

PRELIMINARY PROGRAM

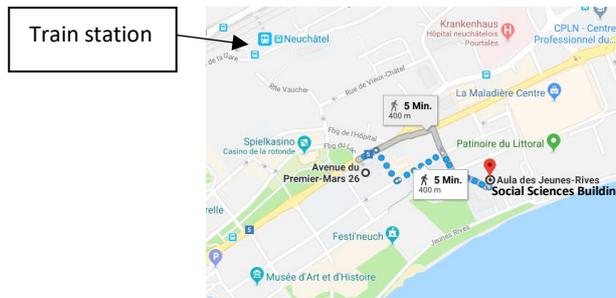
CONGRÈS
de la société
suisse de
SOCIOLOGIE

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

The Institute of Sociology at the University of Neuchâtel is hosting the 2019 Congress of the Swiss Sociological Association on Sept. 10-12, 2019. This document contains the program structure and preliminary program as of June 1, 2019. The program is subject to changes. The final program will be available in mid-August. For more information, please visit our [website](#).

The congress will take place at the following locations:

- Main Building, University of Neuchâtel, Avenue du Premier Mars 26, 2000 Neuchâtel.
- Aula Jeunes-Rives & Social Sciences Building, University of Neuchâtel, Espace Timo-Frey (former Espace Louis-Agassiz) 1, 2000 Neuchâtel.



Program Structure

10.9.2018

- 13:30-14:00 Opening words (Rector, SSA President, Organizers)
- 14:00-14:45 Keynote 1 (Ritzer)
- 14:45-15:30 Keynote 2 (Méda)
- 15:30-16:00 Coffee break
- 16:00-17:30 Plenary session 1
- 17:45-19:15 Plenary session 2 >workplace innovation session
- 19:30-21:00 Welcome reception (Café des Amis)

11.9.2018

- 09:00-10:30 Workshop session 1 >social innovation & workplace innovation workshop
- 10:30-11:00 Coffee break
- 11:00-12:30 Workshop session 2
- 12:30-14:00 Lunch break (with lunch box) / General Assembly of the SSA
- 14:00-14:45 Keynote 3 (Solga)
- 14:45-15:30 Keynote 4 (Brady)
- 15:30-16:00 Coffee break
- 16:00-17:30 Plenary session 3
- 17:45-19:00 Panel discussion (Calhoun and Marres)
- 19:30-22:30 Social event (Centre Dürrenmatt Neuchâtel)

12.9.2018

- 09:00-10:30 Workshop session 3
- 10:30-11:00 Coffee break
- 11:00-12:30 Workshop session 4
- 12:30 End of congress

Some SSA Research Committees will hold their business meetings on the congress premises shortly after the end of the event. The list of research committees' business meetings will be available in the final program.

Preliminary Program

Tuesday Sept. 10

13:30-14:00 *Aula JR*

OPENING WORDS BY UNIVERSITY PRESIDENT, SSA PRESIDENT, AND THE ORGANIZERS

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16:00-17:30 *Social Sciences Building*

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19:30-21:00 *Café des Amis*

WELCOME RECEPTION

Wednesday Sept. 11

09:00-10:30

Main Building

WORKSHOP SESSION I

1. How Organizations Realize and Shape Values
2. Sport, activité physique et santé: quels futurs?
3. Le travail artistique en régime entrepreneurial / Artistic work in an entrepreneurial context
4. Organisationale Dilemmas in der Street-Level Bureaucracy – Fokus Kindes- und Erwachsenenschutz
5. Wissensarbeit im digitalen Wandel / Digital Transformation of Knowledge Work
6. **Social innovation in the Workplace and the Future of Work: Outcomes for a social policy agenda in Europe and beyond**
7. Digitalized Work and Social Emancipation
8. Von „rationaler Pädagogik“ zu reflexiver Bildungsforschung: sozialwissenschaftliche Perspektiven auf pädagogische Praxis im Kontext aktueller sozialer Ungleichheiten
9. The Labor Market of Sociologists - Structures, Trends, Perspectives
10. The Importance of Informal Learning for Work: Theoretical Frameworks and Practical Strategies in and for the Work Setting
11. Work that matters: transformations of gender-, labor- and wage-relations
12. Politisation et dépolitisation du travail dans l'entreprise contemporaine et au-delà / Politicizing and Depoliticizing Work in the Contemporary Firm and Beyond
13. Ausbildungen im Gesundheits-, Sozial- und Bildungsbereich im Wandel / Formations dans les secteurs de la santé, du social et de l'éducation en transition
14. Social policies in the face of transforming labor regimes

Coffee Break

11:00-12:30

Main Building

WORKSHOP SESSION II

1. Work and perspectives: Redefining labor and income
2. How Organizations Realize and Shape Values
3. Quel futur du travail dans les sites industriels à risques industriels majeurs?
4. Organisationale Dilemmas in der Street-Level Bureaucracy – Fokus Justiz und Ordnungsproduktion
5. Trajectoires de vie dans le monde du travail et la santé des travailleurs
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

7. Enabling future opportunities for the digitally deprived
8. Transformations of work in health / Les mutations du travail dans le champ de la santé / Wandel der Arbeit im gesundheitsbezogenen Feld
9. Automation and Occupational Change
10. L'anticipation du futur du travail dans les institutions éducatives
11. Politisation et dépolitisation du travail dans l'entreprise contemporaine et au-delà / Politicizing and Depoliticizing Work in the Contemporary Firm and Beyond
12. Menschengerechte Arbeitsgestaltung unter Bedingungen der Digitalisierung: Neue Anforderungen an die Soziologie?
13. Produire des concerts, travailler dans le live / Producing concerts, working in live music
14. Theorie als Arbeitsressource zwischen Künsten und Sozialwissenschaften

Lunch Break
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16:00-17:30 *Social Sciences Building*

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19:30-22:30 *Centre Dürrenmatt Neuchâtel*

SOCIAL EVENT AT THE CENTRE DÜRRENMATT NEUCHÂTEL

Thursday Sept. 12

09:00-10:30

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WORKSHOP SESSION III

1. Le travail artistique en régime entrepreneurial (session 2)/ Artistic work in an entrepreneurial context (session 2)
2. Extending Working Lives: Policies, Practices and Social Implications for Older Workers
3. Valuation and Exploitation of Work(ers) at the Bottom and the Margins of Labour Markets
4. Organisationale Dilemmas in der Street-Level Bureaucracy – Fokus Verwaltungsreformen und neue Steuerungsansätze
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
6. Transformations of work in health / Les mutations du travail dans le champ de la santé / Wandel der Arbeit im gesundheitsbezogenen Feld
7. Zukunftsperspektiven der unbezahlten Arbeit / Perspectives d'avenir du travail non rémunéré
8. L'anticipation du futur du travail dans les institutions éducatives
9. Politisation et dépolitisation du travail dans l'entreprise contemporaine et au-delà / Politicizing and Depoliticizing Work in the Contemporary Firm and Beyond
10. Debats et approches en sociologie des professions : Perspectives théoriques en sociologie des professions
11. Der Wert der (ver)wissenschaftlich(t)en Arbeit – Perspektiven auf Wissens- und Wissenschaftspraktiken im Wandel
12. L'art et les artistes : le futur du travail ? / Kunst und Künstler: die Zukunft der Arbeit? / Art and Artists: the Future of Work?
13. Work and practices: emotions, mobilities, digital economies and trivialization as work
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14. Mobility at the end of the working life: a focus on retirement transitions

Coffee Break

11:00-12:30

Main Building

WORKSHOP SESSION IV

1. Geschlechtsspezifische Arbeitsteilung und familiale Rollenbilder im Wandel: Zur Dynamik der "Work-Family-Balance"
2. Sport, activité physique et santé: quels futurs?

3. Zwischen Neukonfiguration und Entsicherung: Flexible Formen von Arbeit in der Wahrnehmung von Beschäftigten/ Between New Configuration and Precarity: Employees' Perception of Flexible Work
4. Le travail artistique en régime entrepreneurial (session 3) / Artistic work in an entrepreneurial context (session 3)
5. Valuation and Exploitation of Work(ers) at the Bottom and the Margins of Labour Markets
6. Soziale Arbeit zur Erwerbsintegration – Programme, Zielgruppen, Hilfen
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
8. Transformations of work in health / Les mutations du travail dans le champ de la santé / Wandel der Arbeit im gesundheitsbezogenen Feld
9. Politisation et dépolitisation du travail dans l'entreprise contemporaine et au-delà / Politicizing and Depoliticizing Work in the Contemporary Firm and Beyond
10. Produire des concerts, travailler dans le live / Producing concerts, working in live music
11. Sociology of professions : Interprofessional collaborations and tensions / Debats et approches en sociologie des professions : Collaborations et tensions interprofessionnelles
12. L'art et les artistes : le futur du travail ? / Kunst und Künstler: die Zukunft der Arbeit? / Art and Artists: the Future of Work?
13. Etudier les économies de plateformes en Suisse : Premiers résultats / Platform economies studies in Switzerland: First outcomes
14. The Future of Work in World Society : The Role of Labour in the Global South

12h30pm
End of Congress

Some Research Committees will hold their business meetings after the congress. RC business meeting schedules will be available in mid-August. Please contact RC chairs for information if needed.

Workplace innovation and the future of work

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

Semi-Plenary Session 2: Tuesday Sept. 10, 5h45pm-7h15pm

ABSTRACT

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 Lifes program (FNS) from Switzerland.

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

Steven Dhondt, TNO & KU Leuven

Abstract

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 Berg e.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

Abstract

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)

Abstract

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/outsourcing 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 crypto-currencies 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.

Moderator: Peter Oeij

Discussant: Ulrich Pekhru

6. **Social innovation in the Workplace and the Future of Work: Outcomes for a social policy agenda in Europe and beyond**

Organizer(s): Sabrina Tabares, Université de Neuchâtel

Workshop Session 1: Wed. Sept. 11, 9am-10h30am

ABSTRACT

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

Abstract

Since the beginning of the 1990s, the popularity of the concept of regional innovation system (Asheim & Gertler, 2005) leads to consider the region as an adequate scale for the support of learning economies

based on innovation (Doloreux & Parto, 2005). Since 2014, the Smart Specialization Strategy, particularly focused on SME, is a central element of the EU's regional policy (European Commission, 2012). Given the importance of innovation and micro factors, the regions have become essential spaces for the construction of competitive advantages and, therefore, for the development of territorial strategies (Navarro, 2015). Workplace Innovation is a concept with a certain trajectory in European policymaking (Pot et al., 2016). Directly related to the participation of workers due to their origin in socio-technical systems (STS), the term has been reflected in public policies in the form of instruments or programs that date back to the 1960s. Currently, these issues address to the regional sphere (Fricke & Totterdill, 2004; Alasoini, 2016; Oeij et al., 2017). Totterdill (1999: 28) argues that the importance of the regions lies in the ability to act as focal points, therefore, the ability to unlock place-based innovation resources, which links with the concept of regional innovation ecosystems (Isenberg, 2010; Stam, 2015). The regional system, here, is considered as "the intellectual framework to guide public action" (Coenen & Asheim, 2006). According to certain studies (Edquist, 2001, Borrás et al., 2009, Chaminade & Edquist, 2006) innovation policies must be designed to respond to specific problems, which correspond to the deficiencies of the innovation system (Edquist, 2001). These problems have been classified into two types; as failures in the interaction of the components of the system or as faults derived from the operation of the system (Chaminade & Edquist, 2006). In this article we will focus on issues related to the first.

Workplace Innovation (WPI) as Social Innovation (SI): Slow farewell or continuation of the techno-centric age?

Ralf Kopp, TU Dortmund University

Abstract

We see in many countries a strong push of technological driven innovations which could be covered by the term digitalization. Even the area of old economy (industrial sector) is on the brink of a number of technological breakthroughs f. e. in robotics, artificial intelligence and machine learning. Technological innovations are ubiquitously, promising a wide range of solutions and get big support and all kind of resources they need for development and diffusion. But there is much evidence that technological innovation is not enough and often the wrong way to solve the social and economic challenges of 21 th century or to solve the problems on level of organizations or workplaces. What is needed more urgent than ever is to overcome the techno-reduced perspective in favor of a comprehensive

understanding that includes social innovations. This means to focus more on new social practices and to treat technology as an enabler. The presentation will introduce WPI and SI as approaches following this claim. The first time the connection between WPI and SI became explicit was 2011 in the Dortmund/Brussel Position Paper. This Paper is still up to date and gives some ideas why WPI is essential for the future of EU and what EU should do to scale up the approach. After a short revision of core elements of the paper the presentation will give a brief overview about what has happened in the meantime on EU level. While here more support is to wish, in Germany the debate on digitization of the world of labor (Industry 4.0 and Work 4.0) goes more along with the development of infrastructures and institutions that can support the dissemination of WPI approaches. Despite these remarkable and pleasing developments it can be shown that so far the promotion of WPI has not been able to overcome the techno-centric age and it is not enough connected with needs of a modern welfare state and social policy.

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

Abstract

Due to disruptive innovation we observe that the world of work is changing. Some professions disappear as a consequence of digitalisation, while elsewhere new jobs are created. New business models like the Platform economy affect working conditions in terms of minimum wages, flexibility and social security. Further we see a shift in required skills and competencies. How does this relate to the notion of social innovation? Social innovation is a means to solve social problems, for example in the realm of employment and social inclusion. Social innovation of the workplace, sometimes referred to as workplace innovation, can be a means to improve possibilities for meaningful employment at three levels, namely to 1] facilitate entering the labour market, 2] develop one's talents and mobility within organisations, 3] and to foster one's sustainable employability on the labour market in general. This contribution will present theoretical concepts, evidence and models how workplace innovation at these levels can foster the purposes of social innovation in relation to meaningful employment in the future world of work.

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

Abstract

Social innovation gives new or novel answers for a community's problems with the aim of increasing the welfare of the community. So, social innovation can be approached from the side of individuals and groups to be supported. On the one hand, social innovation is searching solutions for people's old and continuously upcoming problems, on the other hand, it tries to find solutions for the new life situations as well. New life situations never occur as lacking any basis, but they always develop from a classical life situation. The centre of our research is the changings of the labour market. Labour market is a continuously changing milieu which always must adjust its tools to some kind of new life situations. Two labour market changes were examined in our research. One examined phenomenon was digitalization, the other was robotization. Both changes create such new situations when the traditional labour market and labour law tools will not be effective. Digitalization and robotization are the two newest challenges of the world of labour. However, these two challenges partly cohere. Digitalization primarily means work on on-line surfaces, platform work and work-on-demand via apps. Robotization means that some parts of the human work can be substituted by robots. We are talking about two different ways of labour law and employment, which can meet even where the employee who lost his job because of robots will or must occur as a character of gig economy. Both topics have a significant role regarding the future. These factors will determine the labour market of the present and the future as well. These labour market changes will influence the financing and the use of supplies of the social care system.

[Job quality within the platform economy](#)

Sarika Verbiest, TNO Netherlands; Nikki Sonneveld, TNO Netherlands; Lisa Hummel, TNO Netherlands; Marieke van den Tooren, TNO Netherlands

Abstract

Platform work is part of the platform economy. It consists of workers that perform one-off labor tasks. These 'gigs' are obtained and paid for through a digital platform. The debate in the public arena on platform work tends to treat digital platform companies as a homogenous group, for which general measures and policies should be developed. Most often 'bad practices', from platforms such as Uber and Deliveroo, are used to argue measures should be taken. Too little research is performed to understand if different types of platform organizations can be differentiated, if looking at quality of

work for platform workers. Our hypothesis is that platform organizations may follow different approaches to quality of work. Our research consists of a literature review and interviews with platform companies and platform workers, which serve as input for the development of a survey to measure platform workers' job quality. The quality of work elements cover work content (such as autonomy), working conditions, terms of employment (such as income and training & development) and employment relationships (such as performance reviews and negotiation power). From our study, we assess the implications for platform company practices and the need for policy makers to intervene in the market.

Moderator: Sabrina Tabares