor (Terranova, 2000; Simonet, 2018): paradoxically, online commodification generates extra money but also forms of extra work which are not monetized.

Two forms of free labor can be differentiated. The first form has to do with the intensive "digital labor" (Scholz, 2013) required by the platform. Such extra work concerns all Etsy sellers, including the most successful ones, but also many other digital workers investigated in the CAPLA project. The second form especially affects the numerous women on Etsy who endorse the "having it all" ideal and who set their business at home, sometimes after leaving an unsatisfactory salaried job in a big company. In this case, free labor refers to traditional domestic labor (housekeeping, child care...) and benefits male partners.

The gig economy and its challenges for social dialogue and social protection

Jean-Michel Bonvin, Université de Genève

New work concepts and practices are revolutionising the world of work. The 'gig economy' has deep-seated implications for social dialogue and workers' protection. To the optimists, gigging may provide a way into the workforce for the hard-to-employ (thus acting as a powerful driver of professional integration), while it promises a future of empowered entrepreneurs and boundless innovation. To the pessimists, the gig economy implies a worsening of the working conditions and experiences of online platform workers; it leads to an extreme form of commodification of human beings as crowd work practices give access to humans-as-a-service. Besides, as gig activities are not recognized as work, gig workers have limited access to income-security protections such as unemployment insurance, workers' compensation and disability payments. Based on the findings of a SNIS project, the contribution seeks to generate a better understanding of how the gig economy is transforming the social dialogue and workers' protection and to provide an integrated picture of its implications for the role of employers, workers, government and society at large. Three main issues will be tackled: What are the implications of the gig economy for employment arrangements, social protection, and for social dialogue and labor relations in different sectors (transportation, accommodation and cleaning) and countries



(Germany, Greece, Switzerland and the UK)? How can the technological and business-model innovation of the gig economy be enhanced to ensure that it guarantees (at least a minimum level of) security and social protection to the workers who increasingly depend on it for their livelihoods? What should be the role of social dialogue and social partners in governing the gig economy and ensuring decent work for 'crowd workers'?

1.5. THEORETICAL TRADITIONS IN THE SOCIOLOGY OF PROFESSIONS FACING THE FUTURE OF WORK

Organizer(s): Morgane Kuehni, HES-SO Lausanne; Nicky Le Feuvre, Université de Lausanne ; Marc Perrenoud, Université de Lausanne; David Pichonnaz, HES-SO Valais-Wallis; Muriel Surdez, Université de Fribourg; Peter Voll, HES-SO Valais-Wallis

Chair: David Pichonnaz

Semi-Plenary Session I: Tuesday Sept. 10, 4pm-5h30pm
Faculty of Humanities – RE 46

Within the sociology of professions, the contrasts between the Anglo-Saxon and the continental approaches have long been acknowledged. They have been mainly analyzed as resulting from specificities of the national contexts, such as the types of relationships between professions and the State or the stronger self-regulation capacity of professions in Anglo-Saxon countries. This panel aims to review these oppositions, by discussing and cross-examining the national, theoretical or language-based traditions of analysis, and by presenting the current state of research about the transformations of professions and professionalism in different Western societies. In order to discuss the respective contributions and lacunas of the theoretical traditions, the panel will address the continuing divisions between paradigms. It will also address the issue of the (non)existence of ideas exchanges between the sociology of professions and other segments of the discipline, such as the sociology of work, economic or political sociology. Thus, it will be an opportunity to compare professional groups and phenomena which are currently being researched in different part of the world, especially in English, French- and German-speaking countries.

The panel will also offer the opportunity to discuss the possible reshaping of these traditional paradigms in a time of deep transformations of work, the professions and their environments. It will discuss the opportunities and obstacles to the development of a dialogue between the traditional paradigms, as well as the similarities and differences between national or sub-national dynamics of professions.

The misfortunes of prudential professionalism **Florent Champy, University of Toulouse II**

In many fields, professionals often face irreducible uncertainties, which is a central difficulty in their work. However, sociologists have paid little attention to the consequences of these uncertainties on professional life and professionalism. How are professionals trained to deal with them? How can the division of labour, standards of good practice or even formal rules fit situations marked by large uncertainties? A philosophical concept helps to conduct surveys to answer these types of questions. The concept

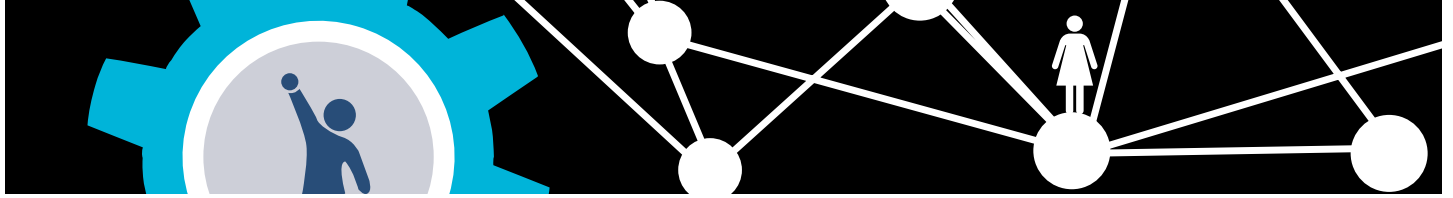
of prudentiality, or practical wisdom, refers to a way of thinking adapted to deal with situations where not all uncertainty can be reduced. Conditions are not always conducive to work being carried out prudentially. The communication will aim to provide a method for concrete and accurate assessment, activity by activity, and setting by setting, of how prudential professionalism is often undermined. Descriptions of practical wisdom by philosophers help to capture conditions so that work can be carried out prudentially: for example, decisions should be based on an analysis that does not oversimplify the problem addressed; rules unsuited to certain cases may not be implemented. The issues of this research program are both theoretical and practical: first understanding contemporary difficulties of professional work, but also seeing that what is at stake in these difficulties is the adaptation of work to the concrete situations treated, taken in all their complexity.

Perspectives on the sociology of professions in the Anglo-American context: challenge and change **Mike Saks, University of Suffolk**

This presentation highlights the main shifting sociological perspectives on the professions in Britain and the United States and the challenges they have faced. Theorising began with the positive deferential trait and functionalist approaches that were heavily based on the ideologies of professions themselves, which were dominant up to the early 1960s. At this time, though, their assumptions were increasingly challenged at a micro level by symbolic interactionists who saw a profession simply as an honorific label used in the politics of work. This critique was developed further at a macro level with the rise of the 1960s/70s counter culture which disparaged the notion of professionally-inspired scientific progress and saw professions as a threat to an increasingly empowered wider public. Marxist contributors came to the fore at this time, typically viewing professions as agents of social control for a dominant class. Their cynicism was paralleled by that of exponents of Foucauldianism, who challenged the ethos of progress by linking professions to the state through the process of governmentality. Neo-Weberianism has since become a leading force, which defines professions simply in terms of exclusionary social closure in the market and analyses them primarily through the operation of group interests. This has subsequently been complemented by neo-institutionalism, which sees professions as one of a number of competing elements in a wider ecology. Each of these approaches has its own strengths and weaknesses, but they now vie for supremacy in a neo-liberal climate where professionals face further challenges from citizens, the market and the state. This has led some commentators to query whether the analysis of professions as independent self-regulating bodies is still helpful, along with the theoretical frameworks that surround them. This is contentious, but highlights that, for the sociology of professions in the Anglo-American context, this is truly a time of challenge.

On systems, sequences and the missing meso-level. Traditions and future perspectives of the German speaking sociology of professions debate **Christiane Schnell, Goethe-Universität Frankfurt**

In my talk I will characterize a "German path" of sociology of professions, its fruitful outcomes, its limitations and what I



expect to be its future perspectives. Two of the most prominent theoretical approaches will be mentioned exemplary: the systems theory perspective on professions and the “Revised Theory of Professionalization”, which links sociological functionalism with the detailed analysis of human interaction. The tie to social theory in German sociology of professions has always been very strong, which preserved it to certain degree against inflationary tendencies of the discourse of professionalism. Otherwise it did not really induce a productive analysis of the structural changes in the field of professional work. The missing meso-level approach, that’s my argument, might be a reason for this. Therefore I will weigh in some thoughts on future perspectives the sociology of professions approach not only but also in the German speaking countries.

17:45-19:15 - *Faculty of Humanities*

Semi-Plenary Session II

II.1. SCHOOL-TO-WORK TRANSITIONS AND LABOUR MARKET INTEGRATION

Organizer(s): Thomas Meyer, University of Bern

Chair: Irene Kriesi

Semi-Plenary Session II: Tuesday Sept. 10, 5h45pm-7h15pm
Faculty of Humanities – RN 02

Detailed analyses of education and labour market pathways of young individuals having entered the labour market relatively recently are a key empirical foundation for a better understanding of the future of work. The Swiss TREE (Transitions from Education to Employment) panel study provides a unique longitudinal database that prospectively follows up a large representative sample of compulsory school leavers. The first TREE cohort, launched in 2000 at an average age of 15-16 years, has since been re-surveyed nine times until 2014, thus covering a biographical span of 14 years between early adolescence and young adulthood. Detailed data on spells of formal post-compulsory education and subsequent labour market activities are available on a month-to-month basis, thus allowing a seamless reconstruction of the surveyed individuals’ educational and work biographies. The pathway data are enriched by an ample set of context information, covering cognitive and non-cognitive skills, detailed socio-demographic data, respondents’ assessment of their education, training and work environment, personal traits, aspirations and plans, health, financial, family and social situation and many more. By means of three exemplary contributions, the present proposal aims at highlighting the scientific gain of analysing the interplay between educational and labour market careers with detailed panel data from a representative sample of younger labour market segments. The contributions primarily address issues of social stratification and inequalities both in the education and the labour market systems. By ways of analysing specific aspects of individual transitions between the two systems, they deepen our understanding of the underlying mechanisms of the systems’ dynamic inter-dependence.

Rationing VET in the knowledge society? How Swiss youths get selected into VET pro-programmes with poor schooling and what it does to their careers

Thomas Meyer, University of Bern; Stefan Sacchi, University of Bern

Swiss vocational education and training (VET) at upper secondary level is characterised by strong vertical stratification. Academically demanding programmes with high potential regarding further education and labour market careers contrast with academically modest programmes of restricted potential. To date, there is little research available on the selection mechanisms at work when youths strive to access this stratified system, as little as on the effects of these VET programmes regarding the subsequent education and labour market careers. Adopting a theoretical perspective of rationing (education) and drawing on the Swiss longitudinal TREE data set, this contribution first models VET entry selection depending on the volume of its academic programme. In a second step and by means of a matching procedure, we estimate the effects of these programmes on the subsequent education and labour market careers. Our findings highlight that VET entry is shaped by strong institutional channelling, a relatively weak influence of student achievement, but a strong impact of social origin. The analysis of effects on subsequent careers shows that entrants of VET with poorly equipped academic programmes, disregarding their skills and achievement and all else being equal, suffer substantially reduced odds to complete tertiary education, as well as significantly restricted opportunities on the labour market, particularly in terms of occupational status and income.

Do educational pathways moderate the effects of social origin and gender on occupational outcomes?

Barbara Zimmermann, University of Bern; Simon Seiler, University of Lausanne

The educational expansion of the last decades has broadened access to higher education. Especially girls caught up with boys in their educational attainment. For students coming from families with lower socio-economic background, the picture is less clear.

The aim of our research is to better understand the mechanisms that lead to differences in occupational outcomes at the intersection of social origin and gender by considering different pathways from compulsory education into the labour market. Theoretically, we draw on literature on primary and secondary effects of origin, as well as on theories of gender inequality, namely intersectionality and horizontal segregation.

In order to investigate this empirically, we use data from the TREE (Transitions from Education to Employment) panel study (nine data collection waves, 2001-2014).

First, we employ sequence analysis to identify relevant clusters of sequences of education and job episodes of the respondents. This method allows us to reduce the complexity of individual life courses without sacrificing the strength of panel data. Second, we conduct regression analysis to explain how these clusters of educational pathways influence employment outcomes depending on social origin and gender.

Preliminary results show, first, that educational pathways differ by social origin and gender. Second, these different trajectories lead to unequal occupational status and income. Net of the educational trajectory we also observe significant effect of gender social origin.



Can gender differences in personality explain the gender wage gap in the early career? Evidence from a youth cohort in Switzerland

Benita Combet, Ludwig-Maximilians-Universität; Anja Ghetta, University of Bern; Barbara Zimmermann, University of Bern

Research on the gender wage gap has started focusing on the explanatory power of individuals' personality given the highly persistent gender wage gap. In this presentation, we contribute to this research by analyzing the impact of behavioral preferences, individuals' core self-evaluation and values on the gender wage gap at the career entry. For this purpose, we use the TREE dataset – a unique Swiss longitudinal dataset that was specifically conducted to examine the transition from school to work and therefore assessed respondents' personality, their education, and the characteristics of their jobs in a very detailed manner. We focus on individuals that finished a VET and entered labor market right afterwards to decrease unobserved factors given that the Swiss VET system is highly standardized and its credentials therefore serve as trustworthy signal for future employers. Our results show a substantial gender wage gap at the beginning of the labor market career that remains unexplained even when we control for a large battery of personal characteristics and job characteristics. Interestingly, we do not find significant effects of the various personality factors on the salary. Thus, contrary to what we expected, differences in personality between men and women do not contribute to the gender wage gap at the beginning of the career in Switzerland.

Discussant: Karin Schwiter

II.2. WORKING IN OLD AGE?

Organizer(s): Oana Ciobanu, University of Geneva; Mihaela Nedelcu, University of Neuchâtel

Chair: Mihaela Nedelcu

Semi-Plenary Session II: Tuesday Sept. 10, 5h45pm-7h15pm
Faculty of Humanities – RE 48

Increasingly in the recent years the discourse of active ageing with older persons being part of associations, doing volunteering activities, engaged in intergenerational activities, having hobbies and busy agendas have been pervasive in the policy literature, and has even permeated research. Parallel to this, in a context of demographic ageing of western societies, there have been projects to delay the age of retirement. Whether formally or informally, the elderly continue to participate on the labour market for a variety of reasons. While this can be portrayed as active ageing, it can sometimes hide situations of vulnerability that can vary along with welfare state policies and provisions for retirees.

Simultaneously, the financial crisis, which has particularly hit Southern Europe, but also the difficult situations on the labour market in Eastern Europe are pushing workers close to their retirement to migrate and take up employment in Western and Central Europe, including Switzerland.

This session builds on original research in different disciplines of social sciences: sociology, anthropology, social work, political sciences, gender studies, migration studies, economics, social and cultural gerontology. It brings together presentations on persons who are of retirement age and/or

older and who continue to participate on the labour market. A particularly relevant group is that of older migrants. Of interest is also the interplay between formal and informal work in old age. The lenses of studying these populations are either active ageing or coping with vulnerability.

This workshop is designed to complement the Workshop "Extending Working Lives: Policies, Practices and Social Implications for Older Workers" submitted by Nicky Le Feuvre, Nathalie Rougier & Isabelle Zinn, in order to allow more papers on this topical issue to be presented and discussed during the Congress.

Comparing older natives and migrants in the Swiss labour market: what do we learn about old-age vulnerability?

Oana Ciobanu, University of Geneva; Sarah Ludwig-Dehm, University of Geneva

The ageing of Western societies is well documented. The policy discourse has been focusing in the recent years on active ageing. This paper is set against this backdrop, and discusses the presence on the labour market of older natives and migrants in Switzerland. The aim is to compare the two populations and understand what lies behind the active participation in the labour force of these persons.

The analysis draws on the survey 'Vivre / Leben / Vivere: Democratization of Old Age', conducted among persons aged 65 and over. This is the largest dataset on elderly in Switzerland, including a sub-sample on migrants. It was conducted in five Swiss cantons and in each region there was done a representative sample of the population over 65, stratified by gender and age groups. The main sample includes some 3'600 respondents and an over-sample of 480 immigrants aged 65 to 79.

The hypothesis that we discuss is whether there are few highly skilled employees that are still active, and rather low skilled employees who still work because they cannot make ends meet. Therefore, the active participation on the labour market hides sometimes situations of vulnerability.

What role does formal work play on poverty trajectories in old-age? Evidence from a five-year follow-up study in Switzerland

Rainer Gabriel, ZHAW; Michel Oris, University of Geneva; Sonja Kubat, ZHAW; Kushtrim Adili, ZHAW

Our study continues previous research on poverty in old-age in Switzerland which has found that retired people working regularly are at a higher risk of being poor. We will extend this previous work by using additional data from a follow-up study that allows investigating the temporal dynamics of poverty among Swiss pensioners between 2011 and 2016. In doing so, we will test the impact of taking up a job on poverty trajectories between 2011 and 2016, as well as that of ceasing an economic activity. The results will shed more light on the role of work in old-age in Switzerland: Whether it really is a necessity of economically vulnerable pensioners, or whether it can also be a manifestation of successful active ageing in Switzerland. Methodologically we will use data from the gerontological survey "Vivre-Leben-Vivere" (VLV) which was conducted in 2011 as well as the five-year follow up in 2016. We will assess how participant's financial situation – operationalized in a binary poor vs. non-poor logic – has evolved between the two time-points and how an economic activity in 2011 affects the latter. In addition, we will assess how taking up or giving up a



job between the time-points affects the risk of poverty in 2016.

Later-life working and grandparenting: an exploration of values and positions of grandparent 'workers'

Wendy Loretto, University of Edinburgh Business School; Jakov Jandric, University of Edinburgh Business School

In recent years so-called 'baby boomers' have been portrayed as a selfish, individualistic generation that has deprived more recent generations of the opportunities it benefited from. In this rhetoric, it is younger generations who are depicted as vulnerable. There has been some recognition of financial transfers between the generations within families, but this tends to be limited to those who are financially well-off. We start from the premise that a much more universal form of intergenerational transfer, that of grandparent care, has been largely ignored in academic and policy discussions. Through a qualitative study of 56 grandparents in the UK who are providing care for grandchildren while their adult children are working, we examine the reasons for and the consequences of this care provision. We find that values are essential to understanding why grandparents provide care in the first place - the desire to support subsequent generations and develop strong bonds with grandchildren. As a result, the grandparents are often in vulnerable situations, involving financial sacrifice and/or significant changes to their employment and housing circumstances. We explore the implications for acknowledging this important unpaid work in a policy landscape which is focused narrowly on extending paid working lives.

Discussant: Nicky Le Feuvre

II.3. ZUKUNFT DER ARBEIT IN UNTERNEHMEN GESTALTEN

Organizer(s): Alexander Bendel, Universität Duisburg; Thomas Hardwig, Georg-August-Universität Göttingen

Chair: Thomas Hardwig

Semi-Plenary Session II: Tuesday Sept. 10, 5h45pm-7h15pm
Faculty of Humanities – RE 42

Die Digitalisierung der Arbeitsmittel und Arbeitsgegenstände eröffnet neue Gestaltungsoptionen für Unternehmen. Sie erhöht aber auch die Komplexität und das Tempo von betrieblichen Gestaltungsprozessen und droht betriebliche Akteure zu überfordern. Dies erschwert die Entwicklung von kreativen, zukunftsweisenden Lösungen menschengerechter Arbeit in den Unternehmen.

Für die Entwicklung betrieblicher Gestaltungslösungen, welche die Dimensionen Menschen, Technik und Organisation ganzheitlich gestalten wollen, hat sich seit den fünfziger Jahren des letzten Jahrhunderts der Ansatz der Soziotechnischen Systemgestaltung (STS) entwickelt. Die STS hatte ihre Hochzeit in den 1980er Jahren (Strohm und Ulich 1997), hat aber auch neuere Impulse zur Weiterentwicklung erfahren (Mohr und van Amelsvoort 2016; Winby und Mohrman 2018). Obwohl sich mit ihren Grundsätzen auch die Herausforderungen moderner Arbeit adressieren ließen, scheint sie in der Unternehmenspraxis jedoch nicht mehr verankert zu sein (Baxter und Sommerville 2011).

Signalisiert dies nur praktische Anwendungsprobleme

des Ansatzes und seiner Methoden oder sind die Herausforderungen der Digitalisierung mit der STS gar nicht mehr angemessen gestaltbar? Kann die STS heute einen relevanten Beitrag zur Gestaltung menschengerechter und produktiver Arbeit leisten? Sind ihre Gestaltungsprinzipien noch geeignet? Können die beteiligungsorientierten Vorgehensmodelle in komplexen Change Prozessen noch Anwendung finden? Inwieweit zeigt die STS der Soziologie neue (methodische) Perspektiven auf?

Die Plenarsitzung stellt den aktuellen Stand der Soziotechnischen Systemgestaltung auf den Prüfstand. Diskutiert wird der Bedarf zur Weiterentwicklung der Methode für die Gestaltung digitalisierter Arbeit. Dies wird an zwei Beispielen kollaborativer und agiler Arbeit konkretisiert.

Alte und neue Ansätze der Soziotechnischen Systemgestaltung Alexander Bendel, Universität Duisburg-Essen; Erich Latniak, Universität Duisburg-Essen

Soziotechnische Arbeitsgestaltungsansätze haben eine jahrzehntelange Tradition: Angefangen mit den Untersuchungen von Trist & Bamforth im britischen Steinkohlenbergbau über die Entwicklung von Arbeitsgestaltungsprinzipien nach Chermans oder Mumford bis hin zu Ulichs MTO-Konzept. Mit Bezug auf diese „Klassiker“ werden im Vortrag grundlegende Erkenntnisse und Empfehlungen soziotechnischer Arbeitsgestaltung vorgestellt.

Am Beispiel von derzeit im Rahmen des Forschungsprojektes „Arbeits- und prozessorientierte Digitalisierung in Industrieunternehmen“ (APRODI) stattfindenden Maßnahmen der Arbeitsgestaltung werden darüber hinaus aktuelle soziotechnische Ansätze und Entwicklungstrends diskutiert. Besonderes Augenmerk liegt dabei auf den Fragen, welchen Stellenwert soziotechnische Konzepte in der Soziologie besitzen bzw. inwiefern es für die Soziologie sinnvoll sein kann, ebendiese Konzepte in ihr Analyse- und Methodenrepertoire zu integrieren.

Soziotechnische Gestaltung betrieblicher Suche- und Lernprozesse kollaborativer Team- und Projektarbeit Marliese Weissmann, Soziologisches Forschungsinstitut Göttingen; Thomas Hardwig, Georg-August-Universität Göttingen

Im Zuge der Digitalisierung gewinnen kollaborative Anwendungen zunehmend Bedeutung, welche die Zusammenarbeit von MitarbeiterInnen oder mit Kunden, die an verschiedenen Orten arbeiten, unterstützen. Ihre Einführung und Nutzung stellt die Arbeitsgestaltung vor Herausforderungen. Dazu gehören der rasche Wandel der Technik und das Potenzial kollaborativer Anwendungen, dass MitarbeiterInnen virtuelle Orte der Zusammenarbeit definieren und quasi unbegrenzt Inhalte austauschen und sich vernetzen können.

Im Vortrag sollen empirische Fallbeispiele zur Einführung und zum Einsatz kollaborativer Anwendungen dazu genutzt werden, Stand und Perspektiven der soziotechnischen Systemgestaltung zu reflektieren. Wer macht bzw. betreibt Arbeitsgestaltung? Was bedeutet Arbeitsgestaltung in der Praxis? Wie werden Beschäftigte beteiligt und wie spielen Mensch, Technik und Organisation zusammen? Die Analyse basiert auf Betriebsfallstudien dreier mittelgroßer Unternehmen (aus der IT- und Metallbranche), die im Rahmen des Projektes „CollaboTeam“ zur verteilten Team- und



Projektarbeit mit einem Mixed-Methods-Ansatz durchgeführt wurden. Die Fallbeispiele führen vor Augen, dass sich die Arbeitsgestaltung kollaborativer Arbeit als mehr oder weniger stark konfliktgetragener Such- und Lernprozess beschreiben lässt. Aufgaben müssen von Akteuren entdeckt, Rollen konkretisiert und Kompetenzen zur Arbeitsgestaltung aufgebaut werden. Das hohe Tempo der Veränderungen und die Komplexität der Arbeitsgestaltung kollaborativer Arbeit legt ein Vorgehen nahe, das eine Prozessperspektive einnimmt: Einerseits ist der Fokus auf kurze Planungshorizonte, das heißt Phasen des Ausprobierens und Weiterentwickelns von Lösungen zu setzen. Zum anderen ist das Vorgehen auch in den Kontext der längerfristigen soziotechnischen Geschichte des Unternehmens zu stellen. Vor diesem Hintergrund werden Nutzen und Entwicklungspotenzial sozio-technischer Systemgestaltung im Handlungsfeld kollaborativer Anwendungen diskutiert.

Agiles Arbeiten - neue Selbstorganisation aus Perspektive der Soziotechnischen Systemgestaltung **Jörg Bahlow, GITTA mbH**

Agilität und agile Vorgehenskonzepte sind in aller Munde – und zwar längst nicht nur als Buzzword in der Management-Diskussion. Weit über IT-Welt und Software-Entwicklung hinaus verändert die Einführung und Erprobung von agilen Arbeitsformen die Innovationsarbeit in den Unternehmen. In Wissenschaft und reflektierender Beratungspraxis wird kontrovers diskutiert, worum es sich hier vorrangig handelt: eine agile Toolbox zur Rationalisierung, die endlich ‚Licht ins Dunkel‘ bringt, also dem Management zur langersehten Transparenz im Entwicklungsgeschehen verhilft? Eine verheißungsvolle Methode für zeitgemäßes Projektmanagement in der VUCA-Welt? Oder eine Gelegenheit zur ‚Wiederentdeckung‘ der soziotechnischen Systemgestaltung – mit Chancen und Risiken für gesunde und lernförderliche Arbeit in anspruchsvollen Projekten?

Festzuhalten ist: Agile Werte und Prinzipien betonen ausdrücklich den Stellenwert von Kommunikation und Vertrauen – Selbstorganisation und Kollaboration im Team spielen eine zentrale Rolle in agilen Praktiken und Frameworks. Vor diesem Hintergrund beschreibt der Vortrag anhand eines Fallbeispiels aus der Industrie, wie bei der Einführung von agiler Teamarbeit in der Produktentwicklung die Grundsätze einer soziotechnischen Systemgestaltung zum Tragen kommen. Es soll diskutiert werden, welche Rolle einer konsequenten Beteiligung von Führungskräften und Mitarbeitenden im Einführungsprozess zukommt und wo sich in Zeiten der Digitalisierung die Notwendigkeit zeigt, auch das methodische Handwerkszeug der Arbeitsgestaltung weiter zu entwickeln.

II.4. LE TRAVAIL SOCIAL À L'ÉPREUVE DES TIC

Organizer(s): Béatrice Vatron-Steiner, HES-SO Fribourg;
Jean-François Bickel, HES-SO Fribourg

Chair: Jean-François Bickel

Semi-Plenary Session II: Tuesday Sept. 10, 5h45pm-7h15pm
Faculty of Humanities – RN 08

La dématérialisation de l'administration, l'informatisation des dossiers sociaux, l'extension et la diversification de l'usage des

technologies de l'information et de la communication (TICS) par les publics qu'ils et elles accompagnent sont devenus des paramètres et enjeux incontournables du, et pour le travail social, non sans susciter moult interrogations, doutes et craintes. Pour les travailleurs sociaux et travailleuses sociales, les TICS sont des outils de travail, qui modifient leurs pratiques professionnelles et l'organisation des institutions et services, des déterminants de nouvelles problématiques sociales (renforcement des inégalités; non accès aux droits...), de nouveaux instruments pour les pratiques et dispositifs d'intervention. Pris pour objet par «l'imagination sociologique» (C. Wright Mills), ces technologies sont tour à tour des dispositifs socio-techniques, associés de scripts qui s'imposent pour partie aux organisations de proximité et utilisateurs/trices; des opérateurs et enjeux de changements dans les institutions et services, s'inscrivant dans les structures organisationnelles et des rapports de pouvoir et portés par des «acteurs entrepreneurs»; des outils dont les professionnel-le-s et les personnes qu'elles et ils accompagnent font usage et se réapproprient, en fonction de ressources et contraintes souvent inégales et selon des logiques et motivations différentes.

Cette plénière propose un ensemble d'analyses ayant pour objet commun la dimension ambivalente des TICS dans le travail social et l'identification des conditions et contextes qui favorisent l'élargissement de l'horizon des possibles et le renforcement du pouvoir d'agir des «acteurs vulnérables» ou au contraire qui tendent à accroître les inégalités sociales et les situations d'exclusion. Il s'agit aussi de mettre en évidence la diversité des focales d'analyse possibles et l'apport heuristique de leur mise en dialogue.

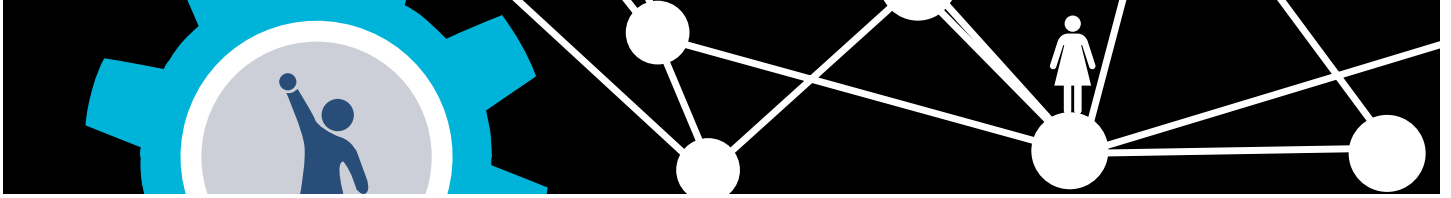
Enjeux éthiques des usages des technologies numériques en intervention sociale

Bastien Petitpierre, HES-SO Fribourg; Stéphane Castelli, HES-SO Genève

Dans nombre d'institutions, les personnes accueillies ont désormais accès aux terminaux mobiles personnels (smartphones, tablettes et ordinateurs portables) et aux réseaux internet et téléphonique. Une situation qui suscite la réflexion sur les impacts et les effets potentiellement ambivalents de l'usage de ces technologies sur la relation d'accompagnement et sur les potentiels de réalisation des objectifs de la mission: dans quelles mesures ces nouvelles pratiques permettent-elles ou empêchent-elles la relation, le développement du pouvoir-agir des personnes suivies et la coconstruction de l'intervention? Comment les équipes font-elles face à l'arrivée de ces technologies et aux changements – notamment interactionnels – qu'elles occasionnent? Avec quelles ressources? Sous-tendues par quelles représentations de ces technologies?

La recherche internationale (Québec, Belgique, France, Suisse) «Enjeux éthiques des TIC dans le champ de l'intervention sociale: quelles préoccupations, analyses et stratégies des intervenant-e-s?» sur laquelle s'appuie cette communication s'interroge plus particulièrement sur les enjeux éthiques associés à la présence de ces artefacts techniques dans le champ du travail social.

Cette communication s'attachera à présenter et à analyser un certain nombre de réflexions issues de deux groupes de discussion qui se sont déroulés en Suisse, le premier composés d'éducateurs sociaux et d'éducatrices sociales travaillant en internat, le second d'assistantes sociales



et d'assistants sociaux. Il s'agira de rendre compte des préoccupations éthiques de ces intervenant.e.s sociaux et sociales, de découvrir leurs relations aux technologies de l'information et de la communication, de différencier leurs usages et d'identifier des pistes de réflexions utiles à leurs pratiques professionnelles.

Enjeux de l'accompagnement des jeunes dans leurs pratiques sexuelles médiatisées par le numérique

Annamaria Colombo, HES-SO Fribourg; Myrian Carbajal, HES-SO Fribourg; Claire Balleys, HES-SO Genève

A partir des résultats d'enquêtes menées en Suisse et au Canada, cette communication discutera des enjeux de l'accompagnement des jeunes dans leurs pratiques sexuelles dans lesquelles interviennent des «usages du numérique». Dans une approche alternative aux discours alarmistes prédominants, les résultats discutés proposent de mettre en évidence la diversité des sens que recouvrent, aux yeux de ces jeunes, les expériences sexuelles médiatisées par le numérique et la manière dont ces expériences contribuent à leur socialisation sexuelle et à la construction de leur identité. Elle s'intéresse aussi aux risques liés à ces pratiques et montre la nécessité de ne pas confondre les pratiques elles-mêmes et les rapports de force, notamment de genre, dans lesquelles elles s'inscrivent.

La technologie, une utilisation innovante au service des métiers de l'humain : exemple d'une application pour la gestion de la santé sexuelle et reproductive des jeunes filles domestiques à Ouagadougou au Burkina Faso

Marie-Christine Ukelo M'Bolo, HES-SO Fribourg; Bhama Steiger, HES-SO Lausanne

Lorsqu'on évoque les technologies de l'information et de la communication (TICS), la vision se réduit aux outils informatiques ou à l'injonction à «se débrouiller tout seul sans l'aide d'un autre humain». L'introduction des TICS dans le domaine du travail social nous confronte à cette ambiguïté et ce paradoxe qui est d'exiger des personnes concernées une plus grande utilisation de ces outils sans perdre de vue que notre mission est la relation d'aide et de proximité.

Dans un environnement en développement, les TICS et ses usages pour le travail social se déclinent différemment. En effet, la technologie permet de trouver des alternatives et des palliatifs aux manques «d'un environnement politique et économique de pénurie» (do Nascimento, 2005). Il s'agit à la fois de «découvrir» la nouveauté technologique, ainsi que son appropriation par des groupes qui l'utilisent peu, voire pas du tout. C'est le débat que nous souhaitons mener à l'éclairage de la recherche «Ma Bonne contraception: la gestion de la santé sexuelle et reproductive des jeunes filles domestiques» réalisée à Ouagadougou. L'équipe de recherche s'est trouvée face à des jeunes filles pour lesquelles l'utilisation d'un téléphone se limitait au registre communicationnel. L'application développée, «Sungru Démé – conseils à la jeune fille», se propose de trouver, ou de viser, une autonomie dans la gestion de leur santé sexuelle et reproductive. Ce nouvel outil les perturbe et les fascine; elles font des projections auxquelles nous n'avions pas pensés, sur son utilisation. Cela nous oblige à considérer l'appropriation de la technologie par et pour les utilisatrices dans leur contexte de vie spécifique.

Discussant: Béatrice Vatron-Steiner

II.5. WORKPLACE INNOVATION AND THE FUTURE OF WORK

Organizer(s): Steven Dhondt, TNO Netherlands & KU Leuven; Laure Kloetzer, University of Neuchâtel; Peter Oeij, TNO Netherlands

Chair: Peter Oeij

Semi-Plenary Session II: Tuesday Sept. 10, 5h45pm-7h15pm
Faculty of Humanities – RE 46

The topic will be “Tooling for the Future of Work” at the individual level, company level, at the level of regional cooperative relations between companies, and at (inter) national levels. Workplace innovation is a means, not a goal, to improve the performance of organisations while at the same time improve the quality of work. The present digital transformation (new technology, automation, robotisation, etc.) can be both a threat and an opportunity for organisational performance (remain competitive or not?) and for jobs (job destruction or new job creation?; changing of tasks and skills / competences?). The session will discuss the view that there is room for 'strategic choices', i.e., there is space how to deal with digital transformation and disruptive innovations and, thus, that (non-deterministic) choices can be made. Organisations, and people in organisations, can have a certain level of autonomy to choose solutions from which both organisational performance as job quality can benefit; and such solutions are present at individual level, team level - cooperation between employees, between employees and robots (i.e. cobotisation); between companies in a region (ecosystem cooperation) and even at national/international levels. Workplace innovation, with a central place for employee engagement and employee driven innovation, can be an important link in the chain. The session will, amongst others, deliver insights from the EU-project BEYOND 4.0, the Belgian project Paradigms4.0, that deals with similar issues, and the Digital Lives program (FNS) form Switzerland.

Organisation trumps technology. Why workplace innovation is needed in 21st Century organisations.

Steven Dhondt, TNO & KU Leuven

The current debate on digital transformation of our economy is fundamentally technology dominated. The basic idea is that current technology change is disruptive, significantly different from previous technology waves and that organisations and workforce need to adapt to the exigencies this technology puts forward. An example is the insistence that the workforce needs to develop 21st Century skills to deal with the future demands (Van den Berge.a., 2018). In the seminal article by Frey & Osborne (2013; 2017), future workers need to possess creative, caring and IT-skills. These requirements are echoed by policymakers and employers associations at all policy levels. The request is to change to more flexible working arrangements to deal with the huge changes expected. The question that has been central to our research in the past years, is how to assess this technology change and to understand how this disruptive change may affect skills demands (Dhondt e.a., 2019). Using data from the Dutch skills survey (Van den Berg e.a., 2018), an analysis was done to assess to what degree in different occupations, the skills profiles were associated to specific organisational contexts. Using the distinction between Tayloristic and more



complete working environments, skills profiles were compared. Results showed a systematic difference in skills profiles. More complete working environments require more developed skill sets from the workers. Technology only plays a role in directing managers to more Tayloristic concepts. In practice however, managers should be aware of the options they have. We point out what supports them in making choices for workplace innovation-driven organisational concepts.

Robotic surgery in educational perspective: supporting interpretative practice, learning and collaboration in a challenging environment

Laure Kloetzer, University of Neuchâtel

The presentation will report on an ongoing collaborative research run with the surgery department of a big Swiss hospital. The research focuses on professional and interprofessional learning in robotic surgery. Former research (Norros et al., 2015; Seppänen et al., 2017) has shown that interpretative practice, highlighting «interpretation of the situation in questioning of the observed phenomena, dialogue within the team, anticipation of system state, and use of various information sources» (Wahlström et al., 2018), is a core dimension of professional action and safety in complex technological environments. Interestingly, while surgery within a university hospital context has constantly been driven by technological improvements, and as robotic surgery co-exists with other forms of more conventional surgery, some questions remain open regarding the training of multi-professional teams in the operating room, especially regarding the development of interpretative practice at the individual and collective level: which extent, which structure, which content for robotic surgery should be part of the training program? How are interprofessional collaboration training and collective awareness (shared interpretations) supported in the organization? The presentation / paper will focus on how safety is built in action in the operating room, and link some of the educational challenges raised by robotic surgery to organizational challenges within the hospital.

Digitalization-related restructuring in the banking sector in Europe

Vassil Kirov, The Institute for the Study of Societies and Knowledge at the Bulgarian Academy of Sciences (ISSK)

The banking sector in Europe is well-known as a critical example of multiple digitalization-related processes (ongoing concentration and the reduction of branches and general cost-cutting strategies; online/mobile banking, internet mediated interaction with clients; artificial intelligence and bots; offshoring/outourcing and fintech among other), some of them already old, other having recently started. Some of the effects of digitalization can be seen in closure of bank branches, less face to face interactions, online banking, contactless payments by phone apps or card, and cryptocurrencies like Bitcoin (Holtgrewe et al., 2017). During the last years, digitalization has been identified as one of the main factors for restructuring in banking (Kirov and Thill, 2018). The digitalization of the banking sector has triggered social dialogue efforts both at EU level and in some large European banks. However, the knowledge about this process is still limited. The main question addressed through the paper is about the specific role of social dialogue to influence socially-responsible restructuring driven by digitalisation and to mitigate its potentially negative consequences. The analysis

is based on Eurofound restructuring data and qualitative interviews with sectoral and company level employers' and employees' representatives in eight European countries: Belgium, Bulgaria, France, Germany, Italy, Portugal, Spain and Sweden, representing the different European social and employment relations models with their specific characteristics. Interviews were carried out in 2018 in the framework of the EU-funded project. Some workplace innovations at the level of organizations are highlighted and discussed.

Discussant: Ulrich Pekhrul

II.6. TABLE-RONDE : L'IMPACT DE LA ROBOTISATION SUR L'ORGANISATION DU TRAVAIL

Organizer(s): Marc Benninger, HR Today

Chair: Marc Benninger

Semi-Plenary Session 2: Tuesday Sept. 10, 5h45pm-7h15pm
Faculty of Humanities – RN 04

Samira Marquis, Fondatrice de Makers ID
Jean-Yves Mercier, Université de Genève
Olivier Crevoisier, Université de Neuchâtel
Hugues Jeannerat, Université de Neuchâtel

Durant cette table ronde, la consultante Samira Marquis, la sociologue Hugues Jeannerat et les professeurs Jean-Yves Mercier et Olivier Crevoisier décortiqueront les enjeux de la robotisation pour le travail de demain. Sujets abordés: pourquoi l'intelligence collective devient une nécessité; l'importance du self-leadership et des espaces de sécurité; les gagnants et les perdants des nouvelles formes d'emploi; quelle vision d'avenir pour la protection sociale? Table ronde et questions du public animés par Marc Benninger, rédacteur en chef de la version française d'HR Today, le journal suisse des ressources humaines.

19:30-21:00 - *Café des Amis*

Welcome Reception

All participants are invited to the Welcome Reception at the Café des Amis, a 5-minute walk from the FLSH (see Map 1).

Wednesday Sept. 11

CHECK-IN AND ON-SITE REGISTRATION DESK OPEN FROM 8H30AM TO 1PM IN THE ENTRANCE HALL OF THE MAIN BUILDING

09:00-10:30 - *Main Building*

WORKSHOP SESSION A

A.1. HOW ORGANIZATIONS REALIZE AND SHAPE VALUES

Organizer(s) and Chair: Nadine Arnold, University of Lucerne; Hannah Mormann, University of Lucerne; Katja Rost, University of Zurich; Constantin Schön, University of Zurich

Workshop Session A:
Wed. Sept. 11, 9am-10h30am
Main Building – D63

The purpose of this workshop is to explore the ways in which organizations realize and shape normative expectations and values. We start from the assumption that different organizations (i.e., schools, foundations, banks, hospitals, political parties etc.) are all exposed to value-laden expectations. To maintain their legitimacy, organizations conform to these expectations. However, values which guide the expectations are subject of change and do not constitute a fixed category. We currently observe a triad of dominant values that circulate in the organizational arena: *environmental protection*, *fairness* and *economic efficiency*. In recent years, these values have created new fields of work and job positions (such as Diversity & Inclusion Manager, Chief Integrity Officer, Environmental Certifiers) that constitute new fields of work and simultaneously shape the work of the future. In this workshop, we encourage papers that will respond to the following questions: 1) **Local adoption of values:** What are the organizational responses to value-driven expectations? How are values translated and integrated into the everyday work? By what means do organizations manage this translation and how does value-oriented work look like? 2) **Consequences of value-oriented work:** What are the intended and unintended consequences of the value-oriented work within and outside the boundaries of organizations? How do the organizational responses shape the interpretation and circulation of values? 3) **Effectivity of value-oriented work:** Do the outcomes of the implementation contribute to the realization of the aspired values? How effective is value-oriented work to fulfill the expectations? Or is it just another way to maintain a legitimacy-generating façade? Through the examination of organizational responses to value-laden expectations and the effects to these responses, we aim to better understand which values and practices have a lasting effect on the work and in turn, how value-oriented work will be structured in the future. To collectively discuss these questions in the workshop and to provoke a debate on value-oriented micro practices that unfold within organizations, we welcome empirical and theoretical contributions from researchers of different sub-disciplines.

Organizations as translators of human rights values in local conservative communities

Zvika Orr, Jerusalem College of Technology

Intra-organizational values and environmental resistance

Roman Gibel, University of Lucerne

Social entrepreneurs in Sidi Bouzid and shaped values. How social entrepreneurs obtain grants

Julien Dutour, Université de Versailles-Saint-Quentin-en-Yveline

What really works? Evaluating the effectiveness of practices in organizations to increase the managerial diversity of women and minorities

Constantin Schön, University of Zurich

A.2. SPORT, ACTIVITÉ PHYSIQUE ET SANTÉ: QUELS FUTURS?

Organiser(s) and Chair : Monica Aceti, Université de Genève et Université de Fribourg ; Siegfried Nagel, ISPW, Universität Bern ; Markus Lamprecht, LSSFB

Workshop Session A: Wed. Sept. 11, 9am-10h30am
Main Building – C56

Sport et santé font-ils bon ménage? Dans une société régulièrement décrite comme corpo-centrée (Aceti et al. 2018), les offres sportives et récréatives qui mettent en avant les bénéfices de santé sont aujourd'hui diverses, de même qu'est incontestable la progression d'un marché de la santé. Ses domaines d'application varient selon les cibles et les besoins : groupes vulnérables, personnes avec handicap, seniors ou individus ordinaires en quête de santé ou human enhancement. Dans cette perspective générale, nous invitons les personnes intéressées à interroger les enjeux qui sont liés aux pratiques engendrées par le courant du sport-santé. Quelles sont les modalités d'organisation, de professionnalisation et de reconnaissance de ces métiers? Quelles innovations «saluto-sportives» observe-t-on? En outre, on peut s'attacher à analyser les frontières entre travail, loisir et devoir de santé. Le binôme sport et santé est-il lié à un marché des corps? Il s'agit également de tenir compte des transformations du travail vers la robotisation et digitalisation des emplois, couplées à des déplacements pendulaires durant lesquels les corps sont transportés. On peut penser les usages de la marche en ville, la diversité des engagements dans des façons de promouvoir l'activité physique dans l'espace urbain ou architectural (healthy city, urban training, «architecture active», etc.) ou encore interroger la propre «valeur-corps» (bodybuilding, MMA, trail, etc.) dans la diversité de ses appropriations et quêtes culturelles, artistiques, identitaires, affectives ou activistes (capoeira, danses, kizumba, etc.). Finalement, ces usages et pratiques interrogés par les évolutions des sports pris au sens large révèlent des besoins, des désirs, des contraintes ou des attentes contemporaines que nous invitons à questionner dans le cadre de ce workshop.

Se (re)mettre à l'activité physique: Logiques sociales et engagement pluriel dans des actions de «sport-santé»

Sandrine Knobé, Université de Strasbourg



Le déploiement du « sport-santé » dans l'intervention sociale en France.

Benjamin Coignet, Université de Franche-Comté

Mobilité, activité physique et « architecture active »: quel futur pour la santé au travail? Une enquête auprès d'agent.e.s d'une administration cantonale

Monica Aceti, Université de Fribourg; Paolo Basso Ricci, Bureau RBRC architectes

A.3. LE TRAVAIL ARTISTIQUE EN RÉGIME ENTREPRENEURIAL (SESSION 1)/ ARTISTIC WORK IN AN ENTREPRENEURIAL CONTEXT (SESSION 1)/ KÜNSTLERISCHE ARBEIT IM UNTERNEHMERISCHEN KONTEXT (SESSION 1)

Organizer(s) and Chair: Thibaut Menoux, Université de Nantes ; Valérie Rolle, Université de Nantes

Workshop Session A: Wed. Sept. 11, 9am-10h30am
Main Building – C54

Ce workshop propose d'interroger la manière dont la poussée générale du travail vers un régime entrepreneurial se traduit dans les arts. Comment un tel régime s'articule-t-il au régime de singularité qui prévaut dans cette sphère d'activité depuis la fin du XIXème siècle ? Dans un article prospectif publié en 2009, Simon Borja et Séverine Sofio estiment que ce nouveau régime est, pour l'heure, davantage actualisé à un niveau idéologique que pratique, exception faite des artistes les plus cotés sur le marché (comme Jeff Koons, Damien Hirst ou Ai Wei Wei pour l'art contemporain). Il s'agit, en ce sens, d'interroger ces nouvelles figures de l'« artiste entrepreneur » et de les comparer à des entreprises artistiques passées et présentes dont l'envergure peut fortement varier (Session 1). Comment la réussite financière est-elle assurée grâce à une gestion proche de l'entrepreneuriat artisanal ou industriel de leur entreprise de production artistique par des artistes qui ne cessent pourtant de dénoncer une telle logique économique ? Au-delà des artistes « stars » ou plébiscités, qu'en est-il chez les « artistes ordinaires » ? Il s'agit cette fois de questionner la façon dont ce nouveau régime appelle les prétendants à l'art à gérer leur carrière comme des « petits entrepreneurs » (Session 2). Comment le dilemme entre la nécessité de s'affirmer comme un artiste singulier et la nécessité d'un emploi, en particulier lorsqu'il est subordonné à d'autres artistes, est-il négocié par celles et ceux qui tentent de vivre de leur art ? Enfin, quel rôle les « intermédiaires du travail artistique » jouent-ils dans la diffusion de cette norme entrepreneuriale de gestion des carrières ? Plus globalement, comment les dispositifs institutionnels (qu'ils soient liés au financement, à la diffusion ou à la consécration) contribuent-ils à imposer un régime plus proprement entrepreneurial dans les arts (Session 3) ? La version longue du call de ce workshop est disponible à l'adresse : <http://k6.re/2PQWg> Die lange und deutsche Version dieses Calls ist hier verfügbar: <http://k6.re/2PQWg>. A complete English version of this call is available here: <http://k6.re/2PQWg>

Les carrières des rappeurs « indépendants » : entre (auto-) entrepreneuriat artistique, vie de bohème et divisions stylistiques

Fabien Brugière, Faculté des Sciences sociales, Université de Strasbourg

A flat fee or a video? Quelques réflexions sur l'existence (financière) de musicien.ne

Loïc Riom, Centre de sociologie de l'innovation, Mines-Paristech

La montée de la figure de l'entrepreneur créatif dans la musique et l'audiovisuel à Montréal

Anouk Bélanger, UQAM - CRICIS; Martin Lussier, UQAM - CRICIS; Sylvain Martet, UQAM - CRICIS

A 'new mystique', Forced Entrepreneurship in Relation to Individualisation and Flourishing in the Cultural and Creative Industries

Jeremy Vachet, University of Leeds

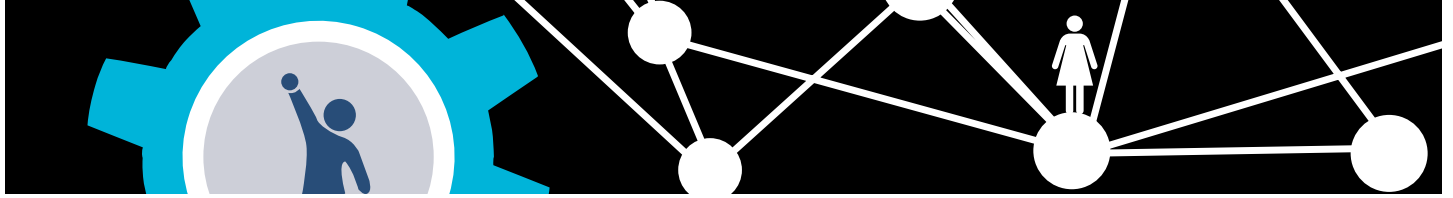
A.4. ORGANISATIONALE DILEMMAS IN DER STREET-LEVEL BUREAUCRACY – FOKUS KINDES- UND ERWACHSENENSCHUTZ

Organizer(s): Esteban Piñero, Hochschule für Soziale Arbeit FHNW; Martina Koch, Hochschule für Soziale Arbeit FHNW; Nora Locher, Hochschule für Soziale Arbeit FHNW; Nathalie Pasche, Hochschule für Soziale Arbeit FHNW

Chair: Esteban Piñero

Workshop Session A: Wed. Sept. 11, 9am-10h30am
Main Building – B29

Abteilungen der Sozialverwaltung wie die Sozialhilfe, Jugendämter sowie Einrichtungen der Justiz und Polizei interagieren häufig direkt mit der Bevölkerung. Für solche öffentlichen Dienste prägte Michael Lipsky (1980) den Begriff der Street-Level Bureaucracy. Sie erbringen Zuwendungen oder Dienstleistungen, können mitunter aber auch über besondere Eingriffsrechte verfügen und rechtsstaatliche Ansprüche mit Zwang durchsetzen (vgl. Piñero/Koch/Pasche 2019). Oftmals sind sie mit heterogenen Zielsetzungen, ambivalenten Vorgaben oder auch konkurrierenden Erwartungen aus der organisationalen Umwelt konfrontiert. Solche Konstellationen divergierender Logiken fasst z. B. der organisationssoziologische Neoinstitutionalismus mit Begriffen wie « conflicting institutional demands » (Pache/Santos 2010) oder « institutional complexity » (Greenwood et al. 2011). Organisationen verfügen über Spielräume, die es erlauben, mit solchen organisationalen Dilemmas unterschiedlich umzugehen (vgl. auch Hupe/Hill/Bufat 2016). Denkbar sind hier Formen des Widerstandes gegenüber widersprüchlichen bürokratisch-administrativen Regeln, normativen Anforderungen oder betriebswirtschaftlichen Zwängen. Diese lassen sich ggf. marginalisieren oder eliminieren. Handlungs- und Entscheidungsräume bieten aber auch Möglichkeiten, um widerstreitende Anforderungen auszubalancieren und auf die jeweilige Situation hin adäquat zu übersetzen. Die Vermengung gesellschaftlicher Erwartungen oder widersprüchlicher Aufgaben kann zu Entgrenzungen von Berufspraktiken führen, woraus sich neue Praxisfelder, Berufsbilder, Rollenverständnisse oder gar Organisationen der Street-Level Bureaucracy bilden können (z. B. Diversity- oder



Integrationsdienste, Einrichtungen der Interinstitutionellen Zusammenarbeit IIZ oder der aufsuchenden Sozialarbeit mit ordnungsdienstlichen Aufgaben SIP). Der Workshop lotet verschiedene organisationale Dilemmas im Alltag der Street-Level Bureaucracy aus und analysiert Formen des Umgangs damit.

«Dann machen wir das so!» – Abklärende im Kinderschutz im Spannungsfeld zwischen Professionsverständnis und Erwartungen der organisationalen Umwelt, am Beispiel der Einführung eines standardisierten, evidenzbasierten Abklärungsinstrumentes

Rebecca Jung, Hochschule für Soziale Arbeit HES-SO; Peter Voll, Hochschule für Soziale Arbeit HES-SO

Hausbesuche in der Sozialen Arbeit zwischen Fürsorge und Zwang

Martina Koch, Fachhochschule Nordwestschweiz FHNW; Rahel Bühler, Fachhochschule Nordwestschweiz FHNW; Markus Steffen, Fachhochschule Nordwestschweiz FHNW

How do child protection authorities balance protection and self-determination in their proceedings?

Gaëlle Aeby, Universität Genf; Aline Schoch, Fachhochschule Nordwestschweiz FHNW

Sozialpädagogische Familienbegleitung zwischen familiärer Partikularität, fachlichen Standards und institutionellen Erwartungen

Oliver Käch, Fachhochschule Nordwestschweiz FHNW; Heinz Messmer, Fachhochschule Nordwestschweiz FHNW

Discussant: Nora Locher

A.5. WISSENSARBEIT IM DIGITALEN WANDEL / DIGITAL TRANSFORMATION OF KNOWLEDGE WORK

Organizer(s) and Chair: Kai Dröge, Hochschule Luzern Wirtschaft; Gesine Fuchs, Hochschule Luzern Soziale Arbeit; Andrea Glauser, Universität Luzern & Hochschule Luzern Wirtschaft; Peter Kels, Hochschule Luzern Wirtschaft; Lucia Lanfranconi, University of California Berkeley & Hochschule Luzern Soziale Arbeit; Chantal Magnin, Hochschule Luzern Wirtschaft

Workshop Session A: Wed. Sept. 11, 9am-10h30am
Main Building – C52

Die Wissensarbeit galt in vergangenen Wellen der Automatisierung immer als ein relativ geschützter Bereich. Hier ist eine Kombination aus Fachwissen, analytischen Fähigkeiten und kreativer Problemlösungskompetenz gefragt, die bislang kaum durch Technik substituierbar erschien. In der heutigen Diskussion um Digitalisierung und die Zukunft der Arbeit stellt sich dies jedoch sehr viel ambivalenter dar:

- Kognitiv anspruchsvolle menschliche Analysefähigkeiten werden in vielen Bereichen durch Algorithmen und künstliche Intelligenz ergänzt bzw. ersetzt, die insbesondere in der Auswertung grosser ungeordneter Datenmengen (BigData) ihre Stärken ausspielen.
- Wissensarbeiter*innen werden durch digitale Überwachungstechnologien, Softwaretools zu business/people analytics, Controlling, Projekt- und

Wissensmanagement einer rigideren Steuerung unterworfen. Die für die Wissensarbeit charakteristischen Handlungsfreiräume schwinden. Durch digitales „Crowdworking“ entstehen neue Formen von Prekarität und sozialer Ungleichheit.

- In der digitalen Plattformökonomie wird die kreative Produktion von „Content“ verstärkt entprofessionalisiert und an die Nutzer*innen selbst übertragen, die als „Prosumer“ die Inhalte bspw. auf YouTube, Facebook oder Instagram bereitstellen.
- Gleichzeitig gibt es in der Wissensarbeit selbst Verschiebungen der Relevanz und Deutungsmacht einzelner Bereiche. Natur- und Ingenieurwissenschaften gewinnen an Einfluss auch ausserhalb ihrer klassischen Anwendungsfelder: Technizistische Weltdeutungen erleben eine Renaissance; Visionen der Lösung von gesellschaftlichen Problemen durch BigData, künstliche Intelligenz und disruptive digitale Innovationen haben sowohl in der Wirtschaft als auch im politischen Diskurs Konjunktur.

Insgesamt deutet sich hier ein Gestalt- und Bedeutungswandel der Wissensarbeit an, der im Rahmen des Workshops genauer untersucht werden soll.

Das Soziale durch und mit Daten sehen. Konstruktionen von Datenkompetenz als Grundlage für Digitalisierung als gesellschaftliches Transformationsprojekt

Philippe Saner, Soziologisches Seminar der Universität Luzern

Digitalisierung der Wissensarbeit in der Schweiz – erste Befunde und Ausblick

Kai Dröge, Hochschule Luzern Wirtschaft; Peter Kels, Hochschule Luzern Wirtschaft; Lucia Lanfranconi, University of California Berkeley & Hochschule Luzern Soziale Arbeit

Artificial Intelligence in general medicine: opportunities and risks

Giovanna Vicarelli, Polytechnic University of Marche; Emanuele Frontoni, Polytechnic University of Marche; Micol Bronzini, Polytechnic University of Marche; Elena Spina, Polytechnic University of Marche

Mensch/Maschine Hybride = Kooperationsevolution

Birger Priddat, Universität Witten/Herdecke

A.6. SOCIAL INNOVATION IN THE WORKPLACE AND THE FUTURE OF WORK: OUTCOMES FOR A SOCIAL POLICY AGENDA IN EUROPE AND BEYOND

Organizer(s) and Chair: Sabrina Tabares, Université de Neuchâtel

Workshop Session A: Wed. Sept. 11, 9am-10h30am
Main Building – C43

Workplace innovation has been gaining prominence in the European social policy agenda due to its capacity to create jobs, to foster integration and to promote well-being. Through the endeavors of the Lisbon Agenda and the EU 2020 Strategy, workplace innovation is taking a broader perspective on issues such as labor relations in the workplace, work organization and human resource policies in Europe. Scholars are driving useful discussions for governments about how the implementation



of national policies encouraging workplace innovation and wellbeing increases benefits a knowledge-based economy. Existing literature in social innovation is starting to give evidence of how this phenomenon is transforming the workplace by providing a more efficient organizational performance and benefiting society at the same time. Given that the subject is gaining importance in order to promote social changes within organizations, the purpose of this workshop is to present empirical and theoretical research about how the future of work is being transformed or how it could be transformed with the implementation of practices for more sustainable organizations. Social policy in Europe is a good depart for starting the discussion, however in latitudes such as Asia, Africa or America, workplace innovation is still a challenge, especially related to specific idiosyncrasies. This workshop appeals for a discussion about the different practices, routines, strategies and outcomes of social innovation in the workplace corresponding to specific cultural, social, political or economic needs in different countries, and how this specificities allow the implementation of social policies more adapted to contemporary social needs.

Reviewing regional initiatives in workplace innovation: A study of development programmes in the Basque country
Egoitz Pomares, University of the Basque Country

Workplace Innovation (WPI) as Social Innovation (SI): Slow farewell or continuation of the techno-centric age?
Ralf Kopp, TU Dortmund University

Social innovation, workplace innovation and employment: sustainability and the future of work
Peter Oeij, TNO Netherlands

Effects of new employment forms and social innovation on social security in hungary
Gábor Mélypataki, University of Miskolc

Job quality within the platform economy
Sarika Verbiest, TNO Netherlands; Nikki Sonneveld, TNO Netherlands; Lisa Hummel, TNO Netherlands; Marieke van den Tooren, TNO Netherlands

A.7. DIGITALIZED WORK AND SOCIAL EMANCIPATION

Organizer(s) and Chair: Philipp Frey, Karlsruhe Institute of Technology; Simon Schaupp, University of Basel

Workshop Session A: Wed. Sept. 11, 9am-10h30am
 Main Building – D62

The future of work in current discussions is most intrinsically connected to questions related to the power effects of digitalization. The current wave of digitalization does not only bring about significant transformations in the organization of work, but raises critical issues of social justice in highly technologized societies at large. This workshop aims to critically examine this emancipatory potential of the digital transformation. We want to discuss the following questions: If most digital technology is produced in social contexts of domination, is this domination inscribed into them, or can they be used for emancipatory purposes as well? What does

the increasing inclusion of computer-enabled organizational decentralization (e.g. Open Innovation) into capital accumulation mean for alternative forms of organizing? What is the reality of the widespread automation of tasks across employment sectors? And how could the redistribution of automation's productivity gains be utilised to reshape employment regimes and work organisation in the future? How do digitally enabled forms of mass customization impact body representation in the production of medical- and consumer goods? And can such technologies be appropriated by user communities to upend the ways such goods are produced? We base these questions on a broad understanding of emancipation as the elimination or reduction of domination on different levels, such as: gender, class, ethnicity or (dis)ability. Analysis at the intersection of these categories are especially welcome. We welcome empirical, historical, as well as theoretical analysis.

Digital work in a post-wage economy
Filipe Calvão, Graduate Institute of International and Development Studies

Empowerment and entrepreneurship in the new sex industry: The digital form of sex work
Salomé Donzallaz, University of Neuchâtel; Olivier Crevoisier, University of Neuchâtel

Google as Commercial Capital – Restructuring of the Accumulation and the Crisis of Privacy
Marvin Gamisch, University of Jena

Digital 'Landnahme' and the Subsumption of Communication
Felix Gnisa, University of Jena; Walid Ibrahim, University of Jena

A.8. VON „RATIONALER PÄDAGOGIK“ ZU REFLEXIVER BILDUNGSFORSCHUNG: SOZIALWISSENSCHAFTLICHE PERSPEKTIVEN AUF PÄDAGOGISCHE PRAXIS IM KONTEXT AKTUELLER SOZIALER UNGLEICHHEITEN

Organizer(s) and Chair: Kenneth Horvath, Universität Luzern; Regula Julia Leemann, Pädagogische Hochschule Nordwestschweiz

Workshop Session A: Wed. Sept. 11, 9am-10h30am
 Main Building – D65

Angesichts beharrlicher Bildungsungleichheiten wurde in den letzten Jahren vermehrt die Forderung nach einer reflexiven Professionalisierung in pädagogischen Berufs- und Arbeitsfeldern formuliert. Schon in Bourdieus Forderung nach einer „rationalen Pädagogik“ war die zentrale Rolle der Sozialwissenschaften für ein solches Unterfangen angesprochen. Der Workshop stellt die Frage nach einer zeitgemässen Auslegung einer solchen Programmatik und geht vor diesem Hintergrund dem Wechselspiel von professionellen Praktiken, politischen Diskursen, sozialen Strukturen und pädagogischen Institutionen nach. Im Fokus stehen Formen pädagogischen Unterscheidens, die in den vier Vorträgen mit unterschiedlichen thematischen Schwerpunkten und aus verschiedenen sozialtheoretischen Blickwinkeln diskutiert werden. Die sozialwissenschaftliche Relevanz der aufgeworfenen Fragen ergibt sich aus der Verzahnung von vier zugrundeliegenden Problemstellungen. Erstens ist

nach den Auswirkungen aktueller Transformationsprozesse für professionelle Handlungsstrategien und alltägliche Interaktionen im Kontext persistenter und mehrschichtiger Bildungsungleichheiten zu fragen. Von speziellem Interesse sind dabei, zweitens, Formen der pädagogischen Bewertung und Klassifikation. Ungleichheitsrelevante Formen pädagogischen Unterscheidens und Bewertens müssen, drittens, stets im Kontext bildungspolitischer Konjunkturen und institutioneller Rahmenbedingungen verstanden werden. Diese drei Problemdimensionen verweisen alle in der einen oder anderen Form auf einen vierten Aspekt: die Rolle der Sozialwissenschaften für die Gestaltung von Bildungsprozessen. Wie kann die Bildungssoziologie zur systematischen Reflexion der sozialen Grundlagen und Implikationen pädagogischer Praxis beitragen – und dabei ihre eigene Rolle sozialtheoretisch und methodisch fundiert berücksichtigen?

Lehrer/innen und ihre mächtige Position: Entscheidungsspielräume und Definitionsmacht

Laura Behrmann, Deutsches Zentrum für Hochschul- und Wissenschaftsforschung

Clash of categorizations? Bildungsungleichheiten in Zeiten algorithmischer Klassifikationen und digitalisierten Unterrichts – erste Problem- und Projektskizzen

Kenneth Horvath, University of Luzern

Soziale Ungleichheit im Kontext des selbstständigen Lernens

Angela Kaspar, Pädagogische Hochschule Bern; Judith Hangartner, Pädagogische Hochschule Bern

Die Pädagogisierung des sprachlichen Differenzproblems

Alexandra Zaugg, Pädagogische Hochschule Graubünden

A.9. THE LABOR MARKET OF SOCIOLOGISTS – STRUCTURES, TRENDS, PERSPECTIVES

Organizer(s) and Chair: Rainer Diaz-Bone, Universität Luzern; Ben Jann, Universität Bern

Workshop Session A: Wed. Sept. 11, 9am-10h30am
Main Building – D67

The «labor market for sociologists» is hardly visible and very diverse. In contrast to other disciplines, there are hardly any established career entries or established forms of professionalization outside the science system. There is no systematic «sociology of the sociological labor market», which examines its specificity and suitability to the forms of qualification but also possibilities of exerting influence. The workshop explores empirically the structures, trends and perspectives in the occupational fields of sociological graduates. In addition, social dynamics, institutional structures and comparisons with other disciplines and professions should also be taken into account in order to achieve a better understanding of this labor market. The aim of the workshop is to provide impulses for further (and if possible more continuous) empirical research and publications.

Occupational fields of sociologists: Developments, trends, perspectives

Annette von Alemann, University of Paderborn

Career paths of sociologists from the University of Geneva to the labour market: Recent trends and future challenges

Emilie Rosenstein, University of Geneva; Julien Ruey, University of Geneva; Eric Widmer, University of Geneva

Entering the job market for Swiss sociologists.

Rainer Diaz-Bone, University of Lucerne

Labor market positions of Swiss sociology graduates at the master's level

Ben Jann, University of Bern

Discussant: Birgit Blättel-Mink, University of Frankfurt

A.10. THE IMPORTANCE OF INFORMAL LEARNING FOR WORK: THEORETICAL FRAMEWORKS AND PRACTICAL STRATEGIES IN AND FOR THE WORK SETTING

Organizer(s) and Chair: Em Maslak, St. John's University

Workshop Session A: Wed. Sept. 11, 9am-10h30am
Main Building – C49

The study of workplace learning typically includes investigations of both formal and informal learning (Choi & Jacobs, 2011; Marsick & Volpe, 1999; Marsick & Watkins, 1990). On the one hand, formal learning requires the individual to successfully complete a set of courses which are designed to impart both knowledge and skills using planned and structured lessons (Brockman & Dirk, 2006). Equally important yet understudied, informal learning is the acquisition of understanding based on a process that utilizes experiences in the everyday world without designated learning objectives, periods of study, or learning support. (Kolb, 1984). This workshop features scholars' and advanced graduate students' research that focuses on conceptual/theoretical and practical research on informal learning in the work setting. We define informal learning as the acquisition of understanding based on a process that utilizes experiences in the everyday world (Kolb, 1984). We expect interdisciplinary understandings will contribute to the conceptual / theoretical papers. We expect practical research will share strategies that encourage and enhance informal learning in the workplace. Presenters will offer research findings in the first part of the session. We will devote the second part of the session to an open discussion of informal learning and research and practice.

Informal learning for work: Towards a new conceptual model for adolescents in the workplace

Em Maslak, St. John's University

Informal Learning at the Intersections of Race, Class and Gender: Inequalities in Internship Participation and Career Pathways

Sarah Ovink, Virginia Tech



A.11. WORK THAT MATTERS: TRANSFORMATIONS OF GENDER-, LABOR- AND WAGE-RELATIONS

Organizer(s) and Chair: Florian Elliker, Universität St.Gallen;
Christoph Maeder, Pädagogische Hochschule Zürich

Workshop Session A: Wed. Sept. 11, 9am-10h30am
Main Building – D59

“The future of work” is not only a topic that constitutes an analytical task for social science scholars that they perform detached from everyday life; rather, understanding the world of work and its development is an *everyday* task for all who work. The necessity and urgency of which varies with the social positions of those engaged. For any individual, the increasing complexity and uncertainty of the contemporary worlds of work make it necessary to generate a minimal degree of ‘interpretive certainty’ – maybe only to realize that there will not be any or only a minimal amount of security in the foreseeable future (e.g., little social welfare support or the lack of long-term stability in terms of professional identity and expertise) that would in turn imply the need for a flexible habitus to cope with uncertain conditions. At the same time, progressive and ever-more pervasive automation threatens not only bodily, but increasingly intellectual work as well in their central role as the “main source for income and status” – to such an extent that demands appear to fully or at least partially decouple income and work. Given these developments, the workshop approaches the “future of work” as an everyday action problem and as necessary daily interpretive work. The meaning contexts, discourses, and societal stocks of knowledge used for this interpretive work considerably shape how transformations and the corresponding imponderabilities are dealt with – in terms of social practices, self-understanding and identification, professions and organisations, and within (different) life-worlds and milieux. These practices are, however, not only to be understood as *reaction* to societal transformation processes; rather, they are – depending on the social field – elements that partially co-constitute these changes. Contributions to this workshop may address – from an interpretive perspective – these mundane practices of interpreting and coping with the present and future world of work and the stocks of knowledge that shape these practices. Additionally, the workshop provides the opportunity to address challenges and developments in the field of interpretive and qualitative social research. This not only entails – in a narrow sense – the methodological and epistemological reflection of scholarly work of understanding, but also – understood more broadly – the discussion of the changing social and technological conditions under which social science scholars perform their work of interpretation.

Alles normal?! Wandel von (Erwerbs-)Arbeit, männlichen Lebenslagen und Konstruktion von Männlichkeit
Diana Baumgarten, Technische Universität Dortmund; Diana Lengersdorf, Universität Bielefeld; Michael Meuser, Technische Universität Dortmund

Neue Grenzziehungen zwischen Arbeit, Technik und Geschlecht – Die Folgen der Digitalisierung anhand empirischer Beispiele
Edelgard Kutzner, TU Dortmund; Melanie Roski, TU Dortmund

Doing and living differently? On the transformative power of a basic income

Hanna Ketterer, Universität Jena

A.12. POLITISATION ET DÉPOLITISATION DU TRAVAIL DANS L'ENTREPRISE CONTEMPORAINE ET AU-DELÀ / POLITICIZING AND DEPOLITICIZING WORK IN THE CONTEMPORARY FIRM AND BEYOND

Organizer(s) and Chair : Jean-Michel Bonvin, Université de Genève;
Nicola Cianferoni, Université de Genève & Université de Neuchâtel;
Aris Martinelli, Université de Genève

Workshop Session A: Wed. Sept. 11, 9am-10h30am
Main Building – B32

Aujourd'hui, dans un contexte de changements socio-économiques importants, la relation de travail qui s'est affirmée après la Seconde Guerre mondiale connaît des évolutions majeures. Des enjeux comme la précarisation de l'emploi et des conditions de travail ainsi que le nombre croissant des working poors se posent de manière plus aiguë. À cela, s'ajoutent des enjeux nouveaux comme le brouillage des frontières spatio-temporelles entre vie professionnelle et vie privée. Ces enjeux échappent souvent aux mécanismes de la négociation ou de la délibération collective, ils sont alors le reflet d'une dépolitisation de la relation de travail. Cependant, on observe aussi des mouvements de réaction visant à repolitiser le travail: ils s'organisent parfois autour d'objets nouveaux et mobilisent aussi des acteurs nouveaux. Ces phénomènes de repolitisation du travail connaissent une ampleur différente suivant les secteurs économiques et les pays. Cet atelier veut mettre en débat cette question de la dépolitisation et repolitisation du travail dans le contexte actuel, pour en saisir l'ampleur et en repérer les enjeux et les acteurs.

Syndicalisme Français: Un Nouveau Modèle?

Dominique Andolfatto, Université de Bourgogne Franche-Comté

Un syndicalisme “politique” est-il encore possible?

François Alfandari, LEST

Les syndicats français débordés par la politique ?

Sophie Bérout, Université Lyon 2

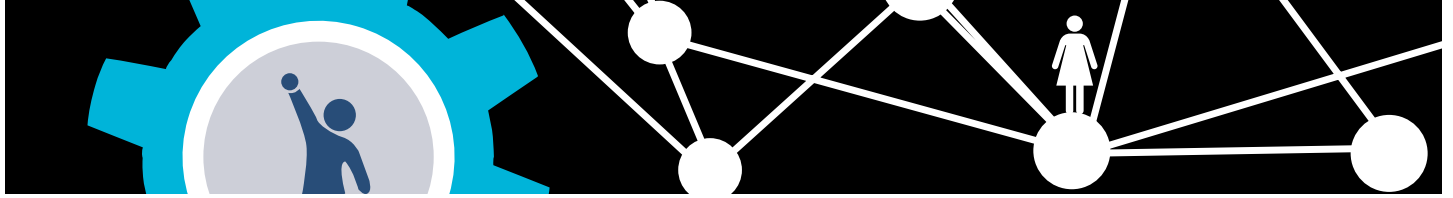
Le droit comme vecteur de la repolitisation du travail? L'exemple des contestations judiciaires et juridiques, en France, lors de restructurations d'entreprises (1970-2000)

Jean-Philippe Tonneau, Université de Nantes

A.13. AUSBILDUNGEN IM GESUNDHEITS-, SOZIAL- UND BILDUNGSBEREICH IM WANDEL / FORMATIONS DANS LES SECTEURS DE LA SANTÉ, DU SOCIAL ET DE L'ÉDUCATION EN TRANSITION

Organizer(s) and Chair : Michael Gempeler, Zürcher Hochschule für Angewandte Wissenschaften; René Schaffert, Zürcher Hochschule für Angewandte Wissenschaften

Workshop Session A: Wed. Sept. 11, 9am-10h30am
Main Building – B41



Im Gesundheits-, Sozial- und Bildungsbereich wurde in den vergangenen Jahren nicht nur die Arbeit durch Prozesse der Vermarktlichung, Kommerzialisierung und Ökonomisierung grundlegend verändert und zunehmend der «Herrschaft der Zahlen» unterstellt. Auch die Ausbildungen haben bedeutsame Erneuerungen erfahren. Dabei erstreckten sich die Bildungsrevisionen nicht allein auf die Höherqualifikation angehender Berufsleute, wie die häufig dafür verwendeten Begriffe «Professionalisierung» und «Akademisierung» suggerieren, sondern beinhalteten neben der Segmentierung der Beschäftigten und Zerstückelung der Arbeitsinhalte auch eine verstärkte Ausrichtung auf die «neuen Realitäten» der Arbeitswelt in Gesundheit, Soziales und Bildung. Nichtsdestotrotz scheint die «Entzauberung» der Beschäftigten heute grösser denn je zu sein und die Diskrepanz zwischen Bildung und Beruf nicht verschwunden. Der Workshop interessiert sich für verschiedene Aspekte des Verhältnisses der veränderten Ausbildungen zur Arbeitswelt. Dieses Thema war bislang kaum Gegenstand systematischer soziologischer Forschungen, obwohl der Zusammenhang zwischen dem Bildungssystem und dem Wirtschaftssystem auf der Hand liegt. Dabei unterziehen wir die veränderten Ausbildungen im Gesundheits-, Sozial- und Bildungsbereich einer Gesamtbetrachtung, da Gemeinsamkeiten und Unterschiede des Wandels der Staatlichkeit festzustellen sind. Wir laden Soziologinnen und Soziologen, aber auch Vertreter/innen anderer Sozialwissenschaften aus allen drei Sprachregionen ein, einschlägige Forschungsarbeiten zu einzelnen Aspekten des Themas zu präsentieren und aufgrund empirischer Befunde neue Einsichten in die Problematik zu gewähren. Dabei interessieren sowohl Arbeiten über die zeitgenössischen Verhältnisse als auch Arbeiten über die erwähnten Veränderungen. Beachtung verdient auch die Diskrepanz zwischen dem im Bildungssystem Vermittelten und der Arbeitswelt.

Reforming Health Care Training: Creating Oda Santé As A New Training Governance Organization

Lukas Graf, Hertie School of Governance; Alexandra Strel, Swiss Federal Institute for Vocational Education and Training; Patrick Emmenegger, University of St. Gallen

Eine Profession im Praxistest. Empirische Befunde aus dem Ausbildungs- und Berufsfeld der Sozialen Arbeit in Deutschland
Katrin Schneiders, Hochschule Koblenz; Anna-Lena Schönauer, Ruhr-Universität Bochum

Être médecin à l'hôpital et travailler à temps partiel: est-ce possible? Les perceptions des médecins des hôpitaux cantonaux tessinois par rapport au temps de travail et aux alternatives organisationnelles au plein temps

Angelica Lepori, Scuola universitaria professionale della Svizzera italiana; Danuschia Tschudi, Scuola universitaria professionale della Svizzera italiana

A.14. SOCIAL POLICIES IN THE FACE OF TRANSFORMING LABOR REGIMES

Organizer(s) and Chair: Yann Bochster, Hochschule für Soziale Arbeit FHNW; Felix Bühlmann, Université de Lausanne; Anna Gonon, Hochschule für Soziale Arbeit FHNW; Eva Nada, Haute école de travail social HES-SO Genève

Workshop Session A: Wed. Sept. 11, 9am-10h30am
Main Building – D71

Social security and labor market integration are intertwined as eligibility for social benefits is organized for the most part through labor market participation. Employment plays an important integrative role in our society and social policies are continuously being adjusted to address transformation processes within labor regimes, that is, the normative and legal regulations of labor markets, modes of production and the relations of employment. Considering recent transformations of labor regimes, scholars increasingly question the integrative force of employment beneficiaries not only to participate in integration programs in exchange of benefits, but to also work for these programs as public work. In addition, a considerable part of persons eligible for social benefits does not claim their social right. In this context, the consequences of a decreasing employment stability are even more severe. This shift based on the widely discussed paradigm of “activation” or “from welfare to workfare” leads to the paradoxical expectation that recipients of social benefits should be included into a labor market that tends to be less and less inclusive. In this workshop, we seek to analyse the implications of the transforming labour regimes for the design of social policies. What are the dimensions and dynamics of this transformation and how do they affect social policies? How do social policies respond to these developments? To what extent active social policies participate to the transforming labour regimes? To what extent can professional ideals of social workers such as empowerment and user involvement be implemented under these conditions? Contributions may be theoretical or empirical. They might focus on the vulnerabilities resulting from these developments, specific employment sectors or groups of benefit recipients, as well as social policy actors. They may also focus on the consequences of these developments on the work of professionals, e.g. in social work.

Discourse and social inequality: Education and employment policies in latin america. The case of Colombia.

Keila Escalante, University of Neuchatel

The participation of persons with disability to the labor market: make the market more inclusive

Pascale Gazareth, University of Neuchatel

Social security in German minijobs. Paradoxes, dilemmas and the importance of employees' work preferences

Fabian Beckmann, Ruhr-Universität Bochum

10:30-11:00 - Main Building

COFFEE BREAK ON THE 1ST AND 2ND FLOORS

11:00-12:30 - Main Building

WORKSHOP SESSION B

B.1. WORK AND PERSPECTIVES: REDEFINING LABOR AND INCOME

Organizer(s) and Chair: Florian Elliker, Universität St.Gallen; Christoph Maeder, Pädagogische Hochschule Zürich

Workshop Session B: Wed. Sept. 11, 11am-12h30am
Main Building – D59



“The future of work” is not only a topic that constitutes an analytical task for social science scholars that they perform detached from everyday life; rather, understanding the world of work and its development is an **everyday** task for all who work. The necessity and urgency of which varies with the social positions of those engaged. For any individual, the increasing complexity and uncertainty of the contemporary worlds of work make it necessary to generate a minimal degree of ‘interpretive certainty’ – maybe only to realize that there will not be any or only a minimal amount of security in the foreseeable future (e.g., little social welfare support or the lack of long-term stability in terms of professional identity and expertise) that would in turn imply the need for a flexible habitus to cope with uncertain conditions. At the same time, progressive and ever-more pervasive automation threatens not only bodily, but increasingly intellectual work as well in their central role as the “main source for income and status” – to such an extent that demands appear to fully or at least partially decouple income and work. Given these developments, the workshop approaches the “future of work” as an everyday action problem and as necessary daily interpretive work. The meaning contexts, discourses, and societal stocks of knowledge used for this interpretive work considerably shape how transformations and the corresponding imponderabilities are dealt with – in terms of social practices, self-understanding and identification, professions and organisations, and within (different) life-worlds and milieux. These practices are, however, not only to be understood as **reaction** to societal transformation processes; rather, they are – depending on the social field – elements that partially co-constitute these changes. Contributions to this workshop may address – from an interpretive perspective – these mundane practices of interpreting and coping with the present and future world of work and the stocks of knowledge that shape these practices. Additionally, the workshop provides the opportunity to address challenges and developments in the field of interpretive and qualitative social research. This not only entails – in a narrow sense – the methodological and epistemological reflection of scholarly work of understanding, but also – understood more broadly – the discussion of the changing social and technological conditions under which social science scholars perform their work of interpretation.

Doing working, growing community: Redefining sustainable livelihood through community-based agriculture
Hasan Mahmud, Northwestern University in Qatar

“Updated” wage policy? A discourse analysis on labour (e) valuations in Cuba
Nina Jany, University of Fribourg

Hang in there. A comparative qualitative study of young people’s future orientations in Italy
Enzo Colombo, University Of Milan; Paola Rebughini, University Of Milan; Lorenzo Domaneschi, University of Milan

B.2. HOW ORGANIZATIONS REALIZE AND SHAPE VALUES

Organizer(s) and Chair: Nadine Arnold, University of Lucerne; Hannah Mormann, University of Lucerne; Katja Rost, University of Zurich; Constantin Schön, University of Zurich

Workshop Session B: Wed. Sept. 11, 11am-12h30am
Main Building – D63

The purpose of this workshop is to explore the ways in which organizations realize and shape normative expectations and values. We start from the assumption that different organizations (i.e., schools, foundations, banks, hospitals, political parties etc.) are all exposed to value-laden expectations. To maintain their legitimacy, organizations conform to these expectations. However, values which guide the expectations are subject of change and do not constitute a fixed category. We currently observe a triad of dominant values that circulate in the organizational arena: *environmental protection, fairness and economic efficiency*. In recent years, these values have created new fields of work and job positions (such as Diversity & Inclusion Manager, Chief Integrity Officer, Environmental Certifiers) that constitute new fields of work and simultaneously shape the work of the future. In this workshop, we encourage papers that will respond to the following questions: **1) Local adoption of values:** What are the organizational responses to value-driven expectations? How are values translated and integrated into the everyday work? By what means do organizations manage this translation and how does value-oriented work look like? **2) Consequences of value-oriented work:** What are the intended and unintended consequences of the value-oriented work within and outside the boundaries of organizations? How do the organizational responses shape the interpretation and circulation of values? **3) Effectivity of value-oriented work:** Do the outcomes of the implementation contribute to the realization of the aspired values? How effective is value-oriented work to fulfill the expectations? Or is it just another way to maintain a legitimacy-generating façade? Through the examination of organizational responses to value-laden expectations and the effects to these responses, we aim to better understand which values and practices have a lasting effect on the work and in turn, how value-oriented work will be structured in the future. To collectively discuss these questions in the workshop and to provoke a debate on value-oriented micro practices that unfold within organizations, we welcome empirical and theoretical contributions from researchers of different sub-disciplines.

Organizing indemnity: How insurance incorporated the value of prudence
Vera Linke, University of Bielefeld

Organized Democracy. On the relationship between political parties and social movements
Adrian Itschert, University of Lucerne

The philanthropic stock exchange
Sophie Serrano, University of Neuchâtel

Rationalization and individualization. How organizations shape societal values
Nadine Arnold, University of Lucerne; Raimund Hasse, University of Lucerne; Hannah Mormann, University of Lucerne

B.3. QUEL FUTUR DU TRAVAIL DANS LES SITES INDUSTRIELS À RISQUES INDUSTRIELS MAJEURS : QUELLES CONDITIONS SOCIOTECHNIQUES DE LA SÉCURITÉ DANS UN MONDE EN RÉSEAU ET GLOBALISÉ ?

Organizer(s) and Chair : Michèle Dupré, Centre Max-Weber/Lyon ; Jean-Christophe Le Coze, Institut National de l'Environnement Industriel et des Risques (INERIS)

Workshop Session B: Wed. Sept. 11, 11am-12h30am
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Ce workshop entend croiser deux dimensions d'actions pour l'analyse du futur du travail : produire de la sécurité dans un site à risques quel qu'en soit le secteur d'activité, prendre en compte l'impact de la globalisation dans ses différentes dimensions sur le fonctionnement de ces installations. Les communications attendues devront documenter la complexité d'action de ces organisations à risques industriels majeurs et les différents modes, observables ou pensables, de régulation de cette complexité, qui permettent ou non le maintien de ces systèmes dans des zones de fonctionnement sûr et garantit ainsi l'avenir du travail et les enjeux spécifiques du développement durable. Elles rendront compte soit de travaux empiriques, soit de travaux à visée théorique.

Globalisation et prévention des risques industriels majeurs: Eclairage à partir de situations empiriques

Michèle Dupré, Centre Max Weber/Lyon; Jean-Christophe Le Coze, INERIS

L'évolution des relations de travail dans une organisation à risques: le rôle de la sous-traitance et de la fonction achat

Léna Masson, Université Paris-Est; Raluca Ciobanu, EDF R&D; Julienne Brabet, Université Paris-Est

La prévention des risques dans le travail d'opérateurs en raffinerie de pétrole: observations de formations à l'activité dans des unités de production à l'air libre.

Edwige Rémy, Université Paris Dauphine

Santé psychique en milieu industriel: Le cas des travailleurs affectés sur des plateformes pétrolières offshore

Sofiane Bouhdiba, Université de Tunis

B.4. ORGANISATIONALE DILEMMAS IN DER STREET-LEVEL BUREAUCRACY – FOKUS JUSTIZ UND ORDNUNGSPRODUKTION

Organizer(s) and Chair; Esteban Piñero; Hochschule für Soziale Arbeit FHNW; Martina Koch, Hochschule für Soziale Arbeit FHNW; Nora Locher, Hochschule für Soziale Arbeit FHNW; Nathalie Pasche, Hochschule für Soziale Arbeit FHNW

Workshop Session B: Wed. Sept. 11, 11am-12h30am
Main Building – B29

Abteilungen der Sozialverwaltung wie die Sozialhilfe, Jugendämter sowie Einrichtungen der Justiz und Polizei interagieren häufig direkt mit der Bevölkerung. Für solche öffentlichen Dienste prägte Michael Lipsky (1980) den Begriff der Street-Level Bureaucracy. Sie erbringen Zuwendungen

oder Dienstleistungen, können mitunter aber auch über besondere Eingriffsrechte verfügen und rechtsstaatliche Ansprüche mit Zwang durchsetzen (vgl. Piñero/Koch/Pasche 2019). Oftmals sind sie mit heterogenen Zielsetzungen, ambivalenten Vorgaben oder auch konkurrierenden Erwartungen aus der organisationalen Umwelt konfrontiert. Solche Konstellationen divergierender Logiken fasst z. B. der organisationssoziologische Neoinstitutionalismus mit Begriffen wie «conflicting institutional demands» (Pache/Santos 2010) oder «institutional complexity» (Greenwood et al. 2011). Organisationen verfügen über Spielräume, die es erlauben, mit solchen organisationalen Dilemmas unterschiedlich umzugehen (vgl. auch Hupe/Hill/Bufat 2016). Denkbar sind hier Formen des Widerstandes gegenüber widersprüchlichen bürokratisch-administrativen Regeln, normativen Anforderungen oder betriebswirtschaftlichen Zwängen. Diese lassen sich ggf. marginalisieren oder eliminieren. Handlungs- und Entscheidungsräume bieten aber auch Möglichkeiten, um widerstrebende Anforderungen auszubalancieren und auf die jeweilige Situation hin adäquat zu übersetzen. Die Vermengung gesellschaftlicher Erwartungen oder widersprüchlicher Aufgaben kann zu Entgrenzungen von Berufspraktiken führen, woraus sich neue Praxisfelder, Berufsbilder, Rollenverständnisse oder gar Organisationen der Street-Level Bureaucracy bilden können (z. B. Diversity- oder Integrationsdienste, Einrichtungen der Interinstitutionellen Zusammenarbeit IIZ oder der aufsuchenden Sozialarbeit mit ordnungsdienstlichen Aufgaben SIP). Der Workshop lotet verschiedene organisationale Dilemmas im Alltag der Street-Level Bureaucracy aus und analysiert Formen des Umgangs damit.

Der Umgang der „Street-Level Bureaucrats“ mit dem Anderssein: Die Polizei und die ethnischen Minderheiten in Frankreich und Deutschland

Jérémie Gauthier, Université de Strassbourg

Des dispositifs de médiation urbaine en Suisse romande: quelles logiques d'action?

Karine Darbellay, Haute Ecole de Travail Social HSO-SO; Livio Andreoli, Haute Ecole de Travail Social HSO-SO

Im Spannungsfeld von Sozialer Arbeit und Polizei. Konfligierende Logiken in den Berufspraktiken von aufsuchender Sozialarbeit mit ordnungsdienstlichen Aufgaben

Nora Locher, Fachhochschule Nordwestschweiz FHNW; Nathalie Pasche, Fachhochschule Nordwestschweiz FHNW; Esteban Piñero, Fachhochschule Nordwestschweiz FHNW

Das Tripelmandat zwischen Strafe und Resozialisierung: Soziale Arbeit im Justizvollzug

Marina Richter, University of Applied Sciences and Arts Western Switzerland HES-SO Valais-Wallis

B.5. TRAJECTOIRES DE VIE DANS LE MONDE DU TRAVAIL ET LA SANTÉ DES TRAVAILLEURS

Organizer(s) and Chairs : Francesco Giudici, Ufficio di Statistica del Canton Ticino; Angelica Lepori, Scuola Universitaria Professionale della Svizzera Italiana

Workshop Session B: Wed. Sept. 11, 11am-12h30am
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Si d'une part certains parcours «standard» existent encore, (parcours typiquement masculin), d'autre part on constate l'émergence de parcours «non standard», caractérisés par une discontinuité de l'activité, une volatilité des opportunités d'emploi, des interruptions de carrière, le passage volontaire ou involontaire au temps partiel, le cumul de plusieurs emplois, etc. Le nombre d'employeurs qu'une personne a dans sa carrière tend à augmenter, et donc les conditions d'emploi (contrat, horaires, salaires, rythmes) et les rapports de travail (hiérarchies, fonctions, rapports avec les collègues, etc.) auxquelles elle est soumise changent également. Les épisodes d'inactivité et de chômage sont aussi devenus plus fréquents et plus longs que dans le passé. Ces tendances vont très vraisemblablement se confirmer à l'avenir. En outre, même les travailleurs et travailleuses avec des contrats et des parcours «standard» subissent des conditions d'emploi qui les exposent au risque de vulnérabilité et d'instabilité. Le calcul de la rémunération salariale liée au mérite, les horaires flexibles, le travail d'équipe, la variation soudaine et non planifiée des horaires et des rythmes de travail, le partage du poste et du lieu de travail ainsi que des moyens de production sont autant d'éléments parmi d'autres qui traduisent ce risque. Le temps de travail est aussi de plus en plus difficile à concilier avec le temps pour soi et sa famille, ce qui peut conduire à des choix difficiles, comme ne pas avoir d'enfants, ou quand les enfants sont là, à des parcours professionnels non souhaités et à une division des tâches domestiques inégalitaire.

Travail et grossesse : expérience de travailleuses concernant la santé au travail

Isabelle Probst, Haute Ecole de Santé Vaud; Alessia Zellweger, Centre universitaire de médecine générale et santé publique, Haute Ecole de Santé Vaud; Maria-Pia Politis Mercier, Haute Ecole de Santé Vaud

Quelle organisation du temps de travail pour des médecins en bonne santé? Les besoins des médecins des hôpitaux cantonaux tessinois et leurs perceptions des alternatives organisationnelles au plein temps.

Danuscia Tschudi, DEASS/SUPSI

Quitter son emploi de préposés au Québec : L'impact conjoint de la fragilisation de la santé au travail et de la précarité

François Aubry, Université du Québec en Outaouais ; Flavie Lemay, Université du Québec en Outaouais

La réduction volontaire du travail favorisant le bien-être et la suffisance: rôle des ressources personnelles et des infrastructures publiques

Marlyne Sahakian, Université de Genève; Clementine Rossier, Université de Genève; Frédéric Minner, Université de Genève

Pourquoi les parents font-ils des burn-outs? Quelques premiers résultats de la quatrième vague de l'enquête «devenir parents»

Regula Zimmermann, Universität Basel; Jean-Marie LeGoff, Université de Lausanne

B.6. REPRÉSENTATIONS ET (DÉ)VALORISATION DE L'ÂGE ET DE LA VIEILLESSE DANS LE TRAVAIL SOCIAL ET SOCIO-SANITAIRE / REPRESENTATIONS AND (DE)VALUATION OF OLD AGE AND AGEING IN SOCIAL AND HEALTH WORK

Organizer(s) and Chair: Jean-François Bickel, HES-SO - Haute école de travail social de Fribourg ; Marion Repetti, FNS / Virginia Tech

Workshop Session B: Wed. Sept. 11, 11am-12h30am
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La transformation du travail, et son impact sur les formes d'organisation sociale comme sur l'action publique et les modes d'intervention et de régulation, croisent le vieillissement de la population et ses multiples conséquences économiques, sociales et politiques. Cette double mutation conjugue ses effets pour, entre autres, déplacer les marqueurs et frontières matérielles et symboliques de l'âge et de la vieillesse, reconfigurer les relations entre les générations, et mettre en question l'intégration sociale des personnes vieillissantes. Les personnes peinent à maintenir un statut social valorisé lorsqu'elles sont catégorisées comme «âgées» ou «vieilles», tant avant la retraite qu'au-delà, avec des variations substantielles selon le genre, la classe ou l'ethnicité. Ces phénomènes n'épargnent pas les politiques et dispositifs institutionnels qui cadrent le travail social et socio-sanitaire. D'un côté, des représentations sociales simplificatrices et stéréotypées de l'âge, de la vieillesse et du vieillissement y ont cours, qui renforcent la disqualification et l'exclusion des personnes vieillissantes. De l'autre, ces représentations et leur traduction dans les référentiels de l'action publique et pratiques d'intervention font l'objet de mises en question qui contribuent à déstigmatiser et valoriser ces personnes. L'ambition de cet atelier est de réunir et de faire dialoguer des chercheuses et chercheurs qui prennent pour objet la manière dont, dans le cas suisse, les questions de l'âge, de la vieillesse et du vieillissement sont posées – ou parfois non posées – dans les dispositifs, pratiques et publics du travail social et socio-sanitaire.

Older people and the neoliberal welfare state: A comparison between Switzerland and the U.S.

Marion Repetti, SNF visiting scholar, Virginia Tech; Toni Calasanti, Virginia Tech

Negotiating health and social care in later life: neoliberalism, precarity and capital

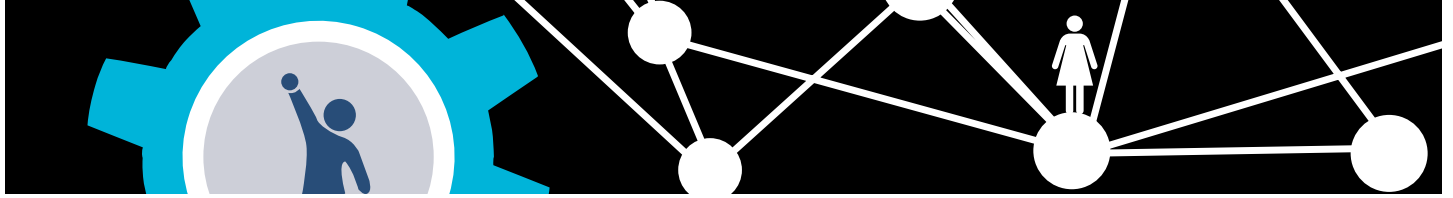
Bethany Simmonds, University of Portsmouth

Former et/ou occuper les seniors : pour quoi et pour qui ?

Gabriel Noble, Université de Lausanne; Farinaz Fassa Recrosio, Université de Lausanne

De la perception d'être important et de compter pour autrui à la retraite et dans le grand âge: quelques éclairages à partir d'une comparaison à 30 ans

Jean-François Bickel, HES-SO, Haute école de travail social Fribourg



B.7. ENABLING FUTURE OPPORTUNITIES FOR THE DIGITALLY DEPRIVED

Organizer(s) and Chair: Prasad Ramakrishnan, D-MTEC ETH - Eidgenössische Technische Hochschule

Workshop Session B: Wed. Sept. 11, 11am-12h30am
Main Building – B41

Disruptive technology changes have opened 'gig-economy' alternatives, digitalization, robotization, automation opportunities - for the 'Digitally Enabled' workforce, the future appears bright with fast emerging opportunities and themes like Artificial Intelligence, Future of Mobility, Internet of Things and Additive Manufacturing.

Meanwhile, a sizeable part of the world's population lacks access to clean drinking water, private toilets, equal opportunities for education and employment - for the 'Digitally Deprived' the basics continue to be a struggle. Layoffs, insufficient retraining & reemployment opportunities, and longer life spans are forcing some employees to work into their 70s and 80s. This diverging gap between 'haves' and 'have-nots' worsens societal challenges stemming from the transformation of work and global population migration. This workshop will use examples such as uplifting 20,000+ women and girls in rural China for meaningful careers through education, enabling state and country decision makers to rethink education systems, and utilize curiosity to drive upskilling effectively at scale to drive social impact. The presenters have worked with Social movements, Governments, Universities and Industry and will call for actions to develop new perspectives, concepts, measures, and indicators to capture and address the changing realities of work. This workshop is an opportunity to create practical ideas to address the challenges in the Future of Work, through further examples of social and economic opportunity creation. The agenda will be built around 3 selected, high quality, papers to spark further approaches and replication, and, will be a dynamic opportunity to work with scholars and practitioners who have found meaningful and practical solutions to address societal and economic challenges of the future workforce.

Be a verb and a global citizen

Wu Qing, Beijing Cultural Development Center for Rural Women, Beijing Foreign Studies University

The future of education is systems engineering

Katherine Caves, KOF Swiss Economic Institute, ETH Zurich, Switzerland

The future of work is dependent on 'curiosity' at scale

Chantelle Larsen, Deloitte Consulting AG

B.8. TRANSFORMATIONS OF WORK IN HEALTH / LES MUTATIONS DU TRAVAIL DANS LE CHAMP DE LA SANTÉ / WANDEL DER ARBEIT IM GESUNDHEITSBEZOGENEN FELD

Organizer(s) and Chair: Raphaël Hammer, Haute Ecole de Santé Vaud (HESAV) ; Stéphane Cullati, University of Geneva and University Hospital Geneva; Ursula Streckeisen, formerly University of Teacher Education (PHBern) and University of Bern

Workshop Session B: Wed. Sept. 11, 11am-12h30am
Main Building – D67

Since critical studies on domination of the medical profession, sociologists have tried to describe the transformations of medical work, such as deprofessionalization, healthcare consumerism or proletarianization of doctors. The perspectives of the economic market or the power struggles underscore the importance of understanding both macro and microsocial mutations of professional work in the field of health. Other transformations have been highlighted, such as defensive medicine and the rise of evidence-based medicine, of patients' power and of the pharmaceutical industry. The forms of governance inspired by the new public management are also shaking up health professional practices. All these transformations are affecting aspects of the medical work, such as the professional status, the clinical autonomy, the medical responsibility, or the working conditions. This call for papers aims to discuss the transformations of work in the field of health, involving professionals as well as non-professionals. The following topics are particularly relevant for the workshop:

- 1) The current transformations of the nature of work in the field of health can be approached in terms of the regulation and the structural organization of care activities, but also in terms of the working experience of healthcare professionals.
- 2) The production of health also involves lay health work, or the activities carried out by the patients themselves. Like the classic work on chronic diseases, in a context where the individual responsibility for one's health is more and more valued and where the figure of the patient-expert enjoys a certain recognition, patient's knowledge on their own pathology remains central. While it is most visible from the point of view of physical care and daily behaviours, the patient's health work also involves activities in terms of social or professional reintegration.

Peering Into The Black Box Of A Nursing Administrative Work: A Comparative Analysis Of Nurses' Activities In American And French Hospitals

Lucie Michel, IRDES- Institut of research in health economics and EHESP- French School of Public Health

New educational profiles in the field of nursing affect professional socialization

René Schaffert, Institut für Gesundheitswissenschaften, Zürcher Hochschule für Angewandte Wissenschaften (ZHAW); Ines Trede, Observatorium für die Berufsbildung, Eidgenössisches Hochschulinstitut für Berufsbildung; Dominik Robin, Institut für Gesundheitswissenschaften, Zürcher Hochschule für Angewandte Wissenschaften (ZHAW)



Gesundheitsfachpersonen zur «Digitalisierung» ihrer künftigen Berufsarbeit

Michael Gemperle, Departement Gesundheit, Zürcher Hochschule für Angewandte Wissenschaften (ZHAW)

«Und alles für die Gesundheit» – vom (Be-)Arbeiten des «mündigen» Patienten (in spe)

Dietmar Jürgen Wetzel, Universität Basel

B.9. AUTOMATION AND OCCUPATIONAL CHANGE

Organizer(s) and Chair: Simon Walo, University of Zurich

Workshop Session B: Wed. Sept. 11, 11am-12h30am
Main Building – C56

Due to recent technological progress, machines are now capable of performing many tasks which were the main activities of various occupations until recently. Clearly, this opens up many possibilities to replace human labor with machines. A widely regarded article by Frey and Osborne (2017) even claims that almost 50% of all current employment in advanced economies is at risk of being replaced. This should lead to significant changes on labor markets: Some occupations are slowly disappearing if they can be easily replaced. Other occupations however are growing because they benefit from the use of technology. Roughly, these effects seem to have balanced each other out so far. But what is it that makes some occupations replaceable and others not? How is the structure of labor markets changing due to automation? And how does this impact social inequality? In this workshop, we want to examine these changes of the recent past and discuss projections for the near future. Further, we also want to talk about change within occupations: How are the tasks of different occupations redefined by automation? How does this influence the demand for certain skills? And how are wages of different occupations affected by this change in skill demand? Finally, we also want to discuss the role of technology in these changes: Is technology really the main cause for occupational change? Are there other influences? And can we maybe even shape this change to some extent through targeted policies?

Self-service checkouts in supermarkets: Analyzing the impact of automation on retail labor

Céline Schnetzler, University of Neuchatel

Technological change and occupation mobility: A task-based approach to horizontal mismatch

Manuel Aepli, Swiss Federal Institute for Vocational Education and Training, and University of Bern

Technologieeinsatz und -akzeptanz in sozialen Berufen. Wahrnehmung des beruflichen Wandels aus Beschäftigtenperspektive

Fabian Hoose, Universität Duisburg-Essen; Anna-Lena Schönauer, Ruhr-Universität Bochum

How digitalized is work in large German workplaces, and how is digitalized work perceived by workers? New insights in the digitalization of work

Anja-Kristin Abendroth, Bielefeld University; Martin Diewald, Bielefeld University; Mareike Reimann, Bielefeld University

B.10. L'ANTICIPATION DU FUTUR DU TRAVAIL DANS LES INSTITUTIONS ÉDUCATIVES

Organizer(s) and Chair: Barbara Duc, Institut fédéral des hautes études en formation professionnelle (IFFP); Kerstin Duemmler, Institut fédéral des hautes études en formation professionnelle (IFFP)

Workshop Session B: Wed. Sept. 11, 11am-12h30am
Main Building – C52

Le monde du travail connaît des transformations importantes dues, entre autres, au développement du secteur des services et de nouvelles technologies, qui obligent les travailleurs à développer de nouvelles compétences (personnelles, sociales, informatiques, etc.). Par ailleurs, le marché du travail apparaît comme plus exigeant en termes d'entrée et de maintien dans l'emploi et demande de nouvelles attitudes à l'individu, considéré comme responsable de son employabilité (formation tout au long de la vie, flexibilité, mobilité, etc.). Ces nouvelles attentes posent la question de l'éducation et de la formation des individus, en tant que futurs travailleurs mais aussi citoyens.

Cet atelier a comme objectif d'interroger la façon dont les institutions éducatives, et les acteurs y associés, anticipent et interprètent ces exigences du monde du travail, et les intègrent dans leurs discours, dispositifs et pratiques éducatifs et formatifs. Cette interrogation pourra être menée à différents niveaux et dans divers types d'écoles – école secondaire I, formation professionnelle initiale, école privée, structure de transition, etc. – et à différents moments du parcours scolaire/éducatif – sélection, formation, évaluation.

L'atelier cherche à mettre à jour les enjeux des transformations du monde du travail pour le système éducatif. Une problématique possible serait d'interroger la tension entre la visée de formation des travailleurs et d'éducation des individus et des citoyens, qui coexistent dans les institutions éducatives. Une autre approche serait de discuter les inégalités sociales que ces nouvelles pratiques, orientées vers les besoins actuels du marché du travail, peuvent engendrer, que ce soit au moment de la sélection, de la formation ou de l'évaluation. Il serait aussi important de prendre en compte l'expérience subjective des individus formés à l'aune de ces nouvelles attentes ainsi que ceux qui participent ou résistent à leur transmission.

Anticiper l'employabilité des étudiant.e.s? Le nouveau rôle des soft skills dans l'enseignement supérieur et les entreprises en France

Sébastien Bauvet, Frateli Lab & Centre Maurice Halbwachs, Paris

Comment favoriser l'employabilité des futurs professionnels par le développement de compétences transversales et interculturelles? Le point de vue des étudiants et des employeurs

Sophie Wodociag, CREGO, Université de Haute-Alsace; Patrick Ischer, HES-SO// Haute école de gestion Arc, Neuchâtel; Lamia Ben Hamida; Myriam Graber, HES-SO// Haute Ecole Arc Santé, Neuchâtel

Quels sont les rôles des compétences transversales dans la formation professionnelle duale? Point de vue des formateurs et formatrices en entreprise

Barbara Duc, Institut fédéral des hautes études en formation professionnelle (IFFP), Lausanne; Nadia Lamamra, IFFP

Accélération sociale et flexibilisation du travail. Enquête ethnographique au sein d'écoles internationales

Matthieu Bolay, Haute école pédagogique, Fribourg; Jeanne Rey, Haute école pédagogique, Fribourg

B.11. POLITISATION ET DÉPOLITISATION DU TRAVAIL DANS L'ENTREPRISE CONTEMPORAINE ET AU-DELÀ / POLITICIZING AND DEPOLITICIZING WORK IN THE CONTEMPORARY FIRM AND BEYOND

Organizer(s) and Chair: Jean-Michel Bonvin, Université de Genève; Nicola Cianferoni, Université de Genève, Université de Neuchâtel; Aris Martinelli, Université de Genève

Workshop Session B: Wed. Sept. 11, 11am-12h30am
Main Building – B32

The employment relation that emerged after World War II has undergone significant transformations in the present context of deep socioeconomical changes (transnationalization of capital, economic crisis, digitalization, etc.). Phenomena such as job precariousness, difficult working conditions and the increasing number of working poor become more relevant. In addition to this, the spatio-temporal boundaries between professional and private life are increasingly blurred. These challenges are sometimes tackled via individual arrangements, e.g. about the working time, in such cases a "depoliticizing" of work can be observed. However, counter-processes of "politicization" are also taking place in case of reactions – such as resistances or mobilizations – aimed to negotiated more broadly and collectively the issues linked with the employment relation. Those reactions can involve new actors and their scope depends on the country and/or the economic sector. This workshop questions the extent of such politicizing and depoliticizing processes in order to grasp their size, the issues and the involved actors. The workshop will be structured around three axes.

What kind of politization of work in a "Global value chains" world? A case study on cross-border workers in the Swiss machinery industry

Aris Martinelli, University of Geneva

The role of supply chain pressures in shaping working conditions: a case in the Scottish Spirits Industry

Pedro Mendonca, Nottingham Trent University; Kirsty Newsome, Sheffield University; Dora Scholarios, Strathclyde University

The repertoires of action at the sources of politicization. A case study on the mobilization of workers of the government-owned tobacco company in Turkey (2009–2010)

Ibrahim Soysüren, Université de Neuchâtel

Work and Social-Ecological Transitions: A Critical Review of Five Contrasting Approaches

Patrick Bottazzi, University of Bern

B.12. MENSCHENGERECHTE ARBEITSGESTALTUNG UNTER BEDINGUNGEN DER DIGITALISIERUNG: NEUE ANFORDERUNGEN AN DIE SOZIOLOGIE?

Organizer(s) and Chair: Caroline Richter, Universität Duisburg-Essen; Alexander Bendel, Universität Duisburg-Essen

Workshop Session B: Wed. Sept. 11, 11am-12h30am
Main Building – D65

Für die Zukunft der Arbeit stellen sich unter Bedingungen globaler und gesellschaftlicher Veränderungen, vor allem der digitalen Transformation, neue Anforderungen an eine menschengerechte Gestaltung von Arbeit und Arbeitsbedingungen. Der Workshop basiert auf einer Verortung der Soziologie als (normative) Handlungswissenschaft, die für eine menschengerechte Gestaltung der digitalen Arbeitswelt geeignete Analysen, Methoden und Positionen entwickelt und praxisrelevant einbringt.

Die Auseinandersetzung mit Arbeit bedeutet auch die Auseinandersetzung mit Arbeitsbedingungen. Für die Analyse und Weiterentwicklung von Arbeitsgestaltung verbleibt die Soziologie üblicherweise auf deskriptiver Ebene von Praktiken und Wirkungen. In Organisations- oder Betriebsfallstudien wird beispielsweise unter Zuhilfenahme des üblichen Methodenrepertoires (Interviews, Befragungen, teilnehmende Beobachtungen) analysiert, wie Veränderungen initiiert und umgesetzt werden jedoch nicht wie mit diesen Befunden handlungsleitend umzugehen ist. Einerseits lassen sich mit diesen Methoden bestimmte Forschungsobjekte von Arbeit (Arbeitsprozessgestaltung, Lern- und Persönlichkeitsförderlichkeit von Arbeit, Kommunikationsprozesse etc.) nicht adäquat erfassen, andererseits begrenzt die Soziologie ihre Möglichkeit, konkrete Handlungshinweise im Sinne des empowerments der Beschäftigten zu geben. Die Chancen auf disziplinäre Weiterentwicklung und gesellschaftliche Relevanz durch Teilnehmen, Mitgestalten und Reflektieren werden unseres Erachtens nicht ausgeschöpft.

In dem Workshop soll u.a. diskutiert werden, durch welche Forschungsmethoden die Soziologie zu ergänzen wäre, um der genannten Herausforderung zu begegnen.

Integrating ,the Social': Methoden zur menschen- und nutzerInnengerechten Gestaltung Cyber-Physischer Assistenzsysteme

Anna-Lena Berscheid, Universität Paderborn; Ilona Horwath, Universität Paderborn; Johannes Terhechte, Universität Paderborn

Comprehensive Sociology Methodology from and for a White Collar Work Environment: Stupidity in Change Management

Sébastien J.F. Vincent, Independent researcher, Switzerland

Digitalisierung der Arbeitswelt – Neue methodische Anforderungen an die Soziologie?

Alexander Bendel, Universität Duisburg-Essen



B.13. LE TRAVAIL ARTISTIQUE EN RÉGIME ENTREPRENEURIAL (SESSION 2)/ ARTISTIC WORK IN AN ENTREPRENEURIAL CONTEXT (SESSION 2)/ KÜNSTLERISCHE ARBEIT IM UNTERNEHMERISCHEN KONTEXT (SESSION 2)

Organizer(s) and Chair: Thibaut Menoux, Université de Nantes ; Valérie Rolle, Université de Nantes

Workshop Session B: Wed. Sept. 11, 11am-12h30am
Main Building – C54

Ce workshop propose d'interroger la manière dont la poussée générale du travail vers un régime entrepreneurial se traduit dans les arts. Comment un tel régime s'articule-t-il au régime de singularité qui prévaut dans cette sphère d'activité depuis la fin du XIXème siècle ? Dans un article prospectif publié en 2009, Simon Borja et Séverine Sofio estiment que ce nouveau régime est, pour l'heure, davantage actualisé à un niveau idéologique que pratique, exception faite des artistes les plus cotés sur le marché (comme Jeff Koons, Damien Hirst ou Ai Wei Wei pour l'art contemporain). Il s'agit, en ce sens, d'interroger ces nouvelles figures de l'« artiste entrepreneur » et de les comparer à des entreprises artistiques passées et présentes dont l'envergure peut fortement varier (Session 1). Comment la réussite financière est-elle assurée grâce à une gestion proche de l'entrepreneuriat artisanal ou industriel de leur entreprise de production artistique par des artistes qui ne cessent pourtant de dénoncer une telle logique économique ? Au-delà des artistes « stars » ou plébiscités, qu'en est-il chez les « artistes ordinaires » ? Il s'agit cette fois de questionner la façon dont ce nouveau régime appelle les prétendants à l'art à gérer leur carrière comme des « petits entrepreneurs » (Session 2). Comment le dilemme entre la nécessité de s'affirmer comme un artiste singulier et la nécessité d'un emploi, en particulier lorsqu'il est subordonné à d'autres artistes, est-il négocié par celles et ceux qui tentent de vivre de leur art ? Enfin, quel rôle les « intermédiaires du travail artistique » jouent-ils dans la diffusion de cette norme entrepreneuriale de gestion des carrières ? Plus globalement, comment les dispositifs institutionnels (qu'ils soient liés au financement, à la diffusion ou à la consécration) contribuent-ils à imposer un régime plus proprement entrepreneurial dans les arts (Session 3) ? La version longue du call de ce workshop est disponible à l'adresse : <http://k6.re/2PQWg>. Die lange und deutsche Version dieses Calls ist hier verfügbar: <http://k6.re/2PQWg>
A complete English version of this call is available here: <http://k6.re/2PQWg>

L'injonction à la créativité au service du régime entrepreneurial dans les arts. L'évolution des dispositifs d'aide à Detroit
Simon Renoir, Université Paris 13

L'imposition d'un régime entrepreneurial dans les arts : le cas des projets d'Éducation Artistique et Culturelle
Lucas Graeff, Université La Salle

Les metteurs en scène de théâtre – employeurs
Serge Proust, Université de Lyon

Des artistes entrepreneurs sur le fil : diriger une compagnie de cirque contemporain
Marine Cordier, Université Paris-Nanterre

B.14. THEORIE ALS ARBEITSRESSOURCE ZWISCHEN KÜNSTEN UND SOZIALWISSENSCHAFTEN

Organizer(s) and Chair: Guy Schwegler, Universität Luzern; Paul Buckermann, Universität Luzern

Workshop Session B: Wed. Sept. 11, 11am-12h30am
Main Building – C49

Arbeit an und mit geistes-, kultur- und sozialwissenschaftlicher Theorie wird nicht exklusiv in akademischen Fachdisziplinen und ihren institutionellen Strukturen geleistet. Die Anwendung und Weiterentwicklung von theoretischen Konzepten und Begriffsapparaten findet dabei auch immer in jenen gesellschaftlichen Bereichen statt, die genuiner Gegenstand wissenschaftlicher Auseinandersetzungen sind. Gerade in den Künsten – bildende Kunst, Musik und Theater – sind theoretische Reflektionen über Produktion, Vermittlung und Rezeption im Feld eine wichtige Ressource in vielfältigen kunstweltlichen Praxen. Theorien und ihre Versatzstücke werden in Ausstellungskatalogen und Kunstwerken zitiert, sie rechtfertigen Plattenrezensionen, sie finden Anwendung in Artistic Research, sie werden für Erfolgsmessungen herangezogen oder sie beeinflussen die Konzeption von Theaterstücken (oder werden gleich direkt aufgeführt). Der Workshop widmet sich diesen Phänomenen insbesondere in Bezug auf sozialwissenschaftliche Theorie. An den Entwicklungen soll aber nicht einfach die gesellschaftliche Erfolgsgeschichte der Sozialwissenschaften erzählt, sondern Fragen an die Arbeit an zeitgenössischer Soziologie gestellt werden.

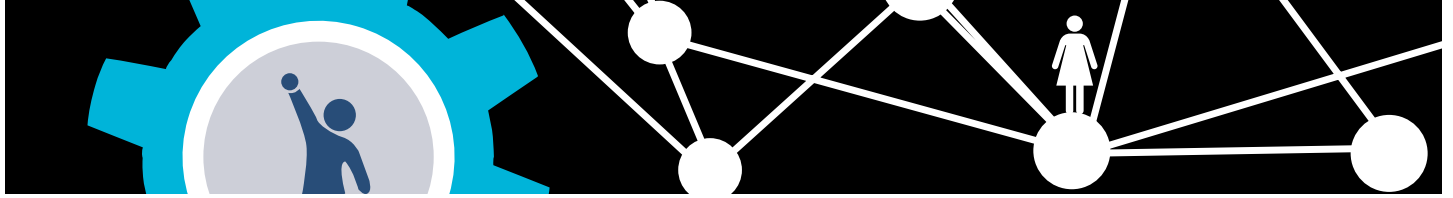
Der Workshop «Theorie als Arbeitsressource zwischen Künsten und Soziologie» diskutiert auf der einen Seite die Gründe für ein Interesse an und die Verwendung von Theorie in den Künsten. Dabei können sozial- und gesellschaftsstrukturelle Veränderungengenauso tragend für die Entwicklungen sein, wie Veränderungen von Wissenschafts- und Kunstinstitutionen. Der Workshop nimmt dabei auf der anderen Seite die Arbeit in den Feldern selber ernst: Die eigentliche Verwendung von Theorie und daraus resultierender Produkte soll genauso als relevant für die Soziologie angesehen werden als dass die Theorieproduktionen in den Künsten auf Augenhöhen diskutiert werden kann.

Theorie als Arbeitsressource zwischen Künsten und Soziologie
Guy Schwegler, Universität Luzern; Paul Buckermann, Universität Luzern

Kunst und Kuratieren als Theorie einer Praxis und Praxis einer Theorie
Dorothee Richter, Zürcher Hochschule der Künste, University of Reading

Institutional studies by artists
Lucie Kolb, Institut für experimentelle Design und Medienkulturen FHNW; Bernhard Garnicnig, Institut für experimentelle Design und Medienkulturen FHNW

Ein Bild der Gesellschaft. Oder was die Sozialtheorie von der Kunst lernen kann.
Sophia Prinz, Universität der Künste Berlin



12:30-14:15 - *Main Building*

LUNCH BREAK

Lunch boxes will be distributed on each floor of the Main Building.

12:40-13:45 - *Main Building*

SGS-SSS-SSA GENERAL ASSEMBLY

The SGS-SSS-SSA will hold its General Assembly during the lunch break in the Cafeteria of the Main Building.

14:15-15:00 - *Aula JR, Faculty of Humanities*

THIRD KEYNOTE: HEIKE SOLGA, BERLIN SOCIAL SCIENCE CENTER (WZB)

Vocational Education and Training in a Digital World of Work

The dual system of vocational education and training in Austria, Germany and Switzerland is well known to support the integration of young people into the labor market and good employment opportunities later in the work career. Though it has its origin in the manufacturing and industrial work, the postwar history of the dual system demonstrates its flexibility and adaptability to technological and sectoral changes. Still today, the dual system receives high international recognition. In this presentation, I will discuss trends and inequalities in educational participation after leaving general schooling for Germany. These empirical insights are then used to derive some expectations about the challenges for the future of the dual system: Will patterns of inequality in school-to-work transitions change? Should we expect that existing weaknesses of the dual system will be reinforced? What kind of new weaknesses could emerge? How likely is it that the dual system maintains its potential to support rather smooth school-to-work transitions of young adults? Given the unknown future, especially with respect to technological and global changes in the world of work, my endeavor to derive such expectations is, of course, characterized by high uncertainty. The aim of my talk is therefore rather to reflect current strengths and weaknesses of the dual system and, based on this, to stimulate a sociological debate on possible future developments of inequalities in school-to-work transitions in "dual system" countries.

15:00-15:30 - *Aula JR, Faculty of Humanities*

BOOK PRESENTATIONS

Bull, Anna, 2019. *Class, control and classical music*. Oxford University Press, New York.

Baron, Daniel & Hill, Paul B. (eds.), 2018. *Atypische Beschäftigung und ihre sozialen Konsequenzen*. Wiesbaden: Springer VS.

Cianferoni, Nicola, 2019. *Travailler dans la grande distribution. La journée de travail va-t-elle redevenir une question sociale ?* Zurich/Genève : Seismo.

Tabin, Jean-Pierre, Piecsek, Monika, Perrin Céline & Probst Isabelle (eds.), 2019. *Repenser la normalité. Perspectives critiques sur le handicap*. Edition Le Bord de l'eau.

15:30-16:00 - *Faculty of Humanities*

COFFEE BREAK / BOOK DISPLAYS

16:00-17:30 - *Faculty of Humanities*

SEMI-PLenary SESSION III

III.1. MOBILE DATA COLLECTION IN EVERYDAY LIFE: A NEW RESEARCH METHOD FOR SOCIOLOGY

Organizer(s): Alexander Seifert, University of Zurich; Jörg Rössel, University of Zurich

Chair: Jörg Rössel

Semi-Plenary Session III: Wed. Sept. 11, 4pm-5h30pm
Faculty of Humanities – RE 42

This plenary session explores a method that is underutilized in the field of sociology—mobile data collection with smartphones, which belongs to the methodological family of ambulatory assessment, ecological momentary assessment, and experience sampling. This method makes it possible to assess and track people's ongoing thoughts, feelings, behaviors, or physiological processes in daily life through the use of a smartphone. The primary goal of this method is to collect in-the-moment active data (i.e., subjective self-reports) and/or passive data (e.g., data collected from smartphone sensors) directly in their context. Mobile data collection is growing rapidly in popularity due to its many advantages: first, the findings are ecologically valid because they are collected during people's day-to-day lives and capture behaviors in real environments; second, the reports are collected in the moment and therefore are less prone to memory bias than retrospective assessments; third, intensive repeated measurements over a longer time of one participant capture variations in within-person information; fourth, real-life data are rich in contextual information, as mobile data collection allows for the combination of self-reports and objective assessments of activities, using the sensors that are already built into smartphones; and finally, as measurement devices, smartphones are both powerful and widespread in the general population, allowing for data collection and data analysis in real time and the opportunity to run machine learning approaches within the devices. The presentations will address the advantages of this method for sociologists, by first introducing the method and then discussing its use, through exemplary studies.

Smart mobile data collection: Opportunities and challenges Mathias Allemand, University of Zurich

Smartphones are smart tools for the collection of different types of data, including people's everyday perceptions, experiences, and interactions with their environments. The use of mobile devices for the assessment of people is not a new research method and has been used in the field of psychology for many years. However, because smartphones are now so widespread among the general population, low in cost, equipped with sensor technology, and can perform data collection through apps, many new opportunities have



arisen for smart mobile data collection. In my talk, I will give an overview of this data collection method, describe its opportunities and challenges, and discuss selected areas for its application and future directions.

Method in use A: Daily social well-being and media use among older adults

Matthias Hofer, University of Zurich

The presented ongoing study focuses on the examination of the dynamic relationship between older adults' media use and social well-being. Specifically, over the course of two years, we repeatedly assessed the daily social well-being and media use of 100 healthy older adults (60+), using ambulatory assessment via smartphones. At the same time, we measured the subjects' objective radio and television use as a passive measurement, using the so-called Mediawatch. With this research project, we contribute to a better understanding of the interrelation between media use and the social well-being of older adults in their daily lives. In my talk, I will present the initial findings of the first measurement week, in terms of social well-being and media exposure, and discuss my experiences with mobile data collection in the everyday lives of older adults.

Method in use B: Day-to-day contact with neighbors among older adults

Alexander Seifert, University of Zurich

Neighborhood contact and social support among neighbors increases in importance as people age, primarily as a result of increasingly limited mobility and higher levels of place attachment. Feeling connected to neighbors and a neighborhood contributes to well-being through feelings of belonging and attachment. We sought to explore how contact with neighbors plays out in real-life, day-to-day contexts and whether it influences positive valence, loneliness, and neighborhood attachment. We employed an ambulatory assessment approach over twenty days, using a smartphone equipped with GPS and an accelerometer, in combination with self-reporting through thrice-daily digital questionnaires. Seventy-seven healthy adults aged 61 to 90 years (M = 72, 62% female) participated in the study. In my talk, I will present the results of this study and will show that while contact with and support among neighbors is relatively infrequent in day-to-day contexts, it nonetheless influences feelings of loneliness and belonging to the neighborhood. I will also discuss my personal experiences using mobile data collection to make the dynamic social interactions in the everyday lives of older adults more visible.

III.2. VOCATIONAL REHABILITATION POLICIES VS. LABOUR MARKET

Organizer(s): Monika Piecek, HES-SO Lausanne; Jean-Pierre Tabin, HES-SO Lausanne; Céline Perrin, HES-SO Lausanne; Isabelle Probst, HES-SO Lausanne

Chair: Jean-Pierre Tabin

Semi-Plenary Session III: Wed. Sept. 11, 4pm-5h30pm
Faculty of Humanities – RN 02

In accordance with the norm of internality that places the

causes and solutions of problems in individuals (Beauvois & Dubois, 1988; Castel, 2007), disability policies enjoin people to mobilize, acquire and develop their individual capacities and employability (Probst, Tabin, & Courvoisier, 2015; Piecek, Tabin, Perrin, & Probst, 2017). These policies encourage companies to hire people involved in vocational rehabilitation programs (Nadai, 2018), most often in the name of militant humanism, in order to remove barriers to participation in the labour market (Ktenidis & Goodley, 2019). In this panel, we will discuss the influence of rehabilitation policies on the transformation of the world of work, in particular on the evolution of ableist norms.

'Work Capability Assessment': The quantification of the dis/abled subject

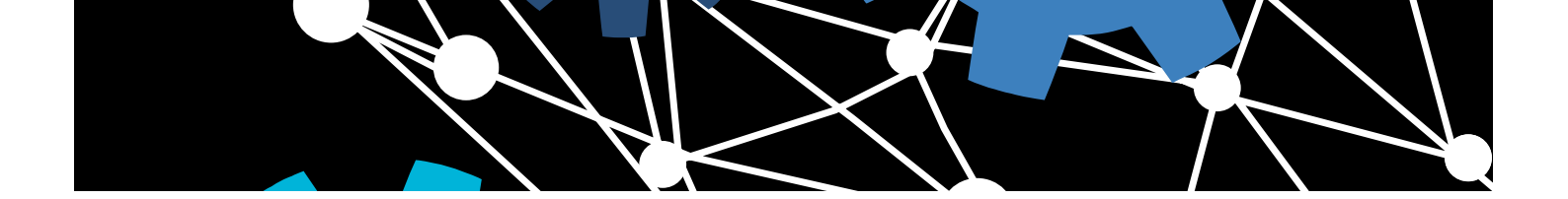
Antonios Ktenidis, University of Sheffield

The demand to know intimate details about the individual is a common feature of state bureaucracy, but is nowhere more apparent than in the transaction between the welfare claimant and the multifarious over-seeing benefit agencies (Shildrick & Price, 1996: 100). The "Work Capability Assessment" (WCA) was introduced by the British Government's Department for Work and Pensions (DWP) in 2008, with the aim of assessing whether welfare claimants are entitled to Employment Support Allowance and the Universal Credit by 'proving' that they have limited capability for work. This assessment consists of a self-report questionnaire, followed by a medical assessment conducted by a private company (Maximus). Drawing on feminist, poststructuralist, critical disability studies (Goodley, 2014; Reeve, 2013; Shildrick & Price, 1996), I consider the WCA as a biopolitical technology through which dis/ability and the dis/abled subject are produced and performed as stable categories. The dis/abled subject is quantified by assessing themselves and scoring accordingly against ableist standards, which rely on medical and deficit understandings of disability. Not only does the disabled subject need to turn the gaze to themselves and provide an elaborate confession through the questionnaire for how they fail 'to meet standards of normalcy' (Shildrick & Price, 1996: 100), but they are also exposed to the external medical gaze materialized through the medical assessment, which then verifies or invalidates this confession.

Dis/abled and dis/qualified. Intersections of impairments and skills in the valuation of workers

Eva Nadai, FHNW; Anna Gonon, FHNW

Employability is a key concept of activation policy across the board: the unemployed, the unskilled, the disabled and other 'problem groups' are all called on to adapt to the rising demands of the labor market in order to be able to find and hold jobs. Physical, cognitive and mental capacities or technical skills are core conditions of employability. Those labeled as disabled or unskilled are discursively constructed for what they are unable to do; thus, they seem to be unemployable by definition. Moreover, employability appears as a solid fact. In contrast, drawing on the theoretical frame of the Economics of Convention (EC) we conceptualize employability, capacities and skills as emerging effects of valorization. EC posits a plurality of conventions for assessing the value of economic objects such as labor. Valuation occurs in practical tests (job interviews, performance appraisals) and it rests on an infrastructure of cognitive and material forms like job profiles, equipment, personnel management procedures etc. or state forms like labor law and social insurance regulation. Based on empirical data from two qualitative research



projects we will analyze how employers attribute value to workers who seem to fall short of productivity standards because of impairments or lack of formal qualifications. As we will show, notions of physical or mental impairments tend to be confounded with notions of competence and skills. Intersections can go both ways: impairments can lead to deskilling (e.g. downgrading within a job hierarchy to tasks with lower requirements), while lack of formal qualification is associated with cognitive deficits. Both, lack of training and impairments, disqualify workers for 'good' jobs and relegate them to so-called simple jobs. Attributions of impairments and skills vary by industry and firm, as they depend on contextual valuation patterns and forms.

The “compliant”, the “pacified” and the “rebel”: experiences with Swiss disability insurance

Monika Piecek, HES-SO; Jean-Pierre Tabin, HES-SO; Céline Perrin, HES-SO; Isabelle Probst, HES-SO

Switzerland's social policies in the field of disability have been significantly reshaped over the last two decades by reducing the number of allowances awarded and by increasing the recourse to vocational rehabilitation measures. The implementation of this new agenda has expanded the range of measures designed to maintain or (re)integrate disabled persons into the labour market and it has redefined both the target population and the nature of rehabilitation. This paper explores how persons experience their interactions with Swiss disability insurance (DI) within this context. What stances do they adopt? What kind of tests are they subjected to? And how can we explain the posture they adopt – be it 'compliant', 'pacified' or 'rebellious' – when facing the (re)assignments of their identity and professional status? Drawing on interviews conducted with individuals who have recently been involved in programmes set up by DI and articulating the legacy of pragmatic sociology (Boltanski, 2009) with the contribution of critical disability studies (Davis 2013; Goodley 2014; Campbell 2009), we highlight DI recipients' uncertainties and concerns relating to their place in society, as well as their reactions to DI interventions. We show that despite the great variety of situations experienced, in almost all cases DI has challenged the persons' position in a society hierarchically organized on the basis of capacities. We argue that experiences with DI thus take the form of an ableist trial: after a health problem, the uncertainty about one's worth and that of others wanes – or grows – in the confrontation with the universe of DI. Our findings show that the main factors that impact these experiences are the opportunity to negotiate one's rehabilitation path and future occupation and the outcome of this negotiation. In conclusion, we will discuss whether and how some critiques expressed by DI recipients could provide a basis for the transformation of ableist norms conveyed by DI.

III.3. DYNAMIKEN ZWISCHEN CITIZENSHIP UND ARBEIT

Organizer(s): Jacqueline Kalbermatter, Universität Basel; Sebastian Schief, Universität Fribourg

Chair: Jacqueline Kalbermatter

Semi-Plenary Session III: Wed. Sept. 11, 4pm-5h30pm
Faculty of Humanities – RN 08

Turner (2016) unterscheidet zwischen einerseits Citizens und andererseits Denizens, die aufgrund ihrer formalen, nationalstaatlichen Zugehörigkeiten ein unterschiedliches Set an Teilhaberechten und Pflichten aufweisen. Während Citizens als Bürger_innen über einen umfassenden Zugang zu zivilgesellschaftlichen, politischen, sozialen und kulturellen Teilhaberechten in einem nationalstaatlichen Territorium und damit auch über bestimmte Pflichten verfügen, haben Denizens in der Regel Pflichten gegenüber der Gesellschaft, jedoch nur sehr eingeschränkte Rechte (Turner, 2016:682). Jüngere Debatten wenden sich vermehrt diesen Konzepten zu und diskutieren, welche Dimensionen von Zugehörigkeiten in formalen Territorien produziert werden und welche unterschiedlichen Sets an gesellschaftlichen Teilhabemöglichkeiten damit einhergehen. Dabei erlaubt die Citizenship-Perspektive nicht nur zu untersuchen, wer unter welchen Bedingungen Zugang zu diesen zivilen, politischen, sozialen und kulturellen Teilhaberechten hat, sondern, über einen zugewiesenen rein formalen, rechtlichen Status von Citizenship hinausgehend, zudem die gesellschaftlichen Auseinandersetzungen um die Konstellationen des Citizenship-Status in den Mittelpunkt zu rücken. Unterbelichtet bleibt in den Debatten jedoch zumeist der Zusammenhang zwischen Citizenship und Arbeit. Gerade die Frage, ob und unter welchen Bedingungen Menschen erwerbstätig sind, ist jedoch eng verknüpft mit den Möglichkeiten und Voraussetzungen gesellschaftlicher Teilhabe. Arbeit als konstitutives Element von Citizenship/Denizenship ist angesichts weit verbreiteter Austeritätspolitik, der politischen Diskussion um wohlfahrtsstaatliche Rechte, der Veränderungen der Arbeitswelt sowie zunehmender Migration von zentraler Bedeutung. Vor diesem Hintergrund werden in der Plenarsitzung die Dynamiken zwischen Citizenship und Arbeit diskutiert.

The decline of guaranteed workplace and the erosion of citizenship

Gregor Fitzi, University of Potsdam

After World War II, the idea spread that better conditions of life and work for the majority of the national citizens will help to stabilize liberal democracies in Europe after the dramatic experiences of the European dictatorships. Social security systems and a work protection legislation should possibly grant a continuous working life, so that members of the working classes could have enough time and energy to cultivate themselves, become self-confident democratic citizens, and would (so the expectations) be more resistant to antidemocratic ideologies (Marshall 1949). Civil and political rights were thus integrated with consistent 'social rights'. The neo-liberal policies that succeeded since the 1980s strongly eroded these rights by dividing the working population in protected and precarized groups.

The contribution shows which direction this change took in Germany after the so-called 'agenda politics' and to which consequences it evolved. After this survey, it asks the question of the further developments in the relationship between the general conditions of the working population and the erosion of citizenship rights. The focus will be on two issues. 1. The possible impact of the current transformation in the production systems due to digitalization. 2. The possible impact of the competition between official and non-official labour markets that is related to the increased immigration of unqualified, yet also qualified foreigners as potential competitors for blue-collar workplaces.



Citizenship by work? Prekäre Zugänge von Fluchtmigrant*innen zum Arbeitsmarkt

Karin Scherschel, Hochschule RheinMain

Geflüchtete sind Adressat*innen der aktivierenden Arbeitsmarktpolitik und befinden sich damit in einem System, das ihre Integration in Arbeit mit beschäftigungspolitischen Instrumenten fördert, die als prekär qualifiziert werden können. Zugleich werden sie in Deutschland mit einem administrativen Kontext konfrontiert, ursprünglich für die Integration von Langzeiterwerbslosen entwickelt, der ihre „Aktivierung“ intendiert. Wenn die Integration in Erwerbsarbeit mit der Chance auf eine Verfestigung des Aufenthalts politisch verknüpft wird, wie es im Zuge der jüngsten asylpolitischen Regulierungen mit dem Integrationsgesetz in Deutschland geschehen ist, dann wird Erwerbsarbeit für bestimmte Personengruppen potenziell (über)lebenswichtig. Unter dem Diktat einer fortschreitenden Prekarisierung wird Integration für Geflüchtete wiederum zur Sisyphusarbeit. Prekäre Dynamiken stoßen auf unterschiedliche Lebensrealitäten. Je nach sozialer Herkunft, citizenship und Geschlecht entstehen ungleich prekäre Lebensverhältnisse. Der Beitrag stellt auf Basis einer empirischen Studie, die den Arbeitsmarktzugang von hochqualifizierten geflüchteten Frauen untersucht hat, Überlegungen zum Zusammenhang von gender, citizenship und Prekarität an.

Citizenship-Praktiken von migrantischen Care-Arbeiterinnen im Spannungsfeld von Markt und Familie

Sarah Schilliger, Universität Basel

In Schweizer Privathaushalten hat sich ein Niedriglohnssektor etabliert, in dem Frauen aus Osteuropa mit befristeten Arbeitsverträgen und temporären Aufenthaltstiteln beschäftigt sind und als ‚Live-ins‘ bei pflegebedürftigen Personen leben. Bei dieser kommodifizierten Care-Arbeit bleibt die Logik der privaten Sphäre dominant, in der familiäre Normen wie die uneingeschränkte Verfügbarkeit der Hausfrau und der Aspekt der (unbezahlten) ‚Arbeit aus Liebe‘ wichtige Bezugspunkte sind. Den Care-Arbeiterinnen stehen als EU-Bürgerinnen zwar gewisse Rechte (wie ein legaler Aufenthaltsstatus, Mindestlohn, Freizeit, soziale Sicherung) zu, jedoch ist die Inanspruchnahme und Geltendmachung dieser Rechte (substantive citizenship) im Kontext von temporärer Migration und räumlicher/sozialer Isolation in der privaten Sphäre stark eingeschränkt. Ausgehend von alltäglichen Kämpfen und Aushandlungen im Mikrokosmos Privathaushalt geht es in dem Beitrag um die Frage, wie migrantische Care-Arbeiterinnen grundlegende Rechte und Teilhabemöglichkeiten einfordern und geltend machen können. Um Dynamiken zwischen Arbeit und Citizenship im Feld prekärer migrantischer Care-Arbeit zu fassen, wird ein praxeologisches Citizenship-Verständnis vorgeschlagen, das sowohl die Besonderheiten der intimen Sphäre des Privaten berücksichtigt als auch das spezifische Setting der Pendelmigration einbezieht. Anhand der Analyse von Citizenship-Praktiken polnischer Care-Arbeiterinnen, die sich im Raum Basel basisgewerkschaftlich organisiert haben, arbeite ich drei Dimensionen der ‚infrastructure for claim-making‘ (Schilliger i. E.) heraus: a) ‚Place-Making‘ und die Bedeutung alltäglicher Orte (z.B. Kirche) als Ausgangspunkt für Citizenship-Praktiken; b) ‚Sozialitäten‘, d.h. soziale Beziehungen, die eine Atmosphäre schaffen, in der gegenseitige Sorge sowie Empowerment-Prozesse möglich

werden; c) ‚urban citizenship‘-Politiken und das Potenzial, auf lokaler Ebene Zugehörigkeit und Zugang zu Rechten neu auszuhandeln.

Discussant: Sebastian Schief

III.4. (INTER)NATIONAL PROFESSIONAL VOCATIONS

Organizer(s): Anne-Sophie Dutoit, Université de Neuchâtel

Chair: Kevin Toffel

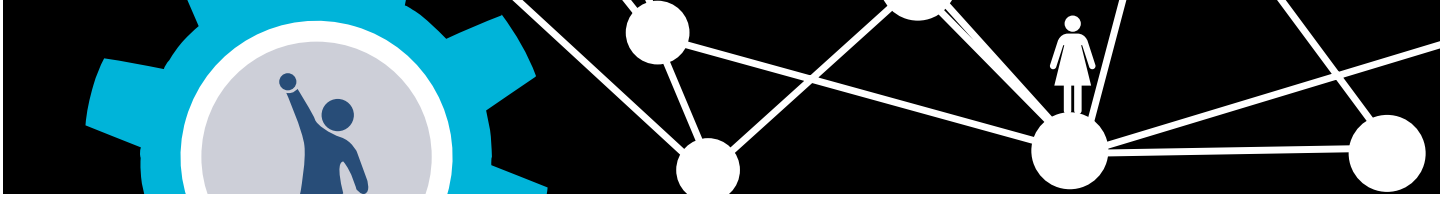
Semi-Plenary Session III: Wed. Sept. 11, 4pm-5h30pm
Faculty of Humanities – RE 46

In the context of globalisation, transnational circulations of people and capitals increased, producing new professional injunctions to acquire international skills for the upper-middle classes. Scholars have recently shown the role played by cosmopolitan capital, acquired during someone's career, in the access to executive positions. This capital includes foreign educational and professional experience, multilingualism, multinationality and being familiar with multicultural environment as well as private and professional international spaces. Therefore, people engaging in transnational careers produce discourses in order to interpret their lifepath and distinguish themselves from their counterparts on the national scene. This plenary session will analyze the various ways by which agents appropriate and naturalize this injunction of internationalisation by presenting it as a vocation. We will investigate how they justify their educational and professional choices depending on their social positions. For doing so, we will consider three case-studies: the careers of swiss banking elites, the international students of the College of Europe (an educational institution giving access to European administration) and the students of Swiss Hospitality Management Schools (private and international higher education establishments). Our presentations will illustrate how these strategies of internationalisation are always thought of regarding national structures of opportunity.

National uses of international mobility: the case of Swiss banking elites

Pedro Araujo, Université de Lausanne

During the last four decades, the Swiss banking system has undergone an unprecedented internationalization. In a corollary movement, Swiss banks expanded their activities abroad by reinforcing their presence in the major financial centers around the world while foreign banks rapidly implemented branches of their business in Switzerland. This geographical transformation of banking activities has been accompanied by a mutation of the career patterns of banking elites. Acquiring cosmopolitan capital in the form of international experiences and ease with multicultural environments seems to have become an increasingly important asset in order to reach the top hierarchy of Swiss banks. However, international mobility is experienced in a wide variety of forms. Whether it is perceived as a chosen distinctive lifestyle or a temporary career injunction, international mobility generates the production of narratives associated with specific types of



careers within the national banking sector. This presentation proposes to explore two questions: How do Swiss banking elites experience international mobility? What narratives are associated with it? Relying on a database of 487 executive and non-executive directors of the 37 largest Swiss banks, as well as on biographical interviews with 20 individuals included in this database, I will first analyze the different forms of international mobility experienced by Swiss banking elites during their careers. Based on these results, I will then show how these different forms of international mobility are constructed around distinctive narratives. While a minority of banking elites pursues an ideal of living outside national boundaries with constant geographical moves among financial centers in different countries, the majority of them develop a discourse on international credentials as a symbolic resource to compete in a national context.

“Becoming a European” in Order to be Socially Distinct at the National Level.

Maxime Behar, Université de Strasbourg

The international universities’ dimension, for what refers to teaching staff, student communities, or marketing positioning, is not historically related to the recent emergence of international University rankings, of which the Shanghai international ranking is the most famous illustration. For its part, the educational circulation in Europe of national youth elites, dates back to the 16th century (Boutier, 2004), when a segment of young European aristocrats was taking part in Le Grand tour, before holding prestigious powerful positions in their home states. However, the recent evolution of the perceived need of “going global” both for educational structures and students, has pushed the middle and upper classes to invest in the internationalization of their education. By analysing the social trajectories of 136 French applicants to one of the most prestigious International Universities in the field of European Affairs (the College of Europe), I aim to show that these trajectories are deeply rooted in the national space, both from a social and an educational perspective. Based on the analysis of the results of the questionnaire used for my research, I will first show that dispositions of grandparents and parents’ candidates and candidates’ primary socialization, are marginally marked by international dispositions’ assimilation processes. Secondly, based on semi-directional interviews with these candidates and a long-term ethnography on the main campus of the College of Europe (Bruges), I will show how the international dispositions are incorporated and received differently according to previous socializations. Implicitly, this will allow me to incorporate some more concrete elements to the definition of the so-called homogeneous “international elite category”.

International career aspirations: between inherited cosmopolitan capital and hope for social and geographical mobility.

Anne-Sophie Dutoit, l’Université de Neuchâtel

This presentation investigates career aspirations of Swiss Hospitality Management schools’ (SHMSs) students. These private institutions of higher education are characterised by a high degree of internationalisation due to their teaching in English and their high share of transnational students from all around the world. Some of these establishments also teach in

a national language and practice lower fees for local students. Consequently, these quite expensive schools are frequented by both transnational and local students, with various interests for this specific training. For some, SHMSs represent a first step into an international career whereas for others, they appear as the «logical continuation» of an already mobile path and international schooling. This presentation addresses two questions: How do international career aspirations differ amongst the student body of SHMSs? And according to what criteria? Based on the results of a survey filled by 381 students and 29 interviews with actual and former students, we analyse their motivations to enroll in this specific training in Switzerland. Firstly, we study the multiple elements of speech concerning their appeal for these schools (i.e.: love of languages or travel, passion for the industry, multiculturalism, selectivity ...). We also investigate how they could be related to their social and educational backgrounds. Secondly, we consider their personal and professional aspirations and the different factors explaining their ambition as well as their ability to be or become transnationally mobile. We will discuss how their discourses tend to naturalize an inherited cosmopolitan capital or, on the contrary, assume a willingness to become socially and geographically mobile thanks to an international credential.

III.5. HOW DOES WEALTH INEQUALITY INTERFERE INTO THE WORK SPHERE?

Organizer(s): Ursina Kuhn, FORS; Christian Suter, University of Neuchâtel

Chair: Ursina Kuhn

Semi-Plenary Session III: Wed. Sept. 11, 4pm-5h30pm
Faculty of Humanities – RE 48

Wealth inequality has been increasing in most countries and reached levels of the beginning of the 20th centuries. The high concentration of wealth has shown to have profound impact on societal processes. This plenary session addresses the impact of wealth on individuals’ place in the working sphere, from the entry in the labour market, the career phase to retirement. Wealth impacts individuals’ chances and opportunities in the work sphere through different channels. For example, parents or other ancestors may invest into children’s education, finance an unpaid working experience that helps to get access to good jobs, or provide capital to start a business (purchasing function). Or, wealth presents a safety net that allows individuals to take risky choices (insurance function) and to deal with temporarily instability. Wealth also allows individuals to exit the labour market temporarily or permanently, for example in terms of sabbaticals or early retirement. The impeding digitization of the whole work sphere will most likely increase the role of private wealth and stratify access to work and job opportunities. In this plenary session, we want to examine the question of whether and how wealth helps to take advantage of the new opportunities in the changing labour market. The presentations focus on different stages of individuals work trajectories, namely labour market entry, career and retirement timing.



Family wealth, educational attainment and wealth formation - a three generational study of young adults in Norway
Marianne Nordli Hansen, Oslo University

Many western countries have experienced growing inequalities in earnings and wealth. Scandinavian societies, such as Norway, are no exceptions to these trends. A growing body of literature indicates that parental wealth affects adult outcomes in important ways. We examine how educational attainment and wealth accumulation among young adults in Norway depend on grandparental wealth, in addition to parental wealth. More precisely, we estimate the total and direct effects of grandparents' wealth on the children's school performances in high school. We also assess these effects on educational choices net of their school performance and parental characteristics. Finally, we estimate the impact of family wealth on the children's wealth accumulation. This study contributes to the growing literature on wealth inequality by using a three generational design to study mechanisms behind intergenerational transmission of advantage. By contrasting the processes of educational attainment and wealth accumulation, and comparing the impact of both grandparents and parental wealth, we are able to provide new knowledge about the mechanisms behind the influence of family wealth on child attainments. Furthermore, with a handful of exceptions, earlier three generational studies build on survey data, likely to invoke both systematic and nonsystematic attrition across generations. We avoid such possible forms of attrition in our study by using administrative register data consisting of the entire population with links to parents and grandparents. Among our main findings is that the impact of grandparent wealth is low for educational performance, but appears more substantial for educational choice. Not surprisingly, there is a substantial impact of grandparental wealth on own wealth accumulation.

Wealth as an increasing source of inequality and distortion in income groups and occupational classes
Louis Chauvel, University of Luxemburg

In the current way of the sociology of stratification works, like in the ISA RC28 "Stratification and social mobility" research committee, social classes (and other socio-economic groupings) like the famous "EGP class scheme" are primarily "occupational classes" based on work, with no consideration of wealth position. This is the main paradigm of the "wage earners society" of the 1980s that would have puzzled social scientists of the early 20th century like Maurice Halbwachs or Joseph Schumpeter. In the new context of massive expansion of the wealth to income W/I ratios in many countries, family assets become a major source of divide or distortion in the life chances of members of the same occupational class. People with similar labour conditions and earning levels have different life styles and socioeconomic behaviour depending on their asset backgrounds. The haves have better access to housing property (=saving strategies) and higher quality leisure, and the have-nots are poorer in time resource and available disposable incomes once basic needs are covered. Based on the U.S. PSID and completed with HFCS and SILC surveys, we document these distortions and their changes to argue that occupational classes based on work should be completed by asset considerations.

Who are the early retirees in Germany and Switzerland? An investigation considering income, wealth and pension entitlements

Markus M. Grabka, DIW Berlin

However, not everyone is willing and able to retire later. From an individual point of view, early retirement is a way to improve the quality of life of individuals in bad health, who have physically demanding jobs, or who have bad employment perspectives after a job loss. From a macro-economic point of view, early retirement is very costly and amplifies problems with aging of the population.

Retirement is conceptualized as an individual decision under given opportunity structures. Even though there might be many push and pull factors in favour of early retirement, not all individuals who would like to retreat from the labor market can afford to do so. Economic resources are indeed a key predictor of early retirement, but empirical studies find inconsistent effects because of simplified measures of financial resources. In this contribution, we disentangle the effect of employment income, private wealth and pension entitlements on early retirement, in a comparative perspective for two distinct pension systems, by analyzing data from both Germany and Switzerland. We make use of the German SOEP and CH-SILC for Switzerland, where in the latter pension entitlements are estimated based on information from administrative records. With these data sources, it is possible for the first time to control for employment income, private wealth and pension entitlements at the same time. We compare the financial situation of individuals from age 55 until regular retirement age and exclude permanently inactive and those with a reduction in earning capacity. Our findings show that the levels of pension entitlements are crucial for early retirement decisions in particular Switzerland, while private wealth seem to play only a minor role. We argue that the observed cross-country differences seem to be the result of distinctions in the second pillar of the respective pension systems.

Discussant: Laura Ravazzini

17:45-19:00 - *Aula JR, Faculty of Humanities*

PANEL DISCUSSION WITH

NOORTJE MARRES, UNIVERSITY OF WARWICK
CRAIG CALHOUN, ARIZONA STATE UNIVERSITY

Chair: Jacinto Cuvi

The future of sociology and sociological work

Long belittled as the wayward cousin of its "more scientific" relative, economics, sociology is now confronted with world events that defy the basic assumptions and conventional wisdom of kindred disciplines, including economics and political science. Faced with dramatic election results and massive dislocations in human settlement patterns, however, our discipline seems overwhelmed, unable to produce a framework or a narrative to make sense of it all. The premise of this panel is that the future of sociology depends on its ability to provide answers to the vexing questions of the present and that, in order to do so, sociologists must overcome a



series of institutional constraints and use their sociological imagination boldly. The sense that we share a collective destiny and the social divisions brought about by fast-paced structural change inspired modern sociological thinking. These circumstances are back in times of postindustrial crisis, and new technologies offer unprecedented opportunities for the production of sociological knowledge. Government agencies and companies like Facebook or Google have data and analytic strategies never seen before. Yet these tools and data are beyond the reach of most academic sociologists. They are used privately for commercial or political purposes without a theoretical examination of society. Can big data and mass digital technology be incorporated into theoretically informed sociological research to solve the puzzles of the present? And what are the potential sources of much-needed broad theoretical perspectives in a context of attrition, precariousness, and dismay within and beyond academia?

19:30-22:30 - Centre Dürrenmatt Neuchâtel

SOCIAL EVENT

The social event will be hosted by the Centre Dürrenmatt Neuchâtel (CDN). The event includes a reception by high-end catering services Les 5 Sens and a guided visit of the CDN collection. The social event is restricted to participants who signed up during online registration and paid the extra fee. A bus and two minivans will be awaiting social event attendees after the panel discussion on Rue Robert-Comtesse, to the right of the Aula JR (see Map 2), to take them to CDN. Participants who selected door-to-door transportation may use the minivans. In case of rain, organizers may decide to transfer the event to the Ferme Pierre-a-Bot. In this case, a continuous shuttle service between CDN and Pierre-a-Bot will allow participants to do both, visit CDN and enjoy the party. If you registered for the social event, you will find a map with more information in your conference kit.

Thursday Sept. 12

09:00-10:30 - Main Building

WORKSHOP SESSION C

C.1. PRODUIRE DES CONCERTS, TRAVAILLER DANS LE LIVE / PRODUCING CONCERTS, WORKING IN LIVE MUSIC

Organizer(s) and Chair: Alexandre Camus, EPFL & Mines ParisTech ; Loïc Riom, Mines ParisTech

Workshop Session C: Thu. Sept. 12, 9am-10h30am
Main Building – D62

Si, pendant longtemps, le concert a été délaissé par les études sur la musique, il est sujet à un regain d'intérêt. Récemment, des chercheurs se sont intéressés à l'économie du live ou au travail des musiciens. Cependant, le « personnel de renfort » (Becker, 2010) nécessaire à la production des concerts reste encore peu étudié. On sait ainsi peu de choses des différents métiers (techniciens, tourneurs, programmeurs) et des différentes organisations (festivals, billetteries, financeurs publics) nécessaires à la production des concerts, mais également à leur mise en marché, voire à leur exploitation

dans d'autres formats (retransmission live, enregistrement, etc.). Pour ce faire, ce workshop a pour objectif d'engager la discussion en réunissant des contributions empiriques portant sur la production des concerts et le travail dans la musique live. Une première session se centre sur la question du travail de production des concerts et les savoir-faire qu'il mobilise. La deuxième session porte sur la captation vidéo des concerts et sa valorisation.

Y a-t-il une école du programmeur? La professionnalisation d'une activité d'intermédiaire musical à Paris et Berlin
Myrtille Picaud, Sciences Po Paris, Chaire Villes et numérique – Ecole Urbaine

Créateur-trice ou régisseur-se? Divisions et hiérarchies dans le travail des technicien-ne-s du son du spectacle vivant contemporain lausannois.

Robin Casse, Université de Lausanne - LACCUS

Mettre la musique en public. Pour une sociologie de la production de concerts

Loïc Riom, Centre de sociologie de l'innovation, Mines ParisTech

C.2. EXTENDING WORKING LIVES: POLICIES, PRACTICES AND SOCIAL IMPLICATIONS FOR OLDER WORKERS

Organizer(s) and Chair: Nicky Le Feuvre, University of Lausanne; Nathalie Rougier, University of Lausanne; Isabelle Zinn, Goethe-Universität Frankfurt am Main

Workshop Session C: Thu. Sept. 12, 9am-10h30am
Main Building – B41

In most Western societies, it has become widely accepted that the combination of demographic ageing and pressure to reduce public spending should necessarily result in the delaying of retirement, usually along with reforms to existing pension schemes. Largely promoted by international bodies such as the OECD throughout the 1st decade of the 21st Century, this vision of extending working lives (EWL) as a universal solution to a number of social ills has been actively challenged by social mobilisations and is being increasingly questioned by interdisciplinary and comparative academic research projects (e.g. COST Action IS1409 Gender & Health Impacts of Policies Extending Working Life <http://genderewl.com/>).

In line with the overall objectives of the Congress, this Workshop aims to address the "Future of Work" by inviting participants to critically assess the importance and the social consequences of such challenges to the Fordist triptych "education – employment – [early] retirement". Papers should consider the policy mechanisms underpinning the drive to extend working lives / delay retirement, the practical experiences of older workers and their families (including their working conditions and health issues), and the implications of extending working lives from an equality / diversity / vulnerability perspective. This workshop is designed to complement the Plenary session "Working in old age: Between active aging and vulnerability" submitted by Oana Ciobanu & Mihaela Nedelcu, in order to allow more papers on this topical issue to be presented and discussed during the Congress.



Early retirement intentions in Croatia, Poland and Slovenia
Šime Smolic, University of Zagreb; Marijana Badun, Institute of Public Finance, Zagreb

Comparing experiences and attitudes of older workers in different occupations to policies to extend working lives in Ireland
Áine Ní Léime, National University of Ireland Galway

A life-course approach to retirement timing in four European countries
Jacques-Antoine Gauthier, University of Lausanne; Nicky Le Feuvre, University of Lausanne; Thierry Rossier, Copenhagen Business School; Boris Wernli, Swiss centre of expertise in the social sciences

Concurrent ageing regimes in pre-retirement and post-retirement work transitions
Laura A. Tufa, Research Institute for Quality of Life, Romania

Gender contract as the main cause of gender inequalities among older workers in the Czech Republic
Alena Krížková, Czech Academy of Sciences; Radka Dudová, Czech Academy of Sciences

C.3. VALUATION AND EXPLOITATION OF WORK(ERS) AT THE BOTTOM AND THE MARGINS OF LABOUR MARKETS

Organizer(s) and Chair: Peter Streckeisen, ZHAW - Departement Soziale Arbeit; Eva Nadai, FHNW - Hochschule für Soziale Arbeit; Melanie Studer, Universität Basel

Workshop Session C: Thu. Sept. 12, 9am-10h30am
Main Building – D65

The proposed workshop will focus devalued categories of work(ers) at the bottom and the margins of labour markets. Starting with the premise that the value of work is not a given but the effect of categorization and valuation processes it will examine the current transformations of work from the perspective of multiple recategorizations on symbolical and structural levels. Developments like the discursive reframing of the world of work (e.g. digitization, knowledge economy etc.), the flexibilization of labour law and collective bargaining, or the social policy shift from welfare to workfare have resulted in the devaluation of entire categories of workers and in new conditions of labour power exploitation. The workshop will analyse so-called “first”, “second” and “third” labour markets, i.e. state-sponsored markets for welfare and social insurance beneficiaries alike and will examine the interactions between them. How and with what effects are dividing lines between “skilled” and “unskilled” work redrawn? How does the emergence of new and hybrid legal (work) relationships in state-sponsored-markets affect workers’ rights in the first labour market and the (human) rights and entitlements to welfare and social security in general? Papers may be empirical or theoretical; they should focus the transformation, re-valuation and exploitation of different kinds of marginalised work: unskilled, deskilled, low paid and/or precarious work, as well as work in complementary state-sponsored markets. Contributions may focus specific aspects and fields, but they should also address the broader issues of the transformation of labour markets and/or social policy respectively.

The complementary market, or the workers behind the scene
Antonin Zurbuchen, HES-SO, Haute école du Travail social et de la Santé, Lausanne; Spartaco Greppi, SUPSI, Manno TI; Peter Streckeisen, ZHAW Departement Soziale Arbeit

Internship for unemployed: a bridge to permanent employment for young people or a free workforce for employers? The Polish experience
Ewa Staszewska, University of Lodz, Poland

The meaningfulness of unfree work: rights and lived experiences of working welfare recipients.
Anja Eleveld, VU University Amsterdam

Working under the conditions of social welfare: legal framework, prevalence and regulatory gaps
Melanie Studer, University of Basel; Kurt Pärli, University of Basel; Gesine Fuchs, HSLU Hochschule Luzern

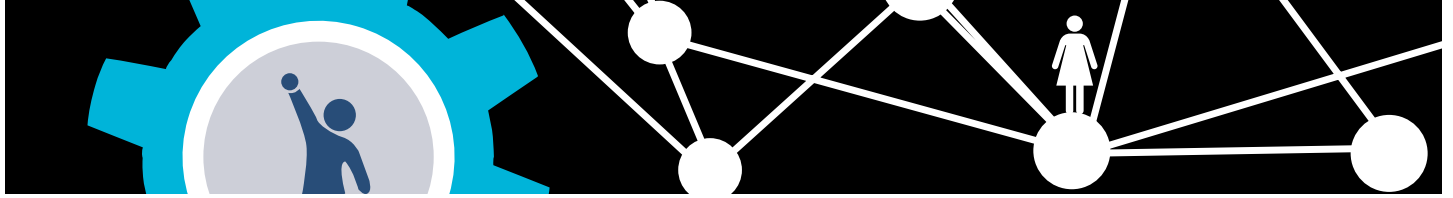
C.4. ORGANISATIONALE DILEMMAS IN DER STREET-LEVEL BUREAUCRACY – FOKUS VERWALTUNGSREFORMEN UND NEUE STEUERUNGSANSÄTZE

Organizer(s): Esteban Piñeiro, Fachhochschule Nordwestschweiz FHNW; Martina Koch, Fachhochschule Nordwestschweiz FHNW; Nora Locher, Fachhochschule Nordwestschweiz FHNW; Nathalie Pasche, Fachhochschule Nordwestschweiz FHNW

Chair: Esteban Piñeiro

Workshop Session C: Thu. Sept. 12, 9am-10h30am
Main Building – B29

Abteilungen der Sozialverwaltung wie die Sozialhilfe, Jugendämter sowie Einrichtungen der Justiz und Polizei interagieren häufig direkt mit der Bevölkerung. Für solche öffentlichen Dienste prägte Michael Lipsky (1980) den Begriff der Street-Level Bureaucracy. Sie erbringen Zuwendungen oder Dienstleistungen, können mitunter aber auch über besondere Eingriffsrechte verfügen und rechtsstaatliche Ansprüche mit Zwang durchsetzen (vgl. Piñeiro/Koch/Pasche 2019). Oftmals sind sie mit heterogenen Zielsetzungen, ambivalenten Vorgaben oder auch konkurrierenden Erwartungen aus der organisationalen Umwelt konfrontiert. Solche Konstellationen divergierender Logiken fasst z. B. der organisationssoziologische Neoinstitutionalismus mit Begriffen wie «conflicting institutional demands» (Pache/Santos 2010) oder «institutional complexity» (Greenwood et al. 2011). Organisationen verfügen über Spielräume, die es erlauben, mit solchen organisationalen Dilemmas unterschiedlich umzugehen (vgl. auch Hupe/Hill/Bufat 2016). Denkbar sind hier Formen des Widerstandes gegenüber widersprüchlichen bürokratisch-administrativen Regeln, normativen Anforderungen oder betriebswirtschaftlichen Zwängen. Diese lassen sich ggf. marginalisieren oder eliminieren. Handlungs- und Entscheidungsräume bieten aber auch Möglichkeiten, um widerstreitende Anforderungen auszubalancieren und auf die jeweilige Situation hin adäquat zu übersetzen. Die Vermengung gesellschaftlicher Erwartungen oder widersprüchlicher Aufgaben kann zu Entgrenzungen von Berufspraktiken führen, woraus sich neue Praxisfelder, Berufsbilder, Rollenverständnisse oder gar Organisationen der



Street-Level Bureaucracy bilden können (z. B. Diversity- oder Integrationsdienste, Einrichtungen der Interinstitutionellen Zusammenarbeit IIZ oder der aufsuchenden Sozialarbeit mit ordnungsdienstlichen Aufgaben SIP). Der Workshop lotet verschiedene organisationale Dilemmas im Alltag der Street-Level Bureaucracy aus und analysiert Formen des Umgangs damit.

Social work professionalisation under neoliberalism in Switzerland and the UK: A qualitative exploration of organisational constraints, deskilling and ethical professionalism

Sigrid Schilling, Fachhochschule Nordwestschweiz, Hochschule für Soziale Arbeit; Beat Mürner, Fachhochschule Nordwestschweiz, Hochschule für Soziale Arbeit; Lukas Neuhaus, Fachhochschule Nordwestschweiz, Hochschule für Soziale Arbeit; Michael Lavalette, Liverpool Hope University; Rich Moth, Liverpool Hope University

Das Amt als Anerkennungsarena – Street-Level Bureaucrats revisited

Kathrin Englert, Universität Siegen

Diversitätsbewusste und diskriminierungssensible Soziale Arbeit – Wissensbestände und Haltungen in Institutionen der Familienhilfe

Constantin Wagner, Johannes Gutenberg University Mainz ; Franziska Pich, Johannes Gutenberg University Mainz ; Rümeyza Senel, Johannes Gutenberg University Mainz

Discussant: Martina Koch

C.5. GRENZEN DER DIGITALISIERUNG VON ARBEIT? ZUM AUTOMATISIERUNGS- UND SUBSTITUTIONSPOTENZIAL DIGITALER VERNETZUNG, KÜNSTLICHER INTELLIGENZ UND LERNENDER SYSTEME / LIMITS TO DIGITIZATION OF WORK? AUTOMATION AND SUBSTITUTION POTENTIALS OF DIGITAL INTERCONNECTION, ARTIFICIAL INTELLIGENCE AND SELF-LEARNING SYSTEMS

Organizer(s) and Chair: Norbert Huchler, Institut für Sozialwissenschaftliche Forschung e.V. – ISF München; Michael Heinlein, Institut für Sozialwissenschaftliche Forschung e.V. – ISF München

Workshop Session C: Thu. Sept. 12, 9am-10h30am
Main Building – D63

Digitale Vernetzung (Internet of Things, Cyber-Physical Systems), Künstliche Intelligenz und Lernende Systeme bergen erhebliche Automatisierungspotenziale in der Arbeitswelt, die bei bestimmten Tätigkeiten auch disruptiven Charakter haben können. Auch wenn sich in der wissenschaftlichen wie öffentlichen Diskussion die Prognose eines eher geringen Gesamtsubstitutionspotenzials dieser Technologien langsam durchzusetzen scheint, bleibt die Aussicht eines sich in kurzer Zeit ereignenden, durchaus massiv wirkenden disruptiven Tätigkeitswandels bestehen. Die technische Rationalisierung erfasst zudem nun auch untypische, teils höher qualifizierte Bereiche z.B. in der Produktion (Arbeitsvorbereitung, Qualitätssicherung etc.), in der Sachbearbeitung und im

Kundenkontakt (semantische Technologien, Big Data etc.). Zusammen mit überhöhten Technikleitbildern, die die Überlegenheit digitaler Technologien gegenüber dem Menschen betonen, entsteht eine zum Teil hohe Verunsicherung darüber, wie die Zukunft der Arbeit im digitalen Wandel aussehen kann und soll. Der Workshop versammelt Beiträge, die systematisch die Grenzen der Digitalisierung und damit der Automatisierung von Arbeit ausloten und auf diese Weise ein soziologisch informiertes Korrektiv für allzu technologieoptimistische oder die digitale Substitution von Arbeit als unausweichliche, quasi-natürliche Entwicklung beschreibende Perspektiven darstellen. Im Mittelpunkt soll dabei nicht stehen, ob und inwieweit die „alten“ Automatisierungsgrenzen z.B. von CIM nun durch neue, z.B. lernfähige Technologien überwindbar sind, um den arbeitenden Menschen mehr und mehr zu ersetzen. Vielmehr ist vor dem Hintergrund der damaligen und heutigen Entwicklungen nach den inhärenten Grenzen der (Teil-)Automatisierung durch digitale Systeme zu fragen.

Digitalisierte Einfacharbeit in der Logistik: Der langsame Abschied

Alfredo Virgillito, Technische Universität Dortmund

The politics of technological futures. “Industrie 4.0” as an anti-political utopia

Philipp Frey, Karlsruhe Institute of Technology; Simon Schupp, University of Basel

Socializing digitization machines

Mylène Tanferri, University of Lausanne

Digital transformation in organizations: How to steer the impact of new technologies on working processes and employment relations

Cinzia Dal Zotto, University of Neuchatel

C.6. TRANSFORMATIONS OF WORK IN HEALTH / LES MUTATIONS DU TRAVAIL DANS LE CHAMP DE LA SANTÉ / WANDEL DER ARBEIT IM GESUNDHEITSBEZOGENEN FELD

Organizer(s) and Chair: Raphaël Hammer, Haute Ecole de Santé Vaud (HESAV) ; Stéphane Cullati, University of Geneva and University Hospital Geneva; Ursula Streckeisen, formerly University of Teacher Education (PHBern) and University of Bern

Workshop Session C: Thu. Sept. 12, 9am-10h30am
Main Building – D67

Since critical studies on domination of the medical profession, sociologists have tried to describe the transformations of medical work, such as deprofessionalization, healthcare consumerism or proletarianization of doctors. The perspectives of the economic market or the power struggles underscore the importance of understanding both macro and microsocial mutations of professional work in the field of health. Other transformations have been highlighted, such as defensive medicine and the rise of evidence-based medicine, of patients' power and of the pharmaceutical industry. The forms of governance inspired by the new public management are also shaking up health professional practices. All these transformations are affecting aspects of the medical work, such as the professional status, the clinical autonomy, the



medical responsibility, or the working conditions. This call for papers aims to discuss the transformations of work in the field of health, involving professionals as well as non-professionals. The following topics are particularly relevant for the workshop:

1) The current transformations of the nature of work in the field of health can be approached in terms of the regulation and the structural organization of care activities, but also in terms of the working experience of healthcare professionals.

2) The production of health also involves lay health work, or the activities carried out by the patients themselves. Like the classic work on chronic diseases, in a context where the individual responsibility for one's health is more and more valued and where the figure of the patient-expert enjoys a certain recognition, patient's knowledge on their own pathology remains central. While it is most visible from the point of view of physical care and daily behaviours, the patient's health work also involves activities in terms of social or professional reintegration.

Les Groupes De Discussion De Cas Comme Ressource Contre L'épuisement Professionnel Des Médecins? Une Lecture En Demi-Teinte

Pierre-Nicolas Oberhauser, Université de Lausanne

Usages des outils connectés et mutations du travail des professionnels de l'urgence sanitaire. Approche sociologique de la télémédecine d'urgence

Sylvie Morel, Université de Nantes

L'imposition des normes de qualité en gériatrie au Québec: Dispositifs «top-down» et conséquences sur l'activité de travail

François Aubry, Département de travail social, Université du Québec en Outaouais ; Flavie Lemay, Université du Québec en Outaouais

La "fabrication" de dentistes en Italie. Professionnalisation et identité

Elena Spina, Università Politecnica delle Marche; Benedetta Polini, Università Politecnica delle Marche; Giovanna Vicarelli, Università Politecnica delle Marche

C.7. ZUKUNFTSPERSPEKTIVEN DER UNBEZAHLTEN ARBEIT / PERSPECTIVES D'AVENIR DU TRAVAIL NON RÉMUNÉRÉ

Organizer(s): Michael Nollert, Universität Fribourg; Philip Balsiger, Université de Neuchâtel, Institut de sociologie

Chair: Michael Nollert

Workshop Session C: Thu. Sept. 12, 9am-10h30am
Main Building – C56

Die unbezahlte Arbeit – sei das im Haushalt, der Familie oder in zivilgesellschaftlichen Organisationen – ist sowohl in volkswirtschaftlicher als auch sozialpolitischer und zivilgesellschaftlicher Hinsicht von eminenter Bedeutung. Das unterstreichen nicht bloss die Satellitenkonti des Bundesamts für Statistik, sondern auch die Forschung zur intergenerationellen Pflege, zur Humanvermögensbildung, zur Verteilung von Lohn-, Haus- und Familienarbeit sowie zum freiwilligen Engagement in Verbänden, Vereinen, Hilfswerken

und sozialen Bewegungen.

Der Workshop konzentriert sich auf die Frage nach der Relevanz, Verteilung und Entwicklung der unbezahlten Arbeit. Präsentiert werden theoretisch, empirisch und komparativ orientierte Beiträge, die sich mit der Haus- und Familienarbeit, der Freiwilligenarbeit, aber auch etwa mit der Frage befassen, inwiefern Lohnarbeit und unbezahlte Arbeit zusammenhängen. Le travail non rémunéré – que ce soit au sein du ménage, de la famille ou des organisations

de la société civile – est d'une importance capitale d'un point de vue économique et sociopolitique. Les données de l'Office fédéral de la statistique, mais aussi les recherches sur les soins intergénérationnels, sur la formation du capital humain, sur la répartition des salaires, du travail domestique et familial et sur la participation bénévole aux associations, clubs, œuvres d'entraide et mouvements sociaux, le montrent.

L'atelier se concentrera sur la question de la pertinence, de la répartition et du développement du travail non rémunéré. Les contributions sont théoriques, empiriques et surtout comparatives. Elles portent sur le travail domestique et familial, le travail bénévole, mais aussi sur la question de savoir dans quelle mesure le travail salarié et le travail non rémunéré sont liés.

Subjektivierung – Digitalisierung – Entgrenzung. Eine Arbeitssoziologische Betrachtung Aktueller Entwicklungstrends des Freiwilligen Engagements

Fabian Beckmann, Ruhr-Universität Bochum; Anna-Lena Schönauer, Ruhr-Universität Bochum

Unbezahlte Arbeit im Kontext alternativer Organisationen – Chancen, Risiken und Perspektiven

Dietmar Jürgen Wetzel, Universität Basel

Immigration in rural Diois, France: What is a "life project" and how it renegotiates the relationship between paid and unpaid work

Ieva Snikersproge, Graduate Institute of International and Development Studies

«Comme deux monnaies différentes»: Perceptions différenciées des incitations fiscales pour les dons en argent et les dons en temps par les politicien-ne-s suisses

Philip Balsiger, University of Neuchâtel; Romain Carnac, UNIL/HES-SO; Caroline Honegger, HES-SO

Le travail non rémunéré pour une société de la post-croissance: l'exemple des associations de monnaies locales complémentaires

Christoph Stamm, University of Lausanne

C.8. L'ANTICIPATION DU FUTUR DU TRAVAIL DANS LES INSTITUTIONS ÉDUCATIVES

Organizer(s): Barbara Duc, Institut fédéral des hautes études en formation professionnelle (IFFP); Kerstin Duemmler, Institut fédéral des hautes études en formation professionnelle (IFFP)

Chair: Barbara Duc

Workshop Session C: Thu. Sept. 12, 9am-10h30am
Main Building – C52



Le monde du travail connaît des transformations importantes dues, entre autres, au développement du secteur des services et de nouvelles technologies, qui obligent les travailleurs à développer de nouvelles compétences (personnelles, sociales, informatiques, etc.). Par ailleurs, le marché du travail apparaît comme plus exigeant en termes d'entrée et de maintien dans l'emploi et demande de nouvelles attitudes à l'individu, considéré comme responsable de son employabilité (formation tout au long de la vie, flexibilité, mobilité, etc.). Ces nouvelles attentes posent la question de l'éducation et de la formation des individus, en tant que futurs travailleurs mais aussi citoyens. Cet atelier a comme objectif d'interroger la façon dont les institutions éducatives, et les acteurs y associés, anticipent et interprètent ces exigences du monde du travail, et les intègrent dans leurs discours, dispositifs et pratiques éducatifs et formatifs. Cette interrogation pourra être menée à différents niveaux et dans divers types d'écoles – école secondaire I, formation professionnelle initiale, école privée, structure de transition, etc. – et à différents moments du parcours scolaire/éducatif – sélection, formation, évaluation. L'atelier cherche à mettre à jour les enjeux des transformations du monde du travail pour le système éducatif. Une problématique possible serait d'interroger la tension entre la visée de formation des travailleurs et d'éducation des individus et des citoyens, qui coexistent dans les institutions éducatives. Une autre approche serait de discuter les inégalités sociales que ces nouvelles pratiques, orientées vers les besoins actuels du marché du travail, peuvent engendrer, que ce soit au moment de la sélection, de la formation ou de l'évaluation. Il serait aussi important de prendre en compte l'expérience subjective des individus formés à l'aune de ces nouvelles attentes ainsi que ceux qui participent ou résistent à leur transmission.

«Nous, on est pris là au milieu...» (Enseignant.e en FPI-branches professionnelles)

Farinaz Fassa, Université de Lausanne

Le dispositif d'apprentissage suisse, une formation orientée à produire des travailleurs, des professionnels ou des citoyens ?

Roberta Besozzi, Institut fédéral des hautes études en formation professionnelle (IFFP), Renens, Suisse

Apprendre à travailler de manière autonome : de la construction de l'élève « idéal » à celle de l'individu « employable »

Héloïse Durler, HEP Vaud

L'agir enseignant en classe de langue: regards sur les compétences interactionnelles dans la formation en didactique des langues étrangères

Stefano A. Losa, SUPSI ; Marie-Hélène Tramèr-Rudolphe, SUPSI

Discussant: Barbara Duc

C.9. POLITISATION ET DÉPOLITISATION DU TRAVAIL DANS L'ENTREPRISE CONTEMPORAINE ET AU-DELÀ / POLITICIZING AND DEPOLITICIZING WORK IN THE CONTEMPORARY FIRM AND BEYOND

Organizer(s) and Chair: Jean-Michel Bonvin, Université de Genève ; Nicola Cianferoni, Université de Genève, Université de Neuchâtel ; Aris Martinelli, Université de Genève

Workshop Session C: Thu. Sept. 12, 9am-10h30am

Main Building – B32

Aujourd'hui, dans un contexte de changements socio-économiques importants, la relation de travail qui s'est affirmée après la Seconde Guerre mondiale connaît des évolutions majeures. Des enjeux comme la précarisation de l'emploi et des conditions de travail ainsi que le nombre croissant des working poors se posent de manière plus aiguë. À cela, s'ajoutent des enjeux nouveaux comme le brouillage des frontières spatio-temporelles entre vie professionnelle et vie privée. Ces enjeux échappent souvent aux mécanismes de la négociation ou de la délibération collective, ils sont alors le reflet d'une dépolitisation de la relation de travail. Cependant, on observe aussi des mouvements de réaction visant à repolitiser le travail: ils s'organisent parfois autour d'objets nouveaux et mobilisent aussi des acteurs nouveaux. Ces phénomènes de repolitisation du travail connaissent une ampleur différente suivant les secteurs économiques et les pays. Cet atelier veut mettre en débat cette question de la dépolitisation et repolitisation du travail dans le contexte actuel, pour en saisir l'ampleur et en repérer les enjeux et les acteurs.

Ethos professionnel et internationalisation de l'économie

Ivan Sainsaulieu, Université de Lille

Des travailleurs en marge de l'emploi et face à la dépolitisation de la relation de travail. Cas des centres d'appels offshores

Montaha Ben Kacem, Faculté des Sciences Humaines et Sociales de Tunis

Une sociologie interactionniste des groupes professionnels. L'enquête par immersion dans des firmes de production agricoles

Loïc Mazenc, Institut National Polytechnique de Toulouse

Les acteurs de la communication politique: vers la professionnalisation?

Rania Karchoud Ayed, Université Paris II

C.10. DEBATS ET APPROCHES EN SOCIOLOGIE DES PROFESSIONS : PERSPECTIVES THÉORIQUES EN SOCIOLOGIE DES PROFESSIONS

Organizer(s) and Chair: Morgane Kuehni, University of Applied Sciences and Arts Western Switzerland, HES-SO, School of Social Work, ÉESP; Nicky Le Feuvre, University of Lausanne; Marc Perrenoud, University of Lausanne; David Pichonnaz, University of Applied Sciences and Arts Western Switzerland, HES-SO Valais-Wallis; Muriel Surdez, University of Fribourg; Peter Voll, University of Applied Sciences and Arts Western Switzerland, HES-SO Valais-Wallis

Workshop Session C: Thu. Sept. 12, 9am-10h30am
Main Building – D71

La sociologie des professions constitue une sous-discipline institutionnalisée de longue date, mais regroupe des courants, des modèles d'analyse et des approches hétérogènes, qui ne trouvent pas toujours d'espaces de débat. L'existence de traditions nationales et d'espaces linguistiques séparés l'explique en partie. Un deuxième élément d'explication réside dans les débats autour de la définition même du concept de « profession », initiés dans les années 1950 déjà par les



sociologues interactionnistes aux États-Unis. Distinguer les « métiers » ou « occupations » des « professions » ne va en effet pas de soi d'un point de vue sociologique et continue à structurer les débats internes à la sociologie des professions. Cette distinction est également un enjeu pour les acteur-e-s, les groupes professionnels ayant la plupart du temps un intérêt à obtenir la reconnaissance de leur « professionnalisme » ou encore de leur « professionnalité ». Troisièmement, la question du travail au sens le plus large se pose pour de nombreux-ses sociologues étudiant d'autres objets, qui dès lors s'intéressent de fait à la dynamique des groupes professionnels, sans pour autant inscrire leurs réflexions dans l'une ou l'autre des traditions de la sociologie des professions. Le champ d'étude de la sociologie des professions se trouve ainsi enrichie par l'importation de modèles d'analyse ou d'approches développées initialement autour d'autres objets d'étude. Partant de ces différents constats, cet atelier (adossé à une séance plénière) fait le point sur les différentes traditions d'analyse, approches et modèles théoriques utilisés dans la sociologie des professions contemporaine ou dans les études portant sur les professions ou les phénomènes de (dé)professionnalisation. Il vise également à débattre des manières de construire et d'appréhender l'objet « professions » et à discuter des outils conceptuels utiles à son étude.

Concurrences et marchés. Pour une approche morphologique des groupes professionnels
Carine Ollivier, Université de Rennes 2

Pour une sociologie critique du travail et des professions
David Pichonnaz, Haute école spécialisée Valais-Wallis ; Kevin Toffel, Haute école de santé Vaud (HES-SO)

Des éducateurs sociaux et des éducatrices sociales dans les écoles du Réseau d'enseignement prioritaire (REP). Quel travail de collaboration avec le monde scolaire ?
Laure Scalabrini, Haute école de travail social et de la santé Lausanne (EESP, HES-SO)

C.11. DER WERT DER (VER) WISSENSCHAFTLICH(T)EN ARBEIT – PERSPEKTIVEN AUF WISSENS- UND WISSENSCHAFTSPRAKTIKEN IM WANDEL

Organizer(s) and Chair: Rainer Diaz-Bone, Universität Luzern; Kenneth Horvath, Universität Luzern; Guy Schwegler, Universität Luzern; Valeska Cappel, Universität Luzern

Workshop Session C: Thu. Sept. 12, 9am-10h30am
 Main Building – C49

Die Trennung von faktenbasierter „wissenschaftlicher“ Erkenntnispraxis und wertebasierter „außerwissenschaftlicher“ Handlungspraxis ist in vielen Hinsichten fragwürdig geworden. Zu dieser Entwicklung trägt einerseits die zunehmende Verwissenschaftlichung verschiedener professioneller Praxisfelder bei (idealtypisch zu sehen etwa in den Bereichen Gesundheit, Pflege oder Bildung). Andererseits wird eine solche Dichotomisierung auch aus epistemologischer Sicht zunehmend fragwürdig – eine Entwicklung, für die neopragmatische Wissenschaftstheorien und diverse Strömungen der neuen französischen Sozialwissenschaften (Soziologie der Konventionen, Actor-Network-Theory)

eine Schlüsselrolle spielen. Der Hinweis auf die vielfältige Verwobenheit von Fakten und Werten sowie auf die Vernetzung und Pluralität von Begründungs- und Rechtfertigungslogiken sind Kernaspekte dieser epistemologischen Perspektiven. Vor diesem Hintergrund geht der Workshop der Frage nach dem Wert(ver)wissenschaftlich(t)er Arbeit nach. Er will die Wertigkeit (ver)wissenschaftlich(t)er Arbeit diskutieren, die zunehmend zu einem gesellschaftlichen Prototyp von Arbeit schlechthin geworden ist, mit weitreichenden berufspraktischen Folgen für Ausbildungen, Professionsverständnisse oder auch die Qualitätszuschreibungen an Arbeitserzeugnisse. Mit dieser allgemeinen Themenstellung sind mehrere miteinander verbundene Fragen aufgeworfen: Erstens ist nach Formen der Bewertung von Qualität und Relevanz (sozial-)wissenschaftlicher Praxis in sich verändernden gesellschaftlichen Kontexten zu fragen. Unter anderem ist hier an die Irritation etablierter methodologischer Standards durch aktuelle Entwicklungen (z.B. Stichwort Big Data) zu denken. Zudem sind Praktiken und Logiken der Verwertung (wissenschaftlichen) Wissens in verschiedenen Praxiszusammenhängen zu diskutieren.

Präventive Gesundheits-Apps: Verwissenschaftlichte Praktiken als Legitimationsfunktion?
Valeska Cappel, Univität Luzern

Altmetrics - Wissenschaftliche Arbeit als Gegenstand quantifizierter Wertordnungen
Max Leckert, Humboldt-Universität zu Berlin

Die Grenzen der Sozialforschung. Perspektiven einer reflexiven Migrationsforschung in Zeiten von Big Data und datafizierten Migrationsregimen
Kenneth Horvath, Universität Luzern

Praktiken der Methodenpräsentation in der qualitativen Forschung: Diskursproduktion in englischsprachigen und deutschsprachigen Zeitschriften von 1995 bis 2018.
Laura Behrmann, Deutsches Zentrum für Hochschulforschung; Falk Eckert, Technische Universität Dresden

Wert über Theorie – zum Konzept der Performativität
Guy Schwegler, Universität Luzern

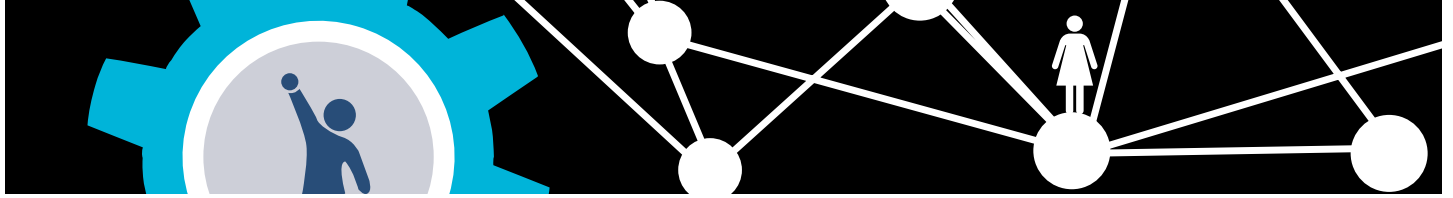
C.12. L'ART ET LES ARTISTES : LE FUTUR DU TRAVAIL ? / KUNST UND KÜNSTLER: DIE ZUKUNFT DER ARBEIT? / ART AND ARTISTS: THE FUTURE OF WORK?

Organizer(s) and Chair: Olivier Moeschler, University of Lausanne; Andrea Glauser, University of Lucerne; Michael Gautier, University of Bern

Workshop Session C: Thu. Sept. 12, 9am-10h30am
 Main Building – C54

Session 1/2 of the workshop:
GENDER INEQUALITIES IN ARTISTIC WORK AND CAREERS

In post-industrial societies, the arts have become a fertile «laboratory» for reflecting upon developments in the labor market in general (Ducret, Glauser, Moeschler and Rolle 2017). Whether in collaborative «art worlds» (Becker 1988) or



in competitive «fields of cultural production» (Bourdieu 1984): artists and artistic personnel, these «workers» compelled to «multiply» themselves (Menger 2002 and 1997) and to lead a professional «double life» (Lahire 2006, Haak 2008) founded on projects and committed to flexibility and innovation, serve as a template for describing the present and, often, the future of work. Despite the persistent myth of freedom, the «singularity regime» (Heinich 1997) that characterizes today's art greatly favors male employment, careers and achievement. In music, including jazz (Buscatto 2007), literature, theatre (Hänzi 2013), and cinema, as well as in the visual arts, the art worlds are characterized by gender inequalities. Yet in art schools, women are more numerous and often perceived as more talented. How are these gender inequalities established and maintained? What may be the role of institutions and policies in redressing them? This workshop with two sessions (gender and mobility/globalisation) is organised by the RC-SAC Research Committee in Sociology of Arts and Culture of the SSA - or «Foko-KUKUSO» - which celebrates its 10th anniversary in 2019. It is linked to 2 other workshops labeled RS-SAC: Artistic Work in an Entrepreneurial Regime (Thibaut Menoux and Valérie Rolle) and Live Music Professionals (Alexandre Camus and Loïc Riom).

Cultural labour and gender in the Hungarian music industry
Emília Barna, Budapest University of Technology and Economics

'Instead of destroying my body I have a reason for maintaining it.' How gender inequalities are challenged and reproduced within the aesthetic and institutions of classical music
Anna Bull, University of Portsmouth, UK

Les inégalités de genre dans les pratiques clownesques; les clowns et le politique
Delphine Cézard, Aix-Marseille Université

C.13. WORK AND PRACTICES: EMOTIONS, MOBILITIES, DIGITAL ECONOMIES AND TRIVIALIZATION AS WORK

Organizer(s) and Chair: Florian Elliker, Universität St.Gallen; Christoph Maeder, Pädagogische Hochschule Zürich

Workshop Session C: Thu. Sept. 12, 9am-10h30am
 Main Building – D59

“The future of work” is not only a topic that constitutes an analytical task for social science scholars that they perform detached from everyday life; rather, understanding the world of work and its development is an *everyday* task for all who work. The necessity and urgency of which varies with the social positions of those engaged. For any individual, the increasing complexity and uncertainty of the contemporary worlds of work make it necessary to generate a minimal degree of ‘interpretive certainty’ – maybe only to realize that there will not be any or only a minimal amount of security in the foreseeable future (e.g., little social welfare support or the lack of long-term stability in terms of professional identity and expertise) that would in turn imply the need for a flexible habitus to cope with uncertain conditions. At the same time, progressive and ever-more pervasive automation threatens not only bodily, but increasingly intellectual work as well in their central role as the “main source for income and status” – to such an extent

that demands appear to fully or at least partially decouple income and work. Given these developments, the workshop approaches the “future of work” as an everyday action problem and as necessary daily interpretive work. The meaning contexts, discourses, and societal stocks of knowledge used for this interpretive work considerably shape how transformations and the corresponding imponderabilities are dealt with – in terms of social practices, self-understanding and identification, professions and organisations, and within (different) life-worlds and milieux. These practices are, however, not only to be understood as *reaction* to societal transformation processes; rather, they are – depending on the social field – elements that partially co-constitute these changes. Contributions to this workshop may address – from an interpretive perspective – these mundane practices of interpreting and coping with the present and future world of work and the stocks of knowledge that shape these practices. Additionally, the workshop provides the opportunity to address challenges and developments in the field of interpretive and qualitative social research. This not only entails – in a narrow sense – the methodological and epistemological reflection of scholarly work of understanding, but also – understood more broadly – the discussion of the changing social and technological conditions under which social science scholars perform their work of interpretation.

Kaffeekultur und emotional labor. Eine ethnographische Fallstudie emotionaler Arbeit in St.Galler Cafés
Viktor Suter, University of St.Gallen

Network anchor: Emotional labor in platform economy
Chen Chen, China Youth & Children Research Center; Jun Yan Liu, China Youth & Children Research Center; Wei Dong Chen, China Youth & Children Research Center; Nan Bao, China Youth & Children Research Center

The mechanism of *trivialisation* in complex problem solving: A comprehensive sociology approach to understand a white collar work environment
Sébastien J. F. Vincent, Independent researcher

C.14. MOBILITY AT THE END OF THE WORKING LIFE: A FOCUS ON RETIREMENT TRANSITIONS

Organizer(s) and Chair: Laura Ravazzini, University of Neuchâtel; Mihaela Nedelcu, University of Neuchâtel; Eric Crettaz, Haute école de travail social Genève

Workshop Session C: Thu. Sept. 12, 9am-10h30am
 Main Building – C43

Health and life expectancy are improving over time and this has enabled the elderly to be increasingly mobile, both before and after their retirement age. Among this population group, different reasons drive the decisions about early or late retirement and international mobility. On the one side, the elderly might anticipate retirement to profit from international lifestyle migration towards sunny destinations where living costs are low. On the other side, the elderly might also postpone retirement to continue their professional activities. This postponement can allow ageing workers to be more financially independent, but it can also have different impacts on their mobility plans: for some, it might prolong the capacity



to travel, and/or to keep a foot in two or more countries, while for others, it might mean the abandonment of transnational lifestyle and mobility projects. During old age, personal resources, such as an (inter)national professional network, family ties, economic resources and attitudes towards work and family might be determinant in the important choice to work or not work, but also to be internationally mobile or not. In addition, the flexibility of the labour market, regulations about retirement age, the quality and affordability of health care systems and the international portability of pensions might be other important elements that influence this choice. This workshop focuses on different migration patterns (e.g. lifestyle migration, transnational grandparenting, return and work migration) that intervene in the transition towards the end of the working life. How personal resources and the political and institutional contexts influence decisions about (early or late) retirement will be highlighted within this workshop paying attention to mobility perspectives. The aim of this workshop is to identify the links between mobility decisions and retirement transitions.

Retirement migration: The search for age-friendly communities?
Marion Repetti, Virginia Tech; Toni Calasanti, Virginia Tech; Chris Phillipson, University of Manchester

Older migrants' critical moments: retirement transition and decision-making on return migration. The case of Portuguese in Switzerland
Liliana Azevedo, ISCTE-IUL & Université de Neuchâtel

Grandmothers at (care)work: gender inequalities, work-retirement arrangements and grandparenting within transnational families
Mihaela Nedelcu, University of Neuchâtel; Malika Wyss, University of Neuchâtel

10:30-11:00 - Main Building

COFFEE BREAK ON THE 1ST AND 2ND FLOORS

11:00-12:30 - Main Building

WORKSHOP SESSION D

D.1. GESCHLECHTSSPEZIFISCHE ARBEITSTEILUNG UND FAMILIALE ROLLENBILDER IM WANDEL: ZUR DYNAMIK DER „WORK-FAMILY-BALANCE“

Organizer(s) and Chair: Ruth Abramowski, Universität Bremen; Beat Fux, Universität Salzburg

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – C52

In den vergangenen Jahrzehnten hat der Wandel sozialer, ökonomischer und politischer Rahmenbedingungen die Aushandlungsmöglichkeiten familiärer Rollenbilder in Paarbeziehungen sowie die geschlechtsspezifischen inner- und außerhäuslichen Arbeitsteilungsarrangements verändert. Die steigende Anzahl von Frauen im tertiären Bildungssektor und auf dem Arbeitsmarkt, die „neue“ Rolle von Vätern als familiäre Bezugspersonen sowie

die Ausweitung familisierender und de-familisierender politischer Maßnahmen in hochentwickelten Gesellschaften eröffnen vielfältige Möglichkeiten, den Handlungsspielraum zwischen den Geschlechtern in Bezug auf die „Work-Family-Balance“ zu erweitern. Jeglichen Modernisierungsprozessen zum Trotz erweisen sich die Geschlechterstrukturen insbesondere bei den Pflege-, Betreuungs- und Hausarbeiten als weitgehend resistent gegenüber sozialem Wandel. Die Grenzen zwischen dem „modernen“ Arbeitsleben und dem Familienleben sind individueller und flexibler denn je, weshalb die wissenschaftlichen Debatten über die familiäre Arbeitsdynamik zugenommen haben. Die Beiträge dieses Workshops fokussieren überwiegend aus einer ländervergleichenden Perspektive sowohl Barrieren als auch Optionen für die Vereinbarkeit von Familie und Beruf unter Bedingungen von zunehmender Ökonomisierung, globalem Wettbewerbsdruck der Arbeitsmärkte sowie retrenchment der wohlfahrtsstaatlichen Systeme. „Arbeit“ soll in ihren Erscheinungsformen der Erwerbsarbeit, Fürsorgearbeit, Pflege- und Hausarbeit thematisiert, ferner in deren strukturellen, politischen und kulturellen Rahmenbedingungen kontextualisiert werden. Welche Determinanten können im Hinblick auf die Work-Family-Balance festgestellt werden? Welche Entwicklungen sind im Zusammenhang von Arbeit, Arbeitsmärkten, Wohlfahrtsstaaten und der Work-Family-Balance zu konstatieren? Welcher neuen theoretischen und methodischen Konzepte bedarf es, um die Work-Family-Balance „besser“ verstehen und erklären zu können?

Power-Capabilities Matters? Zur Kontinuität Der Traditionellen Arbeitsteilung Von Paaren Im Wandel Von Egalitarismuseideologien
Ruth Abramowski, Universität Bremen

Is there a wage penalty for family caregiving?
Ulrike Ehrlich, DZA, German Center of Gerontology; Lara Minkus, University of Bremen; Moritz Hess, University of Bremen

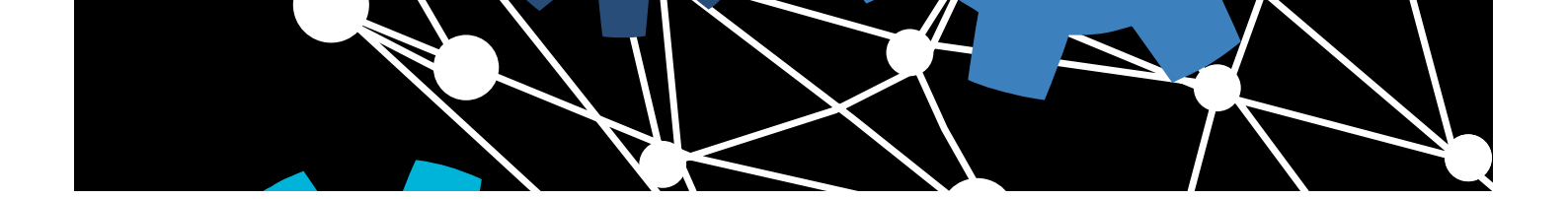
Arbeits- und Aufgabenteilung im Kontext von Familienwandel und Familienpolitik
Beat Fux, Universität Salzburg

D.2. SPORT, ACTIVITÉ PHYSIQUE ET SANTÉ: QUELS FUTURS?

Organizer(s) and Chair : Monica Aceti, Université de Genève et Université de Fribourg ; Siegfried Nagel, Universität Bern; Markus Lamprecht, LSSFB

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – C56

Sport et santé font-ils bon ménage? Dans une société régulièrement décrite comme corpo-centrée (Aceti et al. 2018), les offres sportives et récréatives qui mettent en avant les bénéfices de santé sont aujourd'hui diverses, de même qu'est incontestable la progression d'un marché de la santé. Ses domaines d'application varient selon les cibles et les besoins : groupes vulnérables, personnes avec handicap, seniors ou individus ordinaires en quête de santé ou human enhancement. Dans cette perspective générale, nous invitons les personnes intéressées à interroger les enjeux qui sont liés aux pratiques engendrées par le courant du sport-santé. Quelles sont les modalités d'organisation, de professionnalisation et de



reconnaissance de ces métiers? Quelles innovations «saluto-sportives» observe-t-on? En outre, on peut s'attacher à analyser les frontières entre travail, loisir et devoir de santé. Le binôme sport et santé est-il lié à un marché des corps? Il s'agit également de tenir compte des transformations du travail vers la robotisation et digitalisation des emplois, couplées à des déplacements pendulaires durant lesquels les corps sont transportés. On peut penser les usages de la marche en ville, la diversité des engagements dans des façons de promouvoir l'activité physique dans l'espace urbain ou architectural (healthy city, urban training, «architecture active», etc.) ou encore interroger la propre «valeur-corps» (bodybuilding, MMA, trail, etc.) dans la diversité de ses appropriations et quêtes culturelles, artistiques, identitaires, affectives ou activistes (capoeira, danses, kizumba, etc.). Finalement, ces usages et pratiques interrogés par les évolutions des sports pris au sens large révèlent des besoins, des désirs, des contraintes ou des attentes contemporaines que nous invitons à questionner dans le cadre de ce workshop.

Un Corps Sain Dans Un Esprit Sain. Comparaison Des Contextes Indiens Et Européens Dans Les Pratiques Contemporaines Du Yoga

Caroline Nizard, Université de Lausanne

Le street workout comme espace d'éducation populaire à la santé

Ayman Dahane, Université de Strasbourg

What can the example of contemporary dance practice for people with a neurodegenerative disease teach us on the real usefulness of physical activity for motor abilities, brain and psycho-social wellbeing?

Iris Chabrier-Trinkler, Université de Strasbourg

Le Handisport entre le bien-être social et le bien-être mental

Naima Mokhtari, Université Abderrahmane Mira Bejaia

D.3. ZWISCHEN NEUKONFIGURATION UND ENTSICHERUNG: FLEXIBLE FORMEN VON ARBEIT IN DER WAHRNEHMUNG VON BESCHÄFTIGTEN/ BETWEEN NEW CONFIGURATION AND PRECARIETY: EMPLOYEES' PERCEPTION OF FLEXIBLE WORK

Organizer(s) and Chair: Fabian Beckmann, Ruhr-Universität Bochum; Fabian Hoose, Universität Duisburg-Essen

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – D59

Die Flexibilisierung von Arbeit, sichtbar etwa im Zuge von Gig- und Crowdwork in der Plattformökonomie, mündet unter anderem in der Herausbildung hybrider Erwerbsformen. Die Dichotomie von abhängiger und selbstständiger Beschäftigung wird damit zunehmend in Frage gestellt. Diese und andere Strukturbrüche postmoderner Arbeitsgesellschaften sind durch Ambivalenzen und die Ungleichzeitigkeit von Entwicklungen charakterisiert. Kritische Stimmen sehen in ihnen eine Chiffre neuer kapitalistischer Entsicherungs- und Exklusionstendenzen, in deren Zuge Arbeitsverhältnisse prekarisiert, Beschäftigte ökonomisiert und Risiken individualisiert werden. Auf der anderen Seite werden die

Chancen der Pluralisierungstendenzen hervorgehoben und es wird auf neue Autonomiespielräume für Beschäftigte verwiesen. In diesem Zusammenhang greift der Workshop die Forschungslücke auf, dass in den benannten Debatten den subjektiven Wahrnehmungen der Beschäftigten bislang nur eine untergeordnete Bedeutung beigemessen wird. Beschäftigte werden bei der Erforschung der Pluralisierung von Erwerbsformen nicht selten implizit zu passiv reagierenden Objekten degradiert, deren Arbeitsformen durch entfesselte Märkte und die technologisch determinierte Digitalisierung fremdbestimmt werden. Offen bleibt, wie Beschäftigte selbst die zahlreichen Wandlungsprozesse von Erwerbsarbeit erleben, wie sich ihre Einstellungen zu Arbeit verändern und wie sie subjektiv die Flexibilitätschancen und -zumutungen ausbalancieren. Der Workshop versammelt Beiträge, die sich schwerpunktmäßig mit der subjektiven Wahrnehmung von gewandelten Formen von Arbeit aus Sicht der Beschäftigten auseinandersetzen.

Wie beurteilen Beschäftigte die Teilhabe am Erwerbsleben? Grundlagen einer Theorie zur sozialen Erklärung von Ungleichheitswahrnehmungen

Andrea Hense, Soziologisches Forschungsinstitut Göttingen

Crowdwork – Flexible Arbeit oder flexible Anpassung? Subjektive Wahrnehmungen von Beschäftigten auf digitalen Plattformen

Eltje Gajewski, Universität Duisburg-Essen

(Im)mobility and the “entreprenariat”: The case of the partners of professionals on the move

Flavia Cangià, University of Neuchâtel; Martine Schaer, University of Neuchâtel

D.4. LE TRAVAIL ARTISTIQUE EN RÉGIME ENTREPRENEURIAL (SESSION 3)/ ARTISTIC WORK IN AN ENTREPRENEURIAL CONTEXT (SESSION 3)

Organizer(s) and Chair : Thibaut Menoux, Université de Nantes ; Valérie Rolle, Université de Nantes

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – C49

Ce workshop propose d'interroger la manière dont la poussée générale du travail vers un régime entrepreneurial se traduit dans les arts. Comment un tel régime s'articule-t-il au régime de singularité qui prévaut dans cette sphère d'activité depuis la fin du XIXème siècle ? Dans un article prospectif publié en 2009, Simon Borja et Séverine Sofio estiment que ce nouveau régime est, pour l'heure, davantage actualisé à un niveau idéologique que pratique, exception faite des artistes les plus cotés sur le marché (comme Jeff Koons, Damien Hirst ou Ai Wei Wei pour l'art contemporain). Il s'agit, en ce sens, d'interroger ces nouvelles figures de l'«artiste entrepreneur» et de les comparer à des entreprises artistiques passées et présentes dont l'envergure peut fortement varier (Session 1). Comment la réussite financière est-elle assurée grâce à une gestion proche de l'entrepreneuriat artisanal ou industriel de leur entreprise de production artistique par des artistes qui ne cessent pourtant de dénoncer une telle logique économique ? Au-delà des artistes « stars » ou plébiscités, qu'en est-il chez les « artistes



ordinaires» ? Il s'agit cette fois de questionner la façon dont ce nouveau régime appelle les prétendants à l'art à gérer leur carrière comme des « petits entrepreneurs » (Session 2). Comment le dilemme entre la nécessité de s'affirmer comme un artiste singulier et la nécessité d'un emploi, en particulier lorsqu'il est subordonné à d'autres artistes, est-il négocié par celles et ceux qui tentent de vivre de leur art ? Enfin, quel rôle les « intermédiaires du travail artistique » jouent-ils dans la diffusion de cette norme entrepreneuriale de gestion des carrières ? Plus globalement, comment les dispositifs institutionnels (qu'ils soient liés au financement, à la diffusion ou à la consécration) contribuent-ils à imposer un régime plus proprement entrepreneurial dans les arts (Session 3) ?

La version longue du call de ce workshop est disponible à l'adresse : <http://k6.re/2PQWg>

Die lange und deutsche Version dieses Calls ist hier verfügbar: <http://k6.re/2PQWg>

A complete English version of this call is available here: <http://k6.re/2PQWg>

Des artisans d'art aux entrepreneurs créatifs: Rapports à l'entreprise et à l'entrepreneuriat dans le domaine du fait-main à l'ère des plateformes numériques

Anne Jourdain, Université Paris-Dauphine

Régime entrepreneurial dans le monde de l'art contemporain: les acteurs de la production entre respect et contournement de la norme entrepreneuriale

Brianne Dubois, Centre de sociologie des organisations et CSU-CRESPPA

Theaster Gates: Chicago's Entrepreneurial Artist

Julia Rothenberg, Queensborough Community College (CUNY)

D.5. VALUATION AND EXPLOITATION OF WORK(ERS) AT THE BOTTOM AND THE MARGINS OF LABOUR MARKETS

Organizer(s) and Chair: Peter Streckeisen, ZHAW; Eva Nadai, FHNW; Melanie Studer, Universität Basel

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – D65

The proposed workshop will focus devalued categories of work(ers) at the bottom and the margins of labour markets. Starting with the premise that the value of work is not a given but the effect of categorization and valuation processes it will examine the current transformations of work from the perspective of multiple recategorizations on symbolical and structural levels. Developments like the discursive reframing of the world of work (e.g. digitization, knowledge economy etc.), the flexibilization of labour law and collective bargaining, or the social policy shift from welfare to workfare have resulted in the devaluation of entire categories of workers and in new conditions of labour power exploitation. The workshop will analyse so-called "first", "second" and "third" labour markets, i.e. state-sponsored markets for welfare and social insurance beneficiaries alike and will examine the interactions between them. How and with what effects are dividing lines between "skilled" and "unskilled" work redrawn? How does the emergence of new and hybrid legal (work) relationships in state-sponsored-markets affect workers' rights in the

first labour market and the (human) rights and entitlements to welfare and social security in general? Papers may be empirical or theoretical; they should focus the transformation, re-valuation and exploitation of different kinds of marginalised work: unskilled, deskilled, low paid and/or precarious work, as well as work in complementary state-sponsored markets. Contributions may focus specific aspects and fields, but they should also address the broader issues of the transformation of labour markets and/or social policy respectively.

Employability of unskilled workers: A "soft currency"?

Anna John, FHNW Fachhochschule Nordwestschweiz, Olten; Robin Hübscher, FHNW Olten

Coping with a lack of social recognition: the problem of valuation in the house cleaning illegal market in Geneva

Loïc Pignolo, University of Geneva

When Work Becomes Invisible. De/Valuation of Labour in Virtual Assistance

Johanna Hofbauer, Vienna University of Economics and Business; Dominik Klaus, University of Vienna

From Entitlements to Privileges: The Normalisation of Precarity in (Post-)Crisis Spain

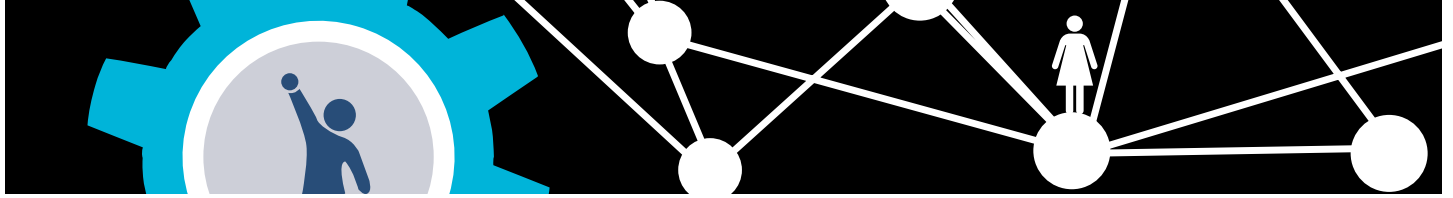
Corinne Schwaller, University of Bern

D.6. SOZIALE DIENSTLEISTUNGEN ZUR ERWERBSINTEGRATION – PROGRAMME, ZIELGRUPPEN, HILFEN

Organizer(s) and Chair: Jan F.C. Gellermann, IAB - Institut für Arbeitsmarkt- und Berufsforschung der Bundesagentur für Arbeit; Stefan Kutzner, Universität Siegen

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – B29

Soziale Dienstleistungen zur Erwerbsintegration Der bundesdeutsche wie auch der schweizerische Arbeitsmarkt erscheinen in einer guten Verfassung: Hohe Beschäftigungsquoten, geringe Arbeitslosenzahlen sowie hoher Fachkräftebedarf werden gemeldet. Dennoch betrachten in Deutschland wie auch in der Schweiz die Politik und die Arbeitsverwaltung die Phänomene nachhaltig misslingende Erwerbsintegration und Langzeitarbeitslosigkeit als erhebliches Problem. Insbesondere deren Fortbestand trotz guter Konjunktur und Arbeitsmarktsituation. Die Erwerbsintegration von arbeitslosen Personen wird gemeinhin erschwert durch sogenannte individuelle Vermittlungshemmnisse, wie etwa ein fehlender Schul- oder Berufsabschluss, und gesundheitliche Probleme aber auch soziale und personale Probleme werden beobachtet (Schwierigkeiten bei der Alltagsbewältigung, Überschuldung, Motivationsprobleme). Zudem ist es die Arbeitslosigkeit selbst, die mit zunehmender Dauer dazu führt, dass Erwerbsarbeit als unmittelbare Erfahrung im Alltag der Betroffenen kaum noch eine Rolle spielt und es zu einer inneren Entkopplung vom Erwerbssystem kommen kann. Durch bestimmte Zielgruppenprogramme und Maßnahmen der Politik sollen die Betroffenen gefördert, qualifiziert und in das Erwerbssystem (wieder)eingegliedert werden. Üblicher Bestandteil solcher Aktivitäten ist die Einbindung wohlfahrtsstaatlicher



Institutionen, sozialer Dienste sowie auch sozialarbeiterische Unterstützung, Beratung und Formen von „Coaching“. Unklar bleibt jedoch häufig das Aufgaben- und Kompetenzprofil der hilfeleistenden Institutionen und Fachkräfte. Was sind ihre Aufgaben? Welche Hilfe leisten sie tatsächlich? Wem sind sie verpflichtet? Wie werden die Unterstützungsleistungen von den Leistungsempfängern rezipiert? Mit Fragen zu dem sozialstaatlichen Umgang mit Arbeitslosigkeit werden sich die Referate des Workshops befassen.

Die „Hartz-Gesetze“ als Rückbau des Sozialstaats? Zum wirtschaftlichen und gesellschaftlichen Entstehungshintergrund der Arbeitsmarktreformen in Deutschland

Stefan Kutzner, Universität Siegen, Seminar für Sozialwissenschaften

Soziale personenbezogene Unterstützung für Langzeitarbeitslose in Arbeitsmarktprogrammen

Jan F.C. Gellermann, IAB - Institut für Arbeitsmarkt- und Berufsforschung der Bundesagentur für Arbeit

Ich bin doch nicht ein IV Fall in dem Sinne“ - Die Perspektive betroffener Menschen auf betriebliche und sozialstaatliche Massnahmen der Wiedereingliederung nach Krankheit und Unfall

Benedikt Hassler, Hochschule für Soziale Arbeit der Fachhochschule Nordwestschweiz

D.7. GRENZEN DER DIGITALISIERUNG VON ARBEIT? ZUM AUTOMATISIERUNGS- UND SUBSTITUTIONSPOTENZIAL DIGITALER VERNETZUNG, KÜNSTLICHER INTELLIGENZ UND LERNENDER SYSTEME / LIMITS TO DIGITIZATION OF WORK? AUTOMATION AND SUBSTITUTION POTENTIALS OF DIGITAL INTERCONNECTION, ARTIFICIAL INTELLIGENCE AND SELF-LEARNING SYSTEMS

Organizer(s) and Chair: Norbert Huchler, Institut für Sozialwissenschaftliche Forschung e.V. – ISF München; Michael Heinlein, Institut für Sozialwissenschaftliche Forschung e.V. – ISF München

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – D63

Digitale Vernetzung (Internet of Things, Cyber-Physical Systems), Künstliche Intelligenz und Lernende Systeme bergen erhebliche Automatisierungspotenziale in der Arbeitswelt, die bei bestimmten Tätigkeiten auch disruptiven Charakter haben können. Auch wenn sich in der wissenschaftlichen wie öffentlichen Diskussion die Prognose eines eher geringen Gesamtsubstitutionspotenzials dieser Technologien langsam durchzusetzen scheint, bleibt die Aussicht eines sich in kurzer Zeit ereignenden, durchaus massiv wirkenden disruptiven Tätigkeitswandels bestehen. Die technische Rationalisierung erfasst zudem nun auch untypische, teils höher qualifizierte Bereiche z.B. in der Produktion (Arbeitsvorbereitung, Qualitätssicherung etc.), in der Sachbearbeitung und im Kundenkontakt (semantische Technologien, Big Data etc.). Zusammen mit überhöhten Technikleitbildern, die die Überlegenheit digitaler Technologien gegenüber dem Menschen

betonen, entsteht eine zum Teil hohe Verunsicherung darüber, wie die Zukunft der Arbeit im digitalen Wandel aussehen kann und soll. Der Workshop versammelt Beiträge, die systematisch die Grenzen der Digitalisierung und damit der Automatisierung von Arbeit ausloten und auf diese Weise ein soziologisch informiertes Korrektiv für allzu technologieoptimistische oder die digitale Substitution von Arbeit als unausweichliche, quasi-natürliche Entwicklung beschreibende Perspektiven darstellen. Im Mittelpunkt soll dabei nicht stehen, ob und inwieweit die „alten“ Automatisierungsgrenzen z.B. von CIM nun durch neue, z.B. lernfähige Technologien überwindbar sind, um den arbeitenden Menschen mehr und mehr zu ersetzen. Vielmehr ist vor dem Hintergrund der damaligen und heutigen Entwicklungen nach den inhärenten Grenzen der (Teil-)Automatisierung durch digitale Systeme zu fragen.

Digitale Bewältigung des Widerspruchs von Markt- Und Produktionsökonomie? Betriebliche Strategien des digitalen Technikeinsatzes

Sarah Nies, Institut für Sozialwissenschaftliche Forschung e.V. – ISF München

Neues Produktionsregime, indirekte Steuerung und Digitalisierung: (Dys-)Funktionen der digitalen Steuerungstechnologien

Josef Reindl, COGITO - Institut für Autonomieforschung e.V.

Die Metamorphose der Führung? Grenzen der Digitalisierung in Führungshandeln und Partizipation

Michael Bau, ILAG - Institut Leistung Arbeit Gesundheit GbR; Andrea Altepost, RWTH Aachen

D.8. TRANSFORMATIONS OF WORK IN HEALTH / LES MUTATIONS DU TRAVAIL DANS LE CHAMP DE LA SANTÉ / WANDEL DER ARBEIT IM GESUNDHEITSBEZOGENEN FELD

Organizer(s) and Chair: Raphaël Hammer, Haute Ecole de Santé Vaud (HESAV) ; Stéphane Cullati, University of Geneva and University Hospital Geneva; Ursula Streckeisen, formerly University of Teacher Education (PHBern) and University of Bern

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – D67

Since critical studies on domination of the medical profession, sociologists have tried to describe the transformations of medical work, such as deprofessionalization, healthcare consumerism or proletarianization of doctors. The perspectives of the economic market or the power struggles underscore the importance of understanding both macro and microsocial mutations of professional work in the field of health. Other transformations have been highlighted, such as defensive medicine and the rise of evidence-based medicine, of patients' power and of the pharmaceutical industry. The forms of governance inspired by the new public management are also shaking up health professional practices. All these transformations are affecting aspects of the medical work, such as the professional status, the clinical autonomy, the medical responsibility, or the working conditions. This call for papers aims to discuss the transformations of work in the field of health, involving professionals as well as non-professionals. The following topics are particularly relevant for the workshop:



1) The current transformations of the nature of work in the field of health can be approached in terms of the regulation and the structural organization of care activities, but also in terms of the working experience of healthcare professionals.

2) The production of health also involves lay health work, or the activities carried out by the patients themselves. Like the classic work on chronic diseases, in a context where the individual responsibility for one's health is more and more valued and where the figure of the patient-expert enjoys a certain recognition, patient's knowledge on their own pathology remains central. While it is most visible from the point of view of physical care and daily behaviours, the patient's health work also involves activities in terms of social or professional reintegration.

La Gestion De La Maladie Chronique: Un Travail Quotidien, Changeant Et Complexe

Carla Ribeiro, Haute Ecole de Santé Vaud (HESAV)

"I am not an accountant, but I have to control everything". Paperwork and the embeddedness of chronic (self)care

Luna de Araujo, Institute of Sociological Research, University of Geneva

La production ordinaire de la santé au travail et par le travail: comment les personnes articulent-elles et cherchent-elles à réguler les effets du travail sur leur santé?

Géraldine Bloy, Université de Bourgogne; Julie Houdre, Département de Médecine générale, Université Paris-Sud – Hôpital Paul-Brousse APHP; Laurent Rigal, Département de Médecine générale, Université Paris-Sud

Médecins de famille comme coach en santé? Attitudes et défis dans un projet pilote suisse

Maria Caiata Zufferey, Scuola universitaria professionale della Svizzera italiana (SUPSI); Carlo De Pietro, Scuola universitaria professionale della Svizzera italiana (SUPSI)

D.9. POLITISATION ET DÉPOLITISATION DU TRAVAIL DANS L'ENTREPRISE CONTEMPORAINE ET AU-DELÀ / POLITICIZING AND DEPOLITICIZING WORK IN THE CONTEMPORARY FIRM AND BEYOND

Organizer(s) and Chair: Jean-Michel Bonvin, Université de Genève; Nicola Cianferoni, Université de Genève, Université de Neuchâtel; Aris Martinelli, Université de Genève

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – B32

The employment relation that emerged after World War II has undergone significant transformations in the present context of deep socioeconomical changes (transnationalization of capital, economic crisis, digitalization, etc.). Phenomena such as job precariousness, difficult working conditions and the increasing number of working poor become more relevant. In addition to this, the spatio-temporal boundaries between professional and private life are increasingly blurred. These challenges are sometimes tackled via individual arrangements, e.g. about the working time, in such cases a "depoliticizing" of work can be observed. However, counter-processes of "politicization" are also taking place in case of reactions – such

as resistances or mobilizations – aimed to negotiated more broadly and collectively the issues linked with the employment relation. Those reactions can involve new actors and their scope depends on the country and/or the economic sector. This workshop questions the extent of such politicizing and depoliticizing processes in order to grasp their size, the issues and the involved actors. The workshop will be structured around three axes.

Logics of liberalization under coordinated capitalism: Japan's, France's and Germany's trajectories compared **Stefan Heeb, University of Geneva**

Social and environmental values and objectives in social enterprises and civil society organizations

Birgit Peuker, Institut für Sozialinnovation e.V. (ISInova)

Collectivisation and mobilization amongst dependent self-employed delivery workers in the UK

Pedro Mendonca, Nottingham Trent University; Nadia Kougiannou, Nottingham Trent University

A risky form of employment: how to counter the negative effects of temporary work on workers' health and security?

Blandine Barlet, Université Paris Dauphine

D.10. PRODUIRE DES CONCERTS, TRAVAILLER DANS LE LIVE / PRODUCING CONCERTS, WORKING IN LIVE MUSIC

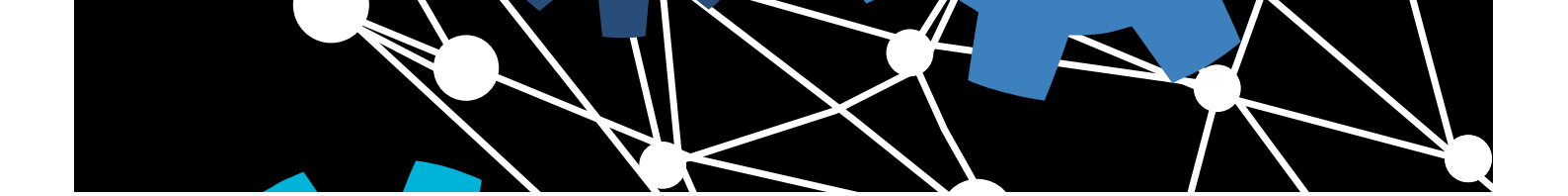
Organizer(s) and Chair: Alexandre Camus, EPFL & Mines ParisTech; Loïc Riom, Mines ParisTech

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – D62

Si, pendant longtemps, le concert a été délaissé par les études sur la musique, il est sujet à un regain d'intérêt. Récemment, des chercheurs se sont intéressés à l'économie du live ou au travail des musiciens. Cependant, le « personnel de renfort » (Becker, 2010) nécessaire à la production des concerts reste encore peu étudié. On sait ainsi peu de choses des différents métiers (techniciens, tourneurs, programmeurs) et des différentes organisations (festivals, billetteries, financeurs publics) nécessaires à la production des concerts, mais également à leur mise en marché, voire à leur exploitation dans d'autres formats (retransmission live, enregistrement, etc.). Pour ce faire, ce workshop a pour objectif d'engager la discussion en réunissant des contributions empiriques portant sur la production des concerts et le travail dans la musique live. Une première session se centre sur la question du travail de production des concerts et les savoir-faire qu'il mobilise. La deuxième session porte sur la captation vidéo des concerts et sa valorisation.

Quand les auditeurs deviennent diffuseurs: Les contenus musicaux appropriés et copiés sur YouTube **Sylvain Martet, CRICIS – UQAM**

Les nouveaux entrepreneurs du patrimoine musical live **Alexandre Camus, Metamedia Center, EPFL, Centre de sociologie de l'innovation, Mines ParisTech**



Le live et après ? Comment le numérique transforme et prolonge l'expérience du concert à travers un nouvel écosystème de production/diffusion des captations

Gérôme Guibert, Sorbonne nouvelle; Catherine Rudent, Sorbonne nouvelle; Michaël Spanu, Université de Lorraine

D.11. SOCIOLOGY OF PROFESSIONS : INTERPROFESSIONAL COLLABORATIONS AND TENSIONS / DEBATS ET APPROCHES EN SOCIOLOGIE DES PROFESSIONS : COLLABORATIONS ET TENSIONS INTERPROFESSIONNELLES

Organizer(s): Morgane Kuehni, University of Applied Sciences and Arts Western Switzerland, HES-SO, School of Social Work, ÉÉSP; Nicky Le Feuvre, University of Lausanne; Marc Perrenoud, University of Lausanne; David Pichonnaz, University of Applied Sciences and Arts Western Switzerland, HES-SO Valais-Wallis; Muriel Surdez, University of Fribourg; Peter Voll, University of Applied Sciences and Arts Western Switzerland, HES-SO Valais-Wallis

Chair: Nicky Le Feuvre

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – D71

La sociologie des professions constitue une sous-discipline institutionnalisée de longue date, mais regroupe des courants, des modèles d'analyse et des approches hétérogènes, qui ne trouvent pas toujours d'espaces de débat. L'existence de traditions nationales et d'espaces linguistiques séparés l'explique en partie. Un deuxième élément d'explication réside dans les débats autour de la définition même du concept de « profession », initiés dans les années 1950 déjà par les sociologues interactionnistes aux États-Unis. Distinguer les « métiers » ou « occupations » des professions ne va en effet pas de soi d'un point de vue sociologique et continue à structurer les débats internes à la sociologie des professions. Cette distinction est également un enjeu pour les acteur-e-s, les groupes professionnels ayant la plupart du temps un intérêt à obtenir la reconnaissance de leur « professionnalisme » ou encore de leur « professionnalité ». Troisièmement, la question du travail au sens le plus large se pose pour de nombreux-ses sociologues étudiant d'autres objets, qui dès lors s'intéressent de fait à la dynamique des groupes professionnels, sans pour autant inscrire leurs réflexions dans l'une ou l'autre des traditions de la sociologie des professions. Le champ d'étude de la sociologie des professions se trouve ainsi enrichie par l'importation de modèles d'analyse ou d'approches développées initialement autour d'autres objets d'étude.

Partant de ces différents constats, cet atelier (adossé à une séance plénière) fait le point sur les différentes traditions d'analyse, approches et modèles théoriques utilisés dans la sociologie des professions contemporaine ou dans les études portant sur les professions ou les phénomènes de (dé)professionnalisation. Il vise également à débattre des manières de construire et d'appréhender l'objet « professions » et à discuter des outils conceptuels utiles à son étude.

Les enjeux de la collaboration interprofessionnelle. L'exemple des autorités de protection de l'adulte et de l'enfant en Suisse
Julia Emprechtinger, HES-SO Valais-Wallis; Elisa Favre, HES-SO Valais-Wallis; Peter Voll, HES-SO Valais-Wallis

To wear or not to wear the stethoscope: rearrangements of health care professions in times of professionalization, academization and diversification

Marina Richter, HES-SO Valais-Wallis

Jurisdictional conflicts, interprofessional collaboration, and boundary-work. The case of nursing staff and social care laborers in residential homes for the elderly in Germany
Isabelle Zinn, Goethe-Universität Frankfurt

D.12. L'ART ET LES ARTISTES : LE FUTUR DU TRAVAIL ? / KUNST UND KÜNSTLER: DIE ZUKUNFT DER ARBEIT? / ART AND ARTISTS: THE FUTURE OF WORK?

Organizer(s) and Chair: Olivier Moeschler, University of Lausanne; Andrea Glauser, University of Lucerne; Michael Gautier, University of Bern

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – C54

Session 2/2 of the workshop:
ARTISTS, GLOBALIZATION AND THE IMPERATIVE OF MOBILITY

In post-industrial societies, the arts have become a fertile «laboratory» for reflecting upon developments in the labor market in general (Ducret, Glauser, Moeschler and Rolle 2017). Whether in collaborative «art worlds» (Becker 1988) or in competitive «fields of cultural production» (Bourdieu 1984): artists and artistic personnel, these «workers» compelled to «multiply» themselves (Menger 2002 and 1997) and to lead a professional «double life» (Lahire 2006, Haak 2008) founded on projects and committed to flexibility and innovation, serve as a template for describing the present and, often, the future of work.

Due to the globalization of work contexts (biennials, festivals, residency programs, transnational cultural industries, international paradigms of participatory art, f.e.) and a tendency to condition their success on their range of activity (Buchholz 2016, Kwon 2000, Glauser 2009), artists and creative workers are now confronted with multiple mobility imperatives and with pressures resulting from globalization. This theme explores the effects of different forms of mobility and globalization: it examines their institutional dimensions (power relations, cultural policy) and their impact on artistic and creative practices, biographies and working conditions. This workshop with two sessions (on mobility/globalisation and on gender) is organised by the RC-SAC Research Committee in Sociology of Arts and Culture of the SSA - or «Foko-KUKUSO» - which celebrates its 10th anniversary in 2019. It is linked to 2 other workshops labeled RC-SAC: Artistic Work in an Entrepreneurial Regime (Thibaut Menoux and Valérie Rolle) and Live Music Professionals (Alexandre Camus and Loïc Riom).

Suivre l'argent. Stratégies de financement de l'activité artistique liées à la mobilité internationale des acteurs espagnols de l'art contemporain
Glòria Guirao Soro, Universitat de Barcelona (CECUPS) & Université Paris 8



Social Critique and Participatory Aesthetics - do participatory art projects foster social innovation?

Alice Neusiedler, University of Vienna

Les artisans de l'imaginaire: les producteurs d'expériences numériques de l'association PXN

Olivier Thévenin, Université Sorbonne Nouvelle-Paris 3

Les métamorphoses d'une hégémonie culturelle. La promotion de la diversité culturelle dans les champs cinématographiques français et allemand

Claire Tomasella, EHESS(Paris), Institut de recherche interdisciplinaire sur les enjeux sociaux (Paris), Centre Marc Bloch (Berlin)

D.13. ETUDIER LES ÉCONOMIES DE PLATEFORMES EN SUISSE : PREMIERS RÉSULTATS / PLATFORM ECONOMIES STUDIES IN SWITZERLAND: FIRST OUTCOMES

Organizer(s) and Chair: Philip Balsiger, Université de Neuchâtel ; Jean-Michel Bonvin, Université de Genève ; Nicola Cianferoni, Université de Genève & Université de Neuchâtel ; Thomas Jammet, Université de Genève

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – C43

Les plateformes numériques sont devenues des acteurs clefs sur plusieurs marchés. Adoptant une posture de « profiteurs » à même d'imposer le prélèvement de commissions sur les transactions (Ahrne et al., 2015), elles agissent comme des organisateurs du marché et créent ainsi de nouveaux ordres marchands (Beckert, 2009) basés sur de puissantes infrastructures sociotechniques, dont les effets s'exercent à la fois sur le marché et les relations de travail (Kirchner & Schüßler, 2019). Les plateformes modifient profondément les organisations professionnelles, aussi bien que les conditions de travail. Leur développement rapide, étudié au prisme de notions telles que l'économie du partage ou le capitalisme de plateforme, a généré un intérêt croissant auprès des chercheurs en sciences sociales au cours des dix dernières années.

En Suisse comme ailleurs, le débat se déroule non seulement sur plan académique, mais aussi et surtout au niveau politique. Les plateformes perturbent le fonctionnement de nombreux secteurs d'activité tels que le logement, le transport de personnes, les livraisons, etc., où les prestataires, qui ont longtemps bénéficié d'un statut d'indépendants, deviennent de plus en plus dépendants des conditions qu'elles imposent. Les conditions de travail dans les économies de plateformes génèrent des tensions particulièrement vives dans le contexte du déclin, voire de l'effondrement des syndicats et des organisations professionnelles (lorsqu'ils sont confrontés aux plateformes). Il est dès lors indispensable que les enjeux éthiques et légaux suscités par les plateformes soient abordés par les sciences sociales. C'est la raison pour laquelle cet atelier vise à discuter des premiers résultats empiriques issus de recherches sur les plateformes numériques en Suisse. Il constituera aussi l'occasion d'instituer un premier échange sur la création d'un réseau suisse des chercheurs qui étudient ces plateformes.

Les appariements sur les marchés du travail organisés par plateforme numérique

Luca Perrig, Université de Genève

Les organisations professionnelles de l'hôtellerie face aux plateformes numériques de réservation, entre dépendances et résistances

Thomas Jammet, Université de Neuchâtel

Les implications de l'économie des plateformes pour la protection des travailleurs et le dialogue social

Jean-Michel Bonvin, Université de Genève; Nicola Cianferoni, Université de Genève; Luca Perrig, Université de Genève

Pour un réseau suisse de chercheur-e-s sur les plateformes numériques

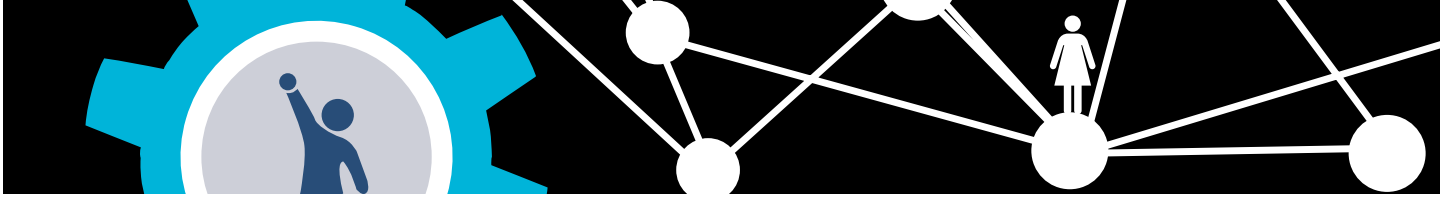
Maël Dif-Pradalier, Scuola universitaria professionale della Svizzera italiana (SUPSI) ; Niccolò Cuppini, Scuola universitaria professionale della Svizzera italiana (SUPSI)

D.14. THE FUTURE OF WORK IN WORLD SOCIETY : THE ROLE OF LABOUR IN THE GLOBAL SOUTH

Organizer(s) and Chair: Patrick Ziltener, University of Zurich

Workshop Session D: Thu. Sept. 12, 11am-12h30am
Main Building – B41

Work and employment, particularly the international division of labour, are a key principle of the economic and social structure of world society. Decades of globalization have fundamentally transformed this structure : The West has experienced de-industrialization, China has become the « factory of the world », and even services have been increasingly outsourced to locations in the Global South (e.g. India, the Philippines). Many companies organize their production processes with headquarters and research & development in the North and a flexible value chain spread over different locations in the South, taking advantage of an intense locational competition (in terms of wages, taxes, quality of infrastructure etc.). The ILO (Global Wage Report 2018/19) finds that workers in Asia have experienced the highest real wage growth among all world regions over the period 2006–17, yet in many low- and middle-income countries average wages remain low and insufficient to adequately cover the needs of workers and their families. The workshop addresses these changes in the nature of work and employment in and for the countries of the Global South, as well as their implications for world society as a whole. Questions that may be treated include (but are not limited to): How exactly is work and employment changing in the world factories of the Asian semi-periphery (China, India, Vietnam etc.). To what extent is work in these countries susceptible to business models relying on further automation, digitization and/or relocation (to the core countries of the Global North and/or to the periphery of the Global South)? How does the global platform economy operate and what is its impact on the countries of the Global South? How are governments, international organizations, and (local and global) civil society actors responding to these changes?



Globalization and China - An Empirical Review of Chinese Labour Development since the 21st Century

Wanlin Ren, University of Bern; Damian Raess, University of Bern

Economic Transition in Vietnam: Impacts of an International Hotel on Informal Activities in the Town of Ha-Tiên

Kimsa Maradan, Université de Neuchâtel

The EU- and Contagion-Effects in Latin America: Upgrading Working Conditions in Brazil through Outward FDI Linkages

Patrick Wagner, Universität Bern

Professional Deadlock and Feelings of Marginalization among Young People in Sidi Bouzid

Julien Dutour, Université de Versailles-Saint-Quentin-en-Yvelines

Clusters of Relationships and the First Generation Entrepreneur

Kumud Bhansali, South Asian University

12h30 – 14h00 - *Main Building*

RESEARCH COMMITTEES BUSINESS MEETINGS

Foko-KUKUSO / RC-SAC Research committee Sociology of arts and culture – C54

Economic sociology research network – C43



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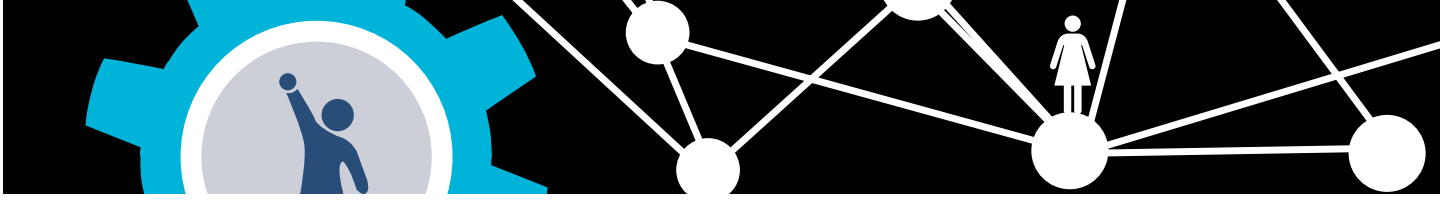
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