

Wednesday, 28th October 2020

13:00-15:00 CET Group session A

Understanding heterogeneity: the cross-national study of precarious employment

Chair: Anna Kiersztyn

Anna Kiersztyn, Viktoriia Sovpenchuk, Danuta Życzyńska-Ciołek ‘Varieties of precarious work – the role of institutions’

Over the past years, there has been a growing number of cross-national studies analysing and comparing the determinants and career effects of fixed-term employment conditional on country-specific institutional settings. These studies typically use publicly available cross-national survey datasets which include dummy indicators identifying a general category of fixed-term workers (e.g., EU LFS, ESS, or EU-SILC). This facilitates the analysis, but also side-steps the problem of accounting for country-specific characteristics of various types of nonstandard employment arrangements. Consequently, existing cross-national studies apply a single label to workers who may be in very different situations, depending on the country context, changing labour market policies, and the type of employment contract. The issue of heterogeneity among fixed-term workers is currently gaining in importance due to the rise of the gig economy, which introduces new dimensions of inequality among workers

and changes the meaning of work as such. Understanding these differences and accounting for them in a cross-national comparative framework is also crucial as it allows the analysis of how different institutional and policy arrangements affect the situation of various segments within fixed-term employment.

The above issues are central to the ongoing project “Dynamics of youth employment precarity: drivers, trajectories, and outcomes in a cross-national perspective” (CNB-Young), to which we refer in this paper. CNB-Young analyses the phenomenon of precarious work among young adults in Poland, Germany, the United Kingdom, and the United States, seeking to explain the ways in which the interplay of individual, household, and country-level characteristics determines the biographical outcomes of nonstandard employment. For the purpose of cross-national analyses, the project aims to harmonize survey data on people age up to 35 from the four countries covered by the study, including the full employment histories of respondents starting from their first job, their education, changes in household composition, income, and health / well-being. The data to be harmonized come from long-standing national panel surveys – Polish Panel Survey POLPAN, German Socio-Economic Panel SOEP, the UK Household Longitudinal Survey UKHLS “Understanding Society”, and the U.S. NLSY79 Young Adults Survey. This presentation explores the methodological challenges and possible approaches to harmonizing data on various types of nonstandard employment in the above-mentioned countries. In the first step, we briefly describe the existing types of employment contracts and their key features for the countries

under study. Next, we demonstrate how these types are reflected in the survey questionnaires and data. We then present and discuss a preliminary proposal developed within CNB-Young on how these data could be combined and compared.

Katarzyna Kopycka ‘Transitions to permanent employment. Is there a trade-off between security and occupational position?’

Research on transitions from fixed-term to permanent employment is proliferating (Gash 2008; Högberg, Strandh, and Baranowska-Rataj 2019; Kiersztyn 2016). Yet the characteristics of the subsequent permanent position have not been systematically studied so far. Specifically, a question whether there exists a trade-off between stability/ security and other favourable job features has been neglected in the literature. Whereas dual labor market theories (Doeringer and Piore 1985) point to a positive correlation between remuneration/ social prestige and employment security (Gebel 2009; Giesecke and Gross 2003; Giesecke and Groß 2004), on the grounds of the compensating differentials approach (Rosen 1986) it is plausible to assume these characteristics to be in some part substitutional. In this latter tradition recent research has shown considerable concessions in terms of job prestige and/ or wage in return for job security and an enhanced work-life balance on the part of employees (Davia, McGuinness, and O’Connell 2017; McGuinness and Sloane 2011), especially women (Figueiredo et al. 2015). Utilizing panel data on employment trajectories for Germany and Poland the proposed paper tries to shed light on

this issue in an explorative way. First, it assesses to what extent a trade-off can be found empirically. Secondly, it tests a number of hypotheses with respect to individual and structural conditions of it. Specifically, I expect to find less evidence for a trade-off in the German labor market because of its more strongly segmented structure and as a consequence of a more encompassing social safety net offered by the German welfare state institutions as compared to Poland. Furthermore, in line with the literature on the middle-class precariat (Standing 2011), I expect the trade-off to be more accentuated on higher skill levels. With respect to individual level characteristics the paper tests for the effects of career development prior to the transition. It can be expected that individuals experiencing long phases of insecure or instable employment will be more inclined to make concessions in return for security. Furthermore, a family composition may play a decisive role, either enhancing (main bread winner) or reducing (supplementary income) the need for employment security. Last but not least, social origin is an important issue here, because it can be expected to act both as an alternative source of security and via aversion of downward mobility. Empirical analysis is conducted for a sample of individuals aged up to 35 years and having experienced fixed term employment. I use data from the German Socioeconomic Panel and the Polish Panel Survey, waves 2008-2018. The analysis applies random effects panel regression models.

Stefan Bieńkowski 'Discourse and diversity in outsourced work: a cross-country comparison'

The purpose of the paper is to discuss institutional and socio-economic factors influencing the discourses surrounding outsourced work in Poland and the UK. Outsourcing, the broad phenomenon of subcontracting work to external companies or independent workers, is a form of non-standard employment, however this large category contains internal diversity that requires more detailed elaboration. Therefore, based on a critical review of the available literature, this paper aims to go beyond a general category of non-standard employment and focus on different types of work in outsourcing accompanied by potentially different discourses.

Firstly, I will discuss the country-specific characteristics of outsourced work stemming from the distinction between the types of market economy, in terms of the framework: liberal vs dependent market economy. In the next step, I will discuss labor market segmentation in both countries, linking it to socio-economic diversity within outsourced work. Then, I will demonstrate how the above issues are reflected in the discourses concerning this type of work.

The diversity of outsourcing work will be discussed along two main dimensions affecting the ideologies and power relations at work. First, in terms of an employment form and its institutional context (that includes employment by temporary work agencies, through subcontracting work, to offering services by self-employed). Secondly, in terms of the occupation, nature and type of work (from professionals subcontracted for in-house projects,

to creative workers, to workers in the platform / gig economy such as couriers and service workers).

My analyses are part of the CNB Young project, which examines non-standard forms of employment in four countries: Poland, Germany, the UK, and the US. The introduction and understanding of discourse and context-forming factors in work is necessary to properly interpret and analyze the socio-economic correlates of outsourced work in quantitative comparative studies. It can also help develop analytical categories suitable for talking about outsourced work present in different countries with different economic orders.

Zbigniew Sawiński 'Credentials or skills? Determinants of labor market success in the US, UK, Germany and Poland'

The analyzes of the determinants of individual success in the labor market can be divided into two approaches. The first approach shows the importance of skills by dividing them into general and job-specific skills, while the second approach, known as 'credentialism', points out that employers directly consider not skills but rather different forms of certification, such as school diplomas. While researchers agree that the importance of skills and credentials varies from country to country, relatively little is known why. The purpose of my presentation is to provide new arguments to better understand the cross-country differences in terms of the importance of skills and credentials. I will focus on four countries: the US, UK, Germany and Poland, included in the Dynamics of Youth Employment Precarity in Cross-national

Perspective project (CNB-Young). Research shows that skills are of paramount importance in the United States and Great Britain, while in Germany or Poland the importance of school certificates seems to be of key importance. To better understand these results, the proposal presented here relates to how the school system is organized. In countries where the diversity of schools at each level is significant, the differences between types of schools are not pronounced and can change over time, it is difficult for employers to determine what to expect from a graduate of a given school. Consequently, the dominant role is played by skills that are partly independent of the level of education. On the other hand, in countries where the school system is organized in a transparent and uniform manner, the quality of schools of different types is rooted in tradition, and differences between schools within any educational path may be considered negligible, suitability for a job can be accurately assessed on the basis of a school-leaving diploma. In summary, considering what I call the uniformity-diversity dimension of the school system can help understand the differences between countries in the importance of skills and credentials for success in the labor market.

Working lives and politics

Group session A 13:00-15:00 CET 28/10/2020

Chair: Karol Muszyński

Justyna Kajta, Mateusz Karolak, Adam Mrozowicki ‘The meanings of work and politics in the narratives of the young supporters and activists of the radical right organisations in Poland’

The aim of this paper is to analyse the variety of biographical meanings of work and political involvement in the narratives of the young activists of radical right organisations in Poland.

For the last decade the role and impact of the radical right has noticeably increased both in Poland and many other western democracies. The existing data, including electoral polls, show clearly that a disproportionately large number of the right-wing supporters are people younger than 35 years old, and more often men than women. The theoretical approaches find the possible explanation of this phenomena in: opposition to neoliberal order and its elites (Fraser), dissatisfaction with globalization, the shifting of the dispute line from economic to cultural issues, all having impact on the established gender roles in the societies (Kalb; Korolczuk, Ost). In the paper we focus on the particular role of work and employment in the process of becoming, remaining and – in some cases – ceasing to be the supporter of the far-right in Poland. We are interested if it is possible to see some links between work and economic situation of people and their political views. Do they search for improvement of their

situation while supporting a given party/organization or do they rather base their support on other non-labour categories? In addition we also look at how “decent work” is understood by the young people involved in the right-wing movement.

The paper makes use of mix method approach and combines the analysis of 20 biographical-narrative interviews with discourse analysis of four programmes of Polish radical right organisations supported by our interviewees. Based on that, we analyse to what extent the individual supporters’ views are coherent with more formal-organizational discourses.

In the body of the paper, we focus on three approaches to politics, tentatively labelled as “salesman / cynical approach”, “axiomatic / intellectual approach” and “community / recognition-seeking” approach”, and explore to which extent can they be linked with peculiarities of work experiences of informants. The tentative results presented in the paper are part of the research project: “Right-wing populism among young Germans and Poles: Analysis of biographical motives for supporting right-wing parties and organizations” funded by the German-Polish Science Foundation

Ewa Sidorenko ‘Working Lower Silesia. Work-based identities and belonging in memory narratives and collodion photography’

Based on an empirical study carried out in 2016, this paper explores work-based identities as a key form of belonging in Lower Silesia, south western Poland. The collaboration between Street Collodion Art photography collective and myself, a

sociologist, aimed to produce an interdisciplinary Portrait of Lower Silesia using archaic collodion photography and memory narratives in a region in which most of its inhabitants were first, second or third generation migrants (following the 1945 boundary changes). Data generated through this arts-based methodology (Sidorenko 2019) include some 300 collodion portraits of the participants, and about 80 memory narratives collected through semi- and unstructured interviews in several locations of Lower Silesia: Wroclaw, Lubin, Nowa Ruda and others. Questions about belonging and links to the region were open and did not ask about specific categories of social identities. The aim was to enable the participants to articulate their own subjective identity narratives and reflections about belonging at a historical moment when the public sphere was dominated by emerging anti-migrant, populist and nationalist discourses. Interestingly, despite the anti-migrant and nationalist discourses, project participants tended to focus primarily on their work-based identities rather than on nationality or ethnicity. The paper will concentrate on data collected with three work communities which thrived during the period of state socialism: retired inland navigation captains and mechanics working in transportation of heavy industrial goods down the river Oder; retired, mainly female employees of ‘Defil’ a leading state owned musical instrument producer during state socialism, and copper miners (both working and retired) employed by KGHM. These work-related memory narratives remembering shared experiences of lifeworlds offer insights into the significance of work in the construction of communities under

communism, and the way in which industrial production connected communities to regional geography and social history. Despite being retired, these communities continue to thrive and organise and provide a source of work-based identities. Memory narratives show that the working lives organised around heavy industrial production during communism in Lower Silesia connected the Polish working class to the pre-war German way of life in the region in a way which has now been disrupted by the 21st-century shift to post-industrial, globalised capitalist economy in which young people are less likely to be able follow their parents' footsteps, and are more likely to have no choice but to choose their identities (Giddens, 1991). The theme of work-based identities in Lower Silesia highlights an ending of stable work-based manufacturing communities experienced by older participants of the project, as well as a discontinuity of the relationships between production and local geography caused by the shift to post-Fordist globalised capitalism.

Jacek Burski 'Biographical determinants of the left-wing mobilization among young, precarious Poles'

In the era of interest in turning young people towards right-wing answers to the economic and social situation in Poland (Mrozowicki & Kajta, 2020), I would like to suggest reversing the perspective and looking more closely at the biographical motivations of left-wing activation among young Poles experiencing cramped working conditions. My main motivation is to draw attention to the potential attractiveness of the left-wing agenda, which, however, does not find as broad social

support as its right-wing counterpart. Leaving aside the issues of the effectiveness of political parties in building their electorate, the influence of social, historical or cultural conditions on the formation of the main axes of division in society, I would like to focus on the perspective present in the biographical material.

Based on the biographical interviews from the PREWORK project ('Young Precarious Workers in Poland and Germany: A Sociological Comparative Study of Working and Living Conditions, Social Awareness and Civic Activity'), I would like to analyse the biographical basis for entering the sphere of politics and shaping the left-wing worldview, assuming at the same time - as part of the working hypothesis - the issue of experiencing precarious working conditions in these processes is very important.

Most of all, I would like to focus on the cases of interlocutors who were experiencing precarious work, who declaring openly left-wing views and individuals active on the left political side, starting with members of left-wing political parties, through people involved in left-wing protests to members of left-wing trade unions. I plan to present the results of analyses focused on activation mechanisms and factors influencing the decision to enter the broadly understood political sphere. I assume that this kind of biographical decision can be associated with a biographical work (Waniek, 2016) associated with the emergence of specific life strategies of the interlocutors (Burski, 2019; Mrozowicki et al., 2018).

Precarious professionals

Group session A 13:00-15:00 CET 28/10/2020

Chair: Agata Krasowska

Vassil Kirov, Bagryan Malamin ‘Will artificial intelligence (AI) affect the quality of work and life of Bulgarian translators?’

The digital transformation is changing profoundly the world of work (Meil and Kirov, 2017). Digital technologies are considered to be General-Purpose-Technologies (GPTs), characterised by a high potential for technical improvements and high pervasiveness, e.g. high potential to be used in a large number of applications (European Commission 2019). Artificial Intelligence, defined as the ability of a computer or computer-controlled robot to perform tasks commonly associated with intelligent beings (Encyclopedia Britannica), is considered one of the most important digital GPT, with a potential to influence seriously labour markets. Still, in social sciences there are serious gaps about the exact impacts of AI application. This research, carried out within the Ph.D. project of Bagryan Malamin, focuses on a concrete case of AI application in translation.

Translation is one of the spheres that have been identified as susceptible to be automated in the (near) future. Translation work has been experiencing number of changes during the last years, in the context of increase of freelance work (including

through online labour platforms), austerity and quick technological change (introduction of electronic tools and professional software, i.e. as computer-aided translation (CAT), see for example Christensen & Chjoldager (2016). The hypothesis of the study is that Bulgarian translators are not aware of what lies ahead in their profession, which will be seriously affected by the advent of digitalization and artificial intelligence.

The methodology of the research is quantitative. An online questionnaire was sent online to a large number of Bulgarian translators (living in the country or abroad, mainly in EU countries) during the summer – autumn of 2019. The survey is not representative, as there is no information about the set of translators in Bulgaria. The collection of empirical information is based on the answers received (about 200 valid questionnaires) of this web-based survey. The study data were processed with SPSS. In interpreting the results, statistical analysis was used for non-representative sample surveys, including descriptive statistics, the grouping method and multidimensional distributions. Although the sample is not representative, the Chi square analysis (χ^2) was used illustratively and experimentally.

The results of the survey suggest that respondents use massively tools for automation and CAT. However, they experience difficulties in keeping up-to-date with new technologies. For the majority of respondents, AI and automation do not represent a risk for their profession. However, they consider that those technologies will have a role and will contribute to the change of the profession in the future, e.g. reinforcing the

automation and eliminating repetitive tasks. This is actually the real benefit of AI and related technologies introduction for most of the respondents. According to 61% of respondents, artificial intelligence will change the profession of translator. Translation activities will be discontinued and new ones will emerge. There will be a change in the work, according to the majority, in view of the advantages of artificial intelligence - ie. translators will become trainers of artificial intelligence, will become editors of machine-translated monotypic and routine texts, will work much faster, will not need their intervention in the translation of simple texts and forms. According to only 10% of the respondents, the impact of AI can lead to the disappearance of the profession. The analysis focuses on the potential differences between those engaged in standard employment relationship vs. those in atypical arrangements, including platform work.

The results of the analysis are critically discussed against the literature related to the development of the translation profession (e.g. Dam & Koskinen 2016; Ruokonen & Koskinen 2017) and the literature of digitalization impacts (Meil and Kirov 2017, European Commission 2019) in the context of fragmentation of employment and technological thread.

Beata Kowalczyk, 'Writing oneself out. The 'silent experience' of precariousness in the literary publishing industry in Japan'

In various public discourses 'precariousness' has been used as a rather 'catch-all' phrase to depict neoliberal changes on the labour market, which have brought about a upsurge in short-term, project-based (self-)employment modes, uncertain career prospects, unequal income distribution, little job protection, limited welfare benefits, high level of individualisation, weakening position of unions, and finally (self-)exploitation in place of the promised self-fulfilment and occupational satisfaction. Precarious working conditions on the creative markets were foregrounded by the creative and cultural industries scholars as the main point of critique directed to policymakers, who were reluctant to address these issues in their market-oriented agenda focused on the economic growth.

Echoing this critical approach to creative industries, of which publishing industry is a part, this paper interrogates subjective experiences of precariousness among 'full-time' Japanese writers. Firstly, I address the problem of disavowal and tabooing of precariousness in the Japanese literary publishing industry. I argue that the reluctance to admit labour hardships experienced by writers is inherently linked to the neoliberal discourse, according to which 'art is a non-profit activity' and so if people choose to live off art, then they can blame but themselves for their plight. Consequently, this silence closes down avenues for exploring and voicing precariousness in the publishing sector. Secondly, drawing upon multiple and extensive interviews with

Japanese writers as well as observations of their occupational activity, the paper seeks to explain how ‘precariousness’ is experienced and how it is rationalised.

Alexandra Barmina ‘Labor under authoritarian neoliberal regime: work experiences of independent journalists in Russia’

This study analyzes labor experiences and subjectivities of “independent’ journalists in Russia and demonstrates that they are conditioned by the specific mode of political and economic regime, often denoted in literature as “authoritarian neoliberal order’ (Bruff 2014, Yesil 2016). By “independent’ journalists I understand the ones working in media outlets, financially and ideologically independent from the Kremlin. Current labor studies focus mostly on the impact of global neoliberalization tendency on labor (Standing 2011, Breman 2013, Munck 2013). However, in this paper I demonstrate that experiences of workers engaged in cultural production in authoritarian states, specifically in Russia, are to a significant extent conditioned by the state’s endeavor at reproduction of symbolic order (Jessop, 2015). For this reason, I characterize labor of independent journalists in Russia as “politically’ and “economically’ precarious and show that these two dimensions of precarity are closely intertwined. Journalists face lack of stable contracts, employment insecurity and decline in social benefits. Simultaneously they experience menace of media outlets being shut-down and even life threat. I discuss how independent journalists in Russia experience and articulate these insecurities,

related to specific economic and political contexts in which their labor is placed. I demonstrate that the political dimension of precarity, engendered by the authoritarian regime, is treated by journalists as the most problematic, whereas economic insecurities, albeit solidly present, tend to be ignored. Among the reasons for non-acknowledgment of the economic dimension of precarity might be a specific understanding of labor journalists share, their libertarian ideologies, strong affective bindings to a job, widespread among cultural workers, and privileged class positions. Perception of political insecurities as the dominant threat also contributes to disregard of poor formal labor conditions. Therefore, this paper demonstrates that the current work on labor relations brings only the economic level of work instability to the fore, ignoring other factors, whereas such instabilities as triggered by the political regime, for example, might appear as crucial for subjective perception of workers.

Emilia Barna ‘Making visible the invisible household labour supporting the economy of music’

My proposed paper is based on the results of qualitative research conducted in Hungary between 2018–2020 exploring work in the music industries. Through an analysis of in-depth interview data combined with detailed, almost minute-by-minute accounts of working days of musicians and other music industry workers through time-use interviews, I focus on the ways in which intimate relations and divisions of labour in the household contribute to, and form an essential part of the creative economy.

My starting point is that the space of the household can function as a site not only for housework and care work, but also for various kinds of cultural, creative, as well as entrepreneurial activities. For musicians, desktop recording technology, combined with the availability of online platforms for the distribution of music have ensured that the domestic space has also become a crucial site for the music economy in terms of production (besides consumption). While this development is often interpreted, in techno-optimistic fashion, as a process that assigns greater control into the hands of the artist/cultural producer, liberating them from traditional intermediaries such as record companies and their inherent unequal power relations, the gendered experience of the space of the household – the fact that traditionally and in general terms, the household has been a space of labour for women and more a space of rest, leisure, and control for men – complicates this narrative of democratization. Moreover, the household, and within it, women’s labour, have historically, and on a world-system level, played a particularly significant role in absorbing the costs of economic crises (e.g. Dunaway 2012). The current crisis emerging in the wake of the COVID-19 pandemic has again brought this into sharp focus: as many musicians and music entrepreneurs are busy attempting to establish new ways of distributing, promoting and monetising their creative work online (in a large part to substitute lost income due to the lack of performance opportunities), households, and in particular women, responsible for the largest part of reproductive tasks, are facing extra burdens and, once

again, absorb much of the costs, economic and social, of the crisis.

My research points to the complexity of the ways in which households support the music economy. Various forms of resources and labour are crucial for musicians and other music industry workers not only at the start of their careers, but, in many cases, continuously, including material, infrastructural, emotional, and creative forms. Focusing on the household also shows how professional and creative relations are deeply intertwined with intimate relations of romantic partnership, friendship and kinship. Concentrating on the household, most importantly, serves to highlight gendered power relations which remain doubly invisible – thanks to the invisibility of the household in the economy of music, and the continuing invisibility of women’s work within the household. The intention of the proposed paper is to make these visible.

Katarzyna Rakowska ‘Teachers strike 2019 in Poland – bargaining power, dynamics, lessons’

In my presentation I analyze various types of bargaining power of workers during teachers’ strike 2019 in Poland and how this bargaining power changed due to the government’s actions. I claim that some losses of bargaining power in this conflict were preventable with better strike preparation and organization, but others could not be avoided due to unprecedented legislative decisions and the abuse of power by the government.

Bargaining power is an ability of workers to pursue their demands over employers or state. The concept of bargaining

power resources was conceptualized by Eric Olin Wright and Beverly Silver. It is since developed for past two decades resulting in identification of four main types and several sub types of bargaining power. Current research distinguishes structural bargaining power that includes workplace bargaining power and marketplace bargaining power, associational bargaining power, institutional bargaining power and societal bargaining power consisting of coalitional bargaining power and discursive bargaining power.

I show that the bargaining power is a dynamic phenomenon and it changes due to internal and external factors during ongoing industrial conflict. One of the most influential external factors is the bargaining power of the employer.

In 2019 we faced the biggest strike in educational sector since 1989. The strike was led by Polish Teachers' Union – main union in education sector. It lasted 19 days and at the beginning engaged 14 thousand (70%) schools and kindergartens and 600 thousand of workers. Polish Teachers' Union and striking workers exercised very strong bargaining power of all types, but as the strike lasted those powers shifted due to internal union factors, strike dynamics, public opinion response and government actions. I focus especially on the latter, as government took unconventional actions immediately prior and during the strike, using arguments unprecedented during past 30 years of conflicts in the education system.

My presentation is based on desk research of the news coverage of the strike, trade union's statements and interviews with strike participants that were conducted in the scope of three months

after the strike. Interviews collection began a few weeks after the strike ended, what makes the data unique and valuable.

Based on the news coverage and the interviews with the teachers, in my presentation I will discuss sources of bargaining power of striking workers at the beginning of the industrial conflict and how it changed throughout the strike. I will show how the strike leverage shifted with time due to government's gains of power. I also speculate whether some loses of bargaining power could be avoided by the unions that participated in this industrial conflict.

Politics and ideologies of work: biographies and social status

Group session A 13:00-15:00 CET 28/10/2020

Chair: Alicja Palecka

Alicja Bobek, James Wickham, Sinead Pembroke 'Precarisation of middle-class careers: implications for employment, housing, and family formation'

Studies on precarious work often focus on jobs which are concentrated in a low-wage sector, with a common miss-match between skills and education (McKey, 2012; Rubery et al., 2018). At the same time, some professional jobs, which were traditionally understood as 'good', also become increasingly insecure. This can be linked with the shift towards 'boundaryless careers' (Arthur and Rousseau, 2008) and the ongoing 'projectification' of work. Quite often, however, flexible employment of high-skilled workers is perceived as a result of personal choice. In this paper we challenge this notion and demonstrate how the increasingly 'risk prone career paths' (Ekinsmyth, 1999) affect individuals' work lives as well as other aspects of their lives.

This paper is based on the findings from the 'Social Implications of Precarious Work Project' which examined the nature, the extent, and the consequences of non-standard employment in Ireland. At the core of the project were qualitative interviews with precarious workers, as well as expert interviews with

relevant trade union representatives. The study focused mainly on well-educated precarious workers, who often held professional positions characterised by non-standard contracts. Our sample included individuals who were between 20 and 40 years old, and therefore experienced precarity throughout different stages of their lifecycles. In particular, we explored issues related to their employment and careers, housing, health, and family formation.

As our fieldwork showed, precarious nature of employment can have significant impact on work life trajectories, and, consequently, on other aspects of individuals' life course. First of all, careers paths can be significantly affected by non-standard employment, as strategic planning is often replaced by the notion of luck and chance. Secondly, housing pathways are altered as a result, as workers can no longer access home ownership or even adequate rental accommodation. Similarly to employment, housing situation of these precarious professionals have become increasingly dependent on luck, fortune, and access to social connections. Finally, precarious work, as well as issues related to housing, had further implications for relationships and family formation. As our study demonstrates, precarious employment thus is not only limited to the context of work, but also can result in precarisation of the overall life course.

Sergiu-Lucian Raiu 'Transition from school to work: integration in work of higher education graduates. A longitudinal study'

Early advantages and disadvantages related to race/ethnicity, family poverty, educational attainment of youth and local labor markets accumulate over time, affecting socioeconomic status, health, and wellbeing in adulthood (Dannefer 1987; Elder 1998; O'Rand 2006; Willson et al. 2007). In the wake of globalization, the flexibilization and polarization of labor markets have infused both the initial transition from education to work and early career development with considerable uncertainty. Young people face specific challenges in the transition from school to work. Being new to the labour market, they are less likely to find a job, or are often employed on temporary and part-time contracts. Romania has joined the Europe 2020 Strategy by implementing the measures of the Youth Guarantee since 2013. Starting with 2017, the Youth Guarantee Implementation Plan promote the development of apprenticeship for secondary and vocational high school graduates and internships for higher education graduates, but has also included new approaches by encouraging pilot initiatives and experimentation in the sense of top-down approach, as well as national funding, as well as European funds. But there is still no impact study on the effectiveness of any of these programs. In Romania, there are few studies that show concretely what factors are important for the transition of young people from school to work. Romanian youth is facing one of the most difficult transitions from education to working life between all EU Member States (Eurostat (edat_lfse_20). The

purpose of this study is to analyse how youth, after their graduation of tertiary studies their or while still in education or training, deal with perceived growing occupational uncertainties, in terms of goal engagement (how they can get a job, their motivation to work, how they manage to overcome obstacles) and goal disengagement (distancing from unattainable goals; protecting the self against failure experiences). We looked at who are the young people who work, and what their work experience looks like at this age. The data presented here represent the third wave of a longitudinal study. Data were collected between December 2019 and February 2020, 7 years after the first wave, showing us the evolution of integration in the labor market of 854 young people (age 22-27) who answered the online questionnaire. The mean age of the young people we analyze in this third wave of the study is 25.07 years. 61% of respondents are girls and 39% are boys. Of the young people who answered the survey in this third wave, 40.5% have a post-secondary degree and 36.2% have a bachelor's degree. 87.6% of those who responded in this wave work. Most of them work to support themselves, to earn money (62.2%), followed by those who say they work to gain experience (28.4%). Further analysis of the results will allow us to draw recommendations on responding to gaps due to family poverty, rural and urban origin and educational attainment, and can inform the decision makers for the elaboration of future public policies in the field of employment.

Michał Cebula, Przemysław Sadura, Aleksandra Drabina-Rózewicz ‘Getting ahead of the others: the role of social capital in status attainment process’

Assessing the relationship between social capital and status attainment has been one of the most important topics in the literature. Research on this issue has amply demonstrated that social capital is strongly associated with several outcome variables, namely labor market entry, job satisfaction, searching for or changing jobs, job status, and employment income, thus laying bare a functionalist ideology about the prevalence of universalism in capitalist societies. Jobs and better statuses are in large part obtained by means other than formal ones (e.g. credentials), implying a particularistic element in social system. Following this general thesis, the main goal of our presentation is to test the relationship between social capital (operationalized by the position generator) and measures of economic status (e.g. income) in Poland. We make it in two steps. First, we analyze the main antecedents of the unequal distribution of social capital, paying close attention to the position of origin and cultural resources. Then, we build a model where social capital is one of the explanatory variable for social status.

We use data from a representative survey of the local urban population aged 18 – 75 years, collected by means of CAPI in 2017. This survey is a part of the research project financed by the National Science Centre in Poland (UMO-2016/21/D/HS6/02424). The results contribute to the literature on social capital and status attainment in two ways. First, they indicate that social capital winners tend to be people who are in

advantaged social locations, so social capital is an element in the process of reproduction and reinforcement of stratification hierarchies. It is also suggested that the source of social capital (resources captured in social relations) may be cultural capital in the form of cultural consumption. Second, we find evidence that social capital generally allows individuals to attain better economic status, net of other factors (such as achieved positions – e.g. education and ascribed positions – e.g. education of parents).

Tobias Andrada ‘Leisure as work for personal and professional development’

The aim of this paper is to analyze how individuals in contemporary Romania come to adopt a new lifestyle centered on self-development and to understand how leisure practices become a specific kind of work. Recent ethnographies in the fields of work and organization reveal the increasing importance of so-called 'new-careers', especially among highly educated people. These new careers are pushing individuals to become flexible, creative and autonomous, centered on the perpetual discovery of the facets of their own abilities and interests, in continuous work with themselves. To be able to survive in today's highly demanding and competitive living conditions, my fieldwork reveals that individuals often become insecure and anxious and are looking for some support. In this context alternative forms of spirituality have been rapidly developed and demand a careful analysis of the means in which they are appropriated. This increasing interest has created a new

industry for personal development and a lot of programs have been elaborated.

To understand how alternative forms of spirituality have emerged the field of leisure and how leisure is seen as field of work for self-development, I began to participate in various spiritual leisure programs. Besides attending courses, a great part of fieldwork was centered on interactions with practitioners and providers of spiritual services (I have analyzed 34 interviews). For two years, my presence at these programs represented a necessary step towards understanding how individuals come to adopt a new lifestyle centered on a continuous self-development while re-evaluating their priorities during their implication in spiritual activities. My presentation will reveal how new forms of spirituality are appropriated to the new economic sectors that have emerged in Romania and how these have transformed everyday life practices and at the same time the logic of economic practices based on competition.

Nikola Staníčková 'Interstitial leisure: Leisure activities at work and their importance for employees and employers'

This paper focuses on interstitial leisure (Stebbins 2012) and its form in the context of the Czech labor market, where changes in an organization of work have been gradually taking place since the 1990s. The accompanying phenomenon of this transformation is, among other things, an intentional implementation of leisure activities into working time of employees.

Especially in organizations where employees (e.g. specialists from a field of science and technology or other professional workers) perform so-called mental activity during a working time without well-defined boundaries, there is space for interstitial leisure. This time includes activities that we normally refer to as leisure activities, especially if we do them after working time. It is about un-coerced, contextually framed activities (...), 'which people want to do and, using their abilities and resources, actually enact in either a satisfying or a fulfilling way (sometimes both)' (Stebbins 2017, 11). However, these activities may also occur during formal working time. Their form is very variable and depends on a type of work and perception of social actors.

Some employers set up relaxation, sports or gaming rooms that are available to employees during their working time. Other employers do not intentionally support or accept interstitial leisure. However, even in this case, it is possible to trace leisure activities at work. Specifically, for auxiliary, unskilled, service and finance workers, interstitial leisure is present in social communication (informal conversations with colleagues, telling jokes), in active or passive forms of entertainment (reading books, using a mobile phone or an internet for personal reasons, knitting, creative activities, shopping), in a sensory stimulation (listening to music), during realization of one-shot or occasional projects (preparation of office Christmas parties, sports days, conferences, etc.) or in a context of self-study.

The topic will be developed on the basis of the results of its own qualitative research to answer key questions: What is experience of employees and employers with leisure activities at work? What

leisure activities do employees do? How are they thinking about them in terms of assigning meanings? How does this way of thinking affects their social behaviour? Why do employers intentionally support these activities?

The author will try to answer these questions. Her interpretation of the results of the research will reflect the dialogical relationship between social actors (employees, employers) and social environment of a given organization.

Kamila Hernik, Michał Danielewicz
Occupational change – great efforts in the name of uncertain outcomes

The subject of my presentation is the analysis of career paths of people, who radically changed their trajectory of occupational life. Using a Fritz Schutze biographical analysis, I will present a typology of career changes connected with the change of branch. The typology is based on 16 biographical interviews, conducted at the turn of 2018/2019. The career change is defined broadly – in the context of current educational and occupational trajectories as well as life as such (e.g. family, life goals, economic resources, turning points and key moments of life). I focus on the anthropological and socio-psychological dimensions of change, bearing in mind also structural and institutional conditions. The typology includes analysis of the factors leading to change, emotional conditions accompanying them, perceptions and attitudes to change, needs that change addressed and the dynamics of the process.

The picture of the occupational change emerging from the

research is complicated and very ambiguous. The decision about change is a consequence of multiplying reflections, emotions, stimuli and therefore it is hard to treat it as a decision making process. In addition to that, very often changes in other spheres of life affect changes in career. One cannot forget about unforeseen layoffs in the Polish labour market. Looking on the career change from a wide and long-standing perspective, the continuity of career is much scarcer than its change. The career path is very rarely a coherent experience. The stories of our interviewees contradict many popular images of professional activity as something like a mountain hiking, climbing to the top, being at the turning point or decline in the career development – made by the active, determined and autonomous subject. The experiences of our study participants are closer to what was described by the chaos theory of careers chaos (Pryor and Bright, 2003) or planned happenstance theory (Krumboltz, 2009), which take into account complicity of human experience and social, dynamic and adaptative nature of human actions, also in the occupational decision-making process. They assume the existence of unplanned circumstances and experiences. Career change is something people try to avoid in the first stance. The decision to change is ultimacy. One needs strong reasons to make it. This thesis, concluded from the research, is confirmed in the Stevan Hobfoll's conservation of resources theory, in which a situation of real or possible imbalance in exchange of resources between individual and its environment is a source of stress. And this is inevitably the case of a career change.

Wednesday, 28th October 2020

15:30-17:30 CET Group session B

Politics and ideologies of work at the workplace level

Chair: Alicja Pałęcka

Jacqueline Kacprzak 'Labour is not a commodity' – a contemporary approach to human rights in companies' operations'

When analyzing work practices in the 21st century, it is necessary to consider issues related to respect for human rights in companies operations. Changes in paid work in the late modernity concern not only the organization of working hours and the role that work plays in social life, but also phenomena that may be negative and require legal protection of employees. Inappropriate behavior towards employees, such as discrimination, mobbing or unequal treatment of women and men, may occur at all stages of employment: in the recruitment process, documenting of the employment, the termination of the employment contract, issues of appropriate social security, employee health protection, etc. The global discourse on respect for human rights in the activities of companies includes among others issues as contemporary forms of slavery, forced labor, child labor and decent work in supply chains. It should be noted that recently Polish scientists have noticed many challenges

related to the changing world and economic transformations, but the issues of respecting human rights in the activities of enterprises do not appear in contemporary Polish sociology. As the international discourse on business and human rights covers also issues of respect for labour rights and organization of work, in this paper I would like to draw attention to the fact that non-financial reports of enterprises may be an interesting new research field for sociologists. These reports should also contain detailed information on the respect of labor and human rights by these enterprises.

The results of my analysis of the reports for 2017-2018 of selected Polish listed companies from the food, garment and footwear, extractive and IT companies shows that the companies misunderstand human rights, in particular in the context of respecting of labour rights. The analysis concerned issues related to the processes of creating human rights policies by companies, complaint mechanisms and the level of knowledge of international human rights documents in this regard. The comparison with the international Corporate Human Rights Benchmark and other standards in this area served to search for similarities in processes and relationships. The results showed an interesting phenomenon that not always Polish companies fared worse than global companies. However general results shows that Polish companies do not fare the best. The reason may be insufficient knowledge about contemporary trends and standards in the field of respecting human rights. At the same time, it seems that this opens the field for further research and sociological studies on social mechanisms that cause the

situation that despite the growing global discourse on human rights in business, this aspect of work is still invisible in Poland.

Claire Ma ‘Office politics: the (potential) role of diversity networks in tech worker organizing’

One of the most prominent trends in U.S. labor politics is the decline of traditional labor unions in the private sector over the past fifty years. Simultaneously, the number of mass-based or class-based movements has also waned. In the absence of unions, have workers relied on alternative forms of organizing? Under what conditions do employees organize to address their workplace rights and what they perceive as larger, societal issues? In this early exploration for a dissertation project on non-union worker organization, I present some possible theoretical frameworks for understanding how private sector workers make claims for their rights within the workplace, with a specific focus on the tech sector, the Google walkout event in November 2018 to protest sexual harassment, and the potential role of diversity networks (also called employee resource groups or ERGs) in facilitating or hindering such efforts. Using insights from close to a dozen original in-depth interviews with former and current Google employees, the paper serves as an early foray into my broader interest of why and how workers organize in the absence of institutional labor and their exclusions from U.S. labor law, as well as the role of identity and how “diversity and inclusion’ (D&I) projects have affected organizing and labor power. These exploratory interviews suggest that, while diversity networks can bring workers together across borders, levels, and

roles by making ascriptive characteristics salient, they largely avoid controversial or political issues and dilute the ability of workers to target their claims by blurring the distinction between management, “the company,’ and employees.

Szymon Pilch ‘Hegemony and power at BPO centres in Poland against the backdrop of the agile software development management method – critical discourse analysis’

Official reports published by the Central Statistical Office of Poland indicate that the rate of IT specialists in Poland is constantly soaring. Throughout the seven-year period – 2011 to 2018 – the number has exceeded the threshold of over 200.000 employed IT specialists within the Polish national economy. It means that the rate of working IT professionals within the high-tech industry in Poland has more than doubled over the last almost entire decade. However, little is known about relationship between ideology and organization of knowledge work at the BPO centres in Poland within the context of agile project management methods, although since the publication of Agile Manifesto (Cockburn 2001), there is an observable increasing trend in implementation of such methods at business services companies in Poland and elsewhere. One of the agile management methods which is commonly used in BPO centres is the agile software development. It assumes software team’s ability to efficiently and effectively respond to clients’ requirements, and swift, unpredictable changes of the latter. In order to address the question of how agile project

management discourse, conceptualized as a ideologically-driven managerial discourse orders, is interrelated with the process of attribution of the subjective meanings of IT specialists' work at business services companies in Poland within the framework of changes of the labor market and technological structure, conducted has been the critical discourse analysis (Fairclough 2010). It has been based on transcripts of 14 biographical narrative interviews (Schütze 1983) that have took place in the second half of 2019 with Polish and foreign IT specialists employed at Polish and global BPO centres in Katowice, Opole and Wrocław. The initial findings will shed light upon managerial discursive strategies which are related to attribution of the meanings of IT specialists' work that in turn condition the legitimization of control and reproduction of the power relations and hierarchical structures at the business services companies in Poland. What is more, results will reveal IT specialists' discursive strategies and their social practices which aim at, on the one hand, question, ironize or deny and, on the other hand, maintain the hegemony of managers at BPO centres in Poland, or even attempt to struggle domination and impose IT specialists' occupational authority at the business services enterprises.

Drawing from the initial research results, attempted will be an elaboration of a set of improved democratic management practices within software teams, based on a mutual trust between management members and IT specialists, and an egalitarian empowerment of the latter at BPO centres in Poland.

Michał Piłc, Dawid Piątek, Katarzyna Woźniak, Beata Woźniak-Jęchorek 'Industry 4.0 in the messages published by employers and trade Unions in France, Germany, Poland and the United Kingdom'

The aim of the study is to identify economic motives in the public messages formulated by employers' associations and trade unions concerning the so-called Industry 4.0 in France, Germany, Poland and the United Kingdom in the years 2011-2019. The analysis is conducted for 23 largest organisations representing employers or employees in the analysed countries.

The messages published by these organisations were derived from their webpages. Having in mind that the term Industry 4.0 may be understood differently we have created the list of almost thirty key words related to technological advancements in the manufacturing sector. Whenever the found document published by employers' associations or trade unions included at least one word from the list it was analysed in detail. The result of this process is the set of 1306 messages covered by the study.

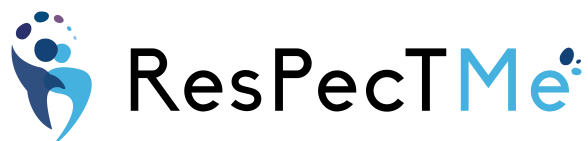
The conducted analysis reveals that the discussion concerning Industry 4.0 did not smoothly increase over time, but rather a one-year peaks in the interest on this topic can be observed which, in the case of French trade unions and German employers, happened as early as 2015. There are also significant differences between France and Germany and the two other countries, as far as the amount of messages concerning Industry 4.0 has been published. In the former group we have found few hundreds of such documents, in Poland it was around 150, while in the United Kingdom there are only few dozens.

As far as the content of these messages is concerned, we also observed significant differences between the analysed countries, but little variance within countries and almost no changes over time. Despite these geographical differences, some expectations published by employers' associations or trade unions are characteristic for all analysed countries and dominate the whole set of messages. Specifically, employers' associations frequently present Industry 4.0 as an inevitable and challenging step that needs to be undertaken in order to sustain the competitiveness of their companies and the whole economy. Trade unions frequently underline that any policy reform related to Industry 4.0 must be consulted and accepted by employees' representatives. Interestingly, there is also one message that employers' associations and trade unions agree upon and publish it as frequently as the two just mentioned. It states that in order to help the manufacturing sector benefit from Industry 4.0 the government should invest much more in workers' skills. Authors would like to express their gratitude to Włodzimierz Lewoniewski for his indispensable help in collecting the messages for the analysis. The study is financed within the Regional Initiative for Excellence programme of the Minister of Science and Higher Education of Poland, years 2019-2022, grant no. 004/RID/2018/19, financing 3,000,000 PLN.

Social boundaries of work and the gig economy

Group session B 15:30-17:30 CET 28/10/2020

Chair: Beata Kowalczyk



Lea Milena Franke, Valeria Pulignano ‘Connecting at the edge: mechanisms of commodification and labour control within food-delivery platform work in Belgium’

Research stresses the importance of ‘datafication’ and algorithms as essential features of platform work (e.g. Griesbach et al., 2019). Accordingly, platform work is often conceived as on-demand work via online and/or offline platforms. However, a systematic analysis of how platforms collect and process data to accumulate surplus value is limited to date. We content that this implies to extend existing studies conceptualizing the ‘triangular’ relationships within the platform (Schörpf et al., 2017) by

examining the way in which each relationship between the platform, the users and the workers is contested. This requires to study how the aforementioned actors are simultaneously empowered and disempowered through mechanisms of commodification within the platform.

We draw on an ethnographic study including 46 qualitative interviews with workers, users (including restaurants and clients) and the management of a major food-delivery platform in Belgium. Workers were interviewed about their work on the food-delivery platform and were diverse regarding socio-demographic characteristics, seniority on the platform and combination with other employment. We illustrate how processes of data-collection and -processing by the platform at the nexus of the relationships between workers and users can be understood as the way in which platforms enact commodification and thereby subordinate labour online.

Lander Vermeerbergen, Claudia Marà, Valeria Pulignano, Karin Hannes ‘The working life of platform workers: A research agenda and systematic review on the antecedents and outcomes of platform work’

About a decade ago, online US labour platforms entered the European market. Since then, there has been a sustained growth in the number of paid platform workers. Therefore, there is the need to start theorizing around key issues raised by extant empirical research on this topic. One of these is platform workers’ job quality. Often, it is pointed to algorithmic control as the main reason for precarious working conditions. However,

control is only one job quality dimension besides work-life balance, skill development, working time and pay. Our paper systematically maps existing qualitative studies on job quality in online and offline labour platforms. In so doing, we identify possible avenues for future developments in the area of research on platform work.

Karol Muszyński, Lander Vermeerbergen, Valeria Pulignano, Lea Milena Franke, Claudia Marà ‘The platform economy and the role of institutions. A comparison between local and international platforms in Belgium, France, Italy, Netherlands, and Poland’

There is not so much difference between international and local labour platforms regarding the services they provide across the selected countries (i.e. Belgium, France, Italy, Netherlands, and Poland). However, we observe across-country variation in the degree to which specific services are provided by international or local labour platforms. We argue that the variation reflects the across-countries institutional differences, and specifically the manner in which employment regulation is shaped across employment (sub)sectors in each country. In particular, local labour platforms have an edge over the international ones in relatively highly regulated employment (sub)sectors, because they need to adapt more easily to the local context in order to meet specific demands of clients and stakeholders (this is for example the case of local platforms servicing offline complex work such as elderly care). Conversely, in sectors with more relaxed regulation and policy contexts, international platforms

might have an edge over the local ones, due to scale, financial resources, or providing an access to a larger pool of workers (for example, international platforms are dominating ride hailing and food delivery services). Further, we will examine how it impacts working conditions. Empirically, the paper will be based upon our mapping exercise on platforms are present in each country, expert interviews (3-7 per country; ca. 20 interviews overall), and biographical narrative interviews with workers conducted within the same research project with the use of same questionnaires (12-20 per country; ca. 80 interviews overall).

Adam Mrozowicki, Valeria Pulignano, Markieta Domecka, Karol Muszyński ‘Boundaries of work and precarity within platform work’

The role of digital technologies in yielding precarity when debating platform work is at the core of current debates in critical labour studies. On the one hand, scholarly work sheds light on how precarity within platform work results from the asymmetrical power relationships being shaped by algorithmic control within digital platforms. On the other hand, the on-demand and casual nature of jobs and income, the lack of access to social security and collective voice are also considered to be important sources of precarity for platform workers (Wood et al., 2018; Griesbach et al., 2019; De Stefano, 2016). The lack of voice is particularly evident for online platform workers who are often geographically isolated when working remotely (Vandaele, 2018). This paper has conceptual character. Based on the review of the most recent literature and research, it discusses different aspects

of precarity within platform work that tend to be ignored in the debate about how the continuity of employment, control, income and social security threat platform work. By drawing from existing work on the boundaries of work (e.g. Lamont et al., 2015; Lamont and Molnár, 2002; Tilly, 2004), we illustrate how a great deal of precarity within platform work is contested at the intersection between symbolic and social boundaries. While social boundaries persist as differences in employment status, gender and ethnicity shape unequal access to - and distribution of resources (Schor and Attwood-Charles, 2017) within digital workplaces, on the other hand we observe that symbolic struggles by platform workers account for the redefinition of these boundaries vis-à-vis labour markets digital intermediates. We argue that these struggles are relational and they explain the way in which precarity within platform work unfolds. Thus, it is our contention that precarity within platform work must be understood in relational terms that is within the capital-labour relationship (see also Joyce, 2020). As such, its nature is exploitative. By shedding light on the mechanisms through which the exploitation of work occurs within digital platform the paper offers a novel political economy approach to the work-life oriented one, which features current theoretical understanding of 'boundary work' theory.

The presentations are given within research project "ResPecTMe - Resolving Precariousness: Advancing the Theory and Measurement of Precariousness across the paid/unpaid work continuum" that has received funding from the European Research Council (ERC) under the European Union's Horizon

2020 research and innovation programme (grant agreement n° 833577).

Workers' Inquiry and Global Class Struggle in India, South Africa, the UK, and USA

Group session B 15:30-17:30 CET 28/10/2020

Chair: Mateusz Karolak

Rumors of the death of the global labour movement have been greatly exaggerated. Rising phoenix-like from the ashes of the old trade union movement, workers' struggle is being reborn from below by workers themselves.

By engaging in what Karl Marx called a workers' inquiry, workers and militant co-researchers are studying their working conditions, the technical composition of capital, and how to recompose their own power in order to devise new tactics, strategies, organisational forms, and objectives. These workers inquiries, from call centre workers to platform, trucking, cleaning, logistics, mining, auto factories, teachers, and adjunct professors, are reenergizing unions, bypassing unions altogether or innovating new forms of workers' organisations.

In one of the first major studies to critically assess this new cycle of global working class struggle, Robert Ovetz will present his new edited book *Workers' Inquiry and Global Class Struggle*, case studies from over a dozen contributors, looking at workers' movements in China, Mexico, the US, South Africa, Turkey, Argentina, Italy, India, and the UK. The book reveals how these new forms of struggle are no longer limited to single sectors of the economy or contained by state borders, but are circulating internationally and disrupting the global capitalist system as they do.

Joining Robert will be Dr. Lorenza Monaco, a book contributor, and Dr. David Harvie, a key organizer of the recent UCU strikes at his university.

Robert Ovetz 'Making Threats: A Workers' Inquiry into credible strike threats in the US, 2012-2016'

Robert Ovetz, discussant, will present a version of the chapter of his new book "Making Threats: A Workers' Inquiry into Credible Strike Threats in the US, 2012-2016." Ovetz focuses on a new strategy of making credible strike threats, which are on the rise in the US. While the number of strike threats between 2012 and 2016 was about 30 percent greater than the number of actual strikes, more than twice the number of workers were involved in making them. How do workers organize for a strike in a way that makes the threat credible enough that the employer will concede to the workers' demands to avoid a strike? Ovetz develops a model structure test to assess the level of recomposition of disruptive power among workers making a credible strike threat. Using the 2016 strike threat by the more than 20,000 members of the California Faculty Association as an example, he analyzes why it lacked the features of a credible strike threat.

Lorenza Monaco 'Towards a global workers' inquiry: a study of Indian precarious auto workers'

The paper makes the case for retrieving the workers' inquiry as a practice of militant research, while extending it beyond its original conceptualization in order to embrace the global nature of today's working class. By building on the debate initially

developed by the Italian workerists, the paper examines the meaning, ideal design, and possible applications of a workers' inquiry today. Stretching it to the global level, the paper reflects on the experience of conducting a workers' inquiry in the Indian automotive cluster surrounding Delhi (National Capital Region) between 2011 and 2019. Ultimately, the chapter also aims to highlight the necessary synergy between research and organizing by reconsidering the role of the militant researcher, or activist scholar, today.

David Harvie 'Struggle in the universities: where do we go from here?'

In this presentation I explore the challenges facing militant workers in higher education. In the UK in 2018, two-thirds of all working days lost to labour disputes were lost in the education sectors – and it's likely the statistics for 2019 and 2020 will be similar. But despite this militancy, gains have been slender. Although the university is clearly becoming more like a sausage factory, it is not a car factory – despite the insistence of many union organisers – and forms of struggle appropriate for the latter are not necessarily well-suited to disrupting business-as-usual in the university. I try to both understand the new militancy and unpick the reasons for its lack of efficacy. I argue that present strategies have probably reached their limit and suggest some ways forward.

Debata polskiej socjologii pracy (translated to English)

Group session B 15:30-17:30 CET 28/10/2020

Chair: Ewa Giermanowska

Justyna Zielińska 'Od bezrobocia do pracy niskopłatnej. Warunki życia i strategie podejmowane przez pracowników znajdujących się na peryferyjnym rynku pracy w Polsce'

Celem referatu jest przedstawienie wyników z jakościowych badań prowadzonych w trzech miastach w Polsce w latach 2013-2016. Tematyka badań dotyczy położenia na rynku pracy oraz strategii radzenia sobie (coping strategies) podejmowanych przez wybrane grupy osób aktywnych zawodowo, które pracują w różnych segmentach peryferyjnego rynku pracy w Polsce. Są to (1) osoby zarejestrowane w powiatowych urzędach pracy jako bezrobotni, które jak wynika z przeprowadzonych badań wykonują prace w ramach różnych kursów i staży oferowanych przez urzędy pracy, ośrodki pomocy społecznej oraz organizacje trzeciego sektora, a także niejednokrotnie podejmują pracę na nieformalnym rynku pracy; (2) pracownicy wykonujący niskopłatne prace (na ogół są to prace fizyczne) i doświadczający ubóstwa oraz (3) pracownicy świadczący niskopłatne prace w sektorze usługowym (w branży call center).

Powyższe grupy pracowników uważam za charakterystyczne dla późnej fazy kapitalizmu, której wyróżnikiem jest między innymi bezrobocie, zagrożenie ubóstwem wśród osób pracujących oraz ekspansja sektora usługowego. Ponadto grupy te reprezentują

współczesną, zróżnicowaną siłę roboczą: kobiety i mężczyźni wykonujących pracę materialną (tj. fizyczną), niematerialną (tj. emocjonalną, umysłową), osoby bezrobotne i grupy osób, które na ogół wyłączone są z kategorii pracowników, gdyż wykonują pracę nieodpłatną (np. gospodynie domowe).

Interesują mnie przede wszystkim położenie i strategie radzenia sobie osób pracujących w wymiarze pracy. Inspiracjami teoretycznymi do prowadzenia badań i analizowania zebranego materiału są dla mnie marksizm oraz współczesne koncepcje socjologiczne odwołujące się do ludzkiego sprawstwa i strategii, jakie ludzie w swoim życiu stosują. Zakładam, że niezależnie od położenia, w jakim pracownicy się znajdują, są oni aktywnymi podmiotami działającymi w sposób twórczy w odniesieniu do swojego życia i dążącymi do poprawy swoich warunków życia.

Magdalena Sosnowska 'Prostytucja, między dewiacją a normą- przymus, a dobrowolność pracy seksualnej. Rozważania nad różnorodnymi modelami normatywnej regulacji świadczenia usług seksualnych na świecie'

Od wielu wieków na arenie międzynarodowej odbywa się debata o roli świadczenia usług seksualnych w życiu społecznym. Jako zjawisko stanowi zainteresowanie reprezentantów wielu dyscyplin naukowych m.in. psychologów, socjologów, pedagogów, kryminalistów, prawników, ekonomistów, psychiatrów. Zjawisko prostytucji budzi skrajne reakcje tak w dyskursie społecznym, jak i w procesie podejmowanych zmian legislacyjnych na świecie. Niezmiennie jednak występuje

na świecie co najmniej od 10 000 lat p.n.e. mimo podejmowanych prób jej wyeliminowania, w różnym okresie rozwoju cywilizacji pojawiały się odmienne jej typy (prostytucja sakralna, gościnna, komercyjna), a wraz z jej przemianami następowały procesy normalizacji i dewiantyzacji zjawiska.

Odmienne postrzeganie etiologii oraz konsekwencji świadczenia płatnych usług seksualnych, widoczne jest w konkurujących ze sobą poglądach reprezentowanych przez liberalny i socjalistyczny ruch feministyczny, gdzie po przeciwnej stronie stanęli zwolennicy podziału prostytucji na dobrowolną i przymusową. Samo zdefiniowanie prostytucji stanowi już przyczynek do dalszych inicjatyw w zakresie tworzenia projektów legislacyjnych, form pomocy i wsparcia osób świadczących usługi seksualne, kwestii podatkowych, czy też dyskursu z odniesieniem do zagadnień moralnych i kulturowych.

Współcześnie mamy do czynienia z różnorodnymi modelami normatywnej regulacji fenomenu społecznego, z podejściami kryminalizującymi, dekryminalizującymi oraz licencjonującymi płatne usługi seksualne (Crofts, Summersfield 2007). Zjawisko prostytucji postrzegane jest w niektórych krajach jako praca seksualna, zapewniająca dostęp do systemu zabezpieczeń społecznych osobom oferującym usługi seksualne (Holandia); oparta na zasadzie samozatrudnienia (Niemcy) wraz z opodatkowaniem dochodów z niej czerpanych itp., by w innych uznawać ją za formę niewolnictwa, wręcz stosowanej przemocy symbolicznej, wynikającej z feministycznego dyskursu o dominacji płci męskiej nad żeńską i stawianiu prostytutek w roli ofiar (Szwecja). W niektórych krajach zgodnie z oczekiwaniami

społecznymi (USA), czy też wbrew nim (Tajlandia) prostytuowanie się jest zakazane, choć nie oznacza, że wyeliminowane.

Moje rozważania umiejscowię w założeniach kierunku naznaczania społecznego (labeling theory) oraz konstruktywizmie, jako metodologicznej perspektywie badawczej, opierając się na danych zastanych. Koncepcja H.S. Beckera (1963) pozwala na ilustrację procesów normalizacji i dewiantyzacji zjawiska społecznego, poprzez nadawanie jednostkom statusu dewianta- nie ze względu na naruszenie norm społecznych, ale przez uznanie wybranego czynu za niezgodny z normami. Beckerowskie podejście obrazuje istotę reakcji społecznej na występowanie w społeczeństwie świadczenia usług seksualnych. Z kolei model analityczny J.W. Kingdona (1995) umożliwi dokonanie analizy procesów legislacyjnych danych krajów w odniesieniu do płatnych usług seksualnych, a co za tym idzie wyartykułowanie problemów polityki społecznej, które stanowią determinanty do podejmowania dalszych rozwiązań prawnych.

Elżbieta Prucnal-Tumaszczyk 'Elastyczność cyfrowa – jako aspekt jakości pracy w sytuacji zagrożenia'

Prezentacja rozważa kwestie dotyczące sposobu, w jaki stopień elastyczności cyfrowej organizacji, wpływa na ocenę jakości pracy, w sytuacji zagrożenia. Omawiam tu studium przypadku organizacji z branży IT, która wykorzystwała rozwiązanie pracy zdalnej, w sytuacji zagrożenia pandemią COVID-19. Koncentruję się na jakości pracy zadanej, doświadczanej przez pracowników z

branży IT – analizując proces zmiany sposobu pracy przez pracowników firmy IT. To wstęp do badań. Przyjmuję założenie, iż gospodarka oparta na cyfryzacji - organizacje bazujące na pracy zdalnej, mają większe szanse na przetrwanie, w sytuacji zagrożenia. Jest to wstępne założenie, związane z trwaniem procesu, którego ostatecznych skutków jeszcze nie znamy. Czynnikiem budującym ład, będzie tu stopień elastyczności cyfrowej, czyli 'stopień, w jakim organizacja przystosowuje się do nowych warunków, do nowej sytuacji' (Jacewicz, 1999), poprzez m.in. wykorzystanie pracy zdalnej. W sytuacji zagrożenia, dopóki organizacja i jej pracownicy mają zapewniony dostęp do energii elektrycznej, odpowiednich systemów, narzędzi pracy, niezbędnej infrastruktury teleinformatycznej, może bazować na pracy cyfrowej. Pandemia, która pojawiła się w Polsce w 2020 roku, stała się zagrożeniem, które w znaczącym stopniu zakłóciło dotychczasowy ład wartości i norm organizacji, jednak jak się okazuje, w różnym stopniu. Im większa elastyczność cyfrowa organizacji - tym większy stopień odporności stabilność organizacyjnej (trwałości). Ucyfrowienie procesów pracy, wiąże się ze stosowaniem nowoczesnych technologii (systemów informatycznych), modeli biznesowych pozwalających na cyfrowe przetwarzanie danych, bez konieczności kontaktu bezpośredniego. Przyjmuję to założenie, iż efektywność, tempo odtwarzania, rekonstrukcji ładu społecznego, w sytuacji zagrożenia, wiąże się z ucyfrowieniem pracy.

Aleksandra Piekarska 'Specjaliści zarządzania zasobami ludzkimi w procesie wsparcia rozwoju i kariery zawodowej pracowników'

Punktem wyjścia do przygotowania prezentacji są wywiady swobodne przeprowadzone ze specjalistami z branży zarządzania zasobami ludzkimi na temat procesów doradczych wspierających kariery pracownicze prowadzonych w organizacjach. Wywiady były przeprowadzone w ramach prowadzonych badań nad modelami karier zawodowych w zarządzaniu zasobami ludzkimi. Dominująca wizja rozwoju pracownika w organizacji, wyłaniająca się z literatury związanej z doradztwem karierowym, zakłada wspólne ustalanie, negocjowanie jej przebiegu przez pracodawcę i pracownika, tak by była zgodna z aspiracjami pracownika i jednocześnie odpowiadała zapotrzebowaniu organizacji w przyszłości. W związku z tym wsparcie w zakresie rozwoju karier pracowniczych powinno przybierać charakter poradnictwa, a nawet coachingu kariery. W rzeczywistości poradnictwo w organizacji pozostaje pod wpływem neoliberalnej polityki rynku pracy i bieżących celów organizacyjnych, uwypukla potrzebę elastyczności i dostosowywania się do wymagań sytuacji, zwiększania kompetencji potrzebnych w danej chwili w organizacji oraz otwartości na zmiany. Ten dominujący system aksjologiczny oraz wynikające z niego dyrektywy praktycznego działania w obszarze pracy i kariery wywołuje szereg napięć związanych z konfrontacją ich z rzeczywistością. W łagodzeniu tych napięć swój udział powinno mieć środowisko związane z zarządzaniem zasobami ludzkimi. Branża ZZL to grupa zawodowa, która ma kompetencje i dostęp do wiedzy z zakresu

pracy, organizacji, relacji zawodowych i kariery. Obserwuje procesy konstruowania karier w sposób refleksyjny, a także ma wpływ na kreowanie postrzegania oczekiwanego przebiegu karier. Specjaliści ZZL uczestnicząc w procesach związanych z funkcjonowaniem człowieka w organizacji, mają także wpływ na kreowanie etosu pracy i rozpowszechnianie określonego sposobu myślenia o pracy. Jaką rolę przyjmują w organizacji? Czy wpisują się w postfordowską narrację i rekonstruuja określony sposób postrzegania relacji organizacyjnych i pracownika w środowisku pracy?

Celem wystąpienia jest ukazanie współcześnie dominującego nurtu w zakresie kreowania i realizowania karier zawodowych formułowanych przez środowisko związane z ZZL oraz charakterystyka ideologii kariery rozpowszechnianej w procesach organizacyjnych. Analiza procesów mających wpływ na kreowanie pewnego wspólnego modelu współczesnej kariery.

Olga A. Kotowska-Wójcik 'Równa uczelnia'

Zasada równości płci jest jednym z najważniejszych priorytetów polityki europejskiej, zakorzeniona w najważniejszych jej dokumentach. Obowiązuje także w ustawodawstwie polskim, począwszy od Konstytucji aż po dokumenty niższej rangi. Zgodnie z jej założeniem kobiety i mężczyźni mają te same prawa i obowiązki, także w ramach rynku pracy. Ich wkład w życie publiczne i społeczne powinien być równie istotny i w tej samej mierze doceniany. To założenie powinno być aktualne i realne także w obszarze szkolnictwa wyższego i nauki. Dane pokazują jednak, że nierówności w tym obszarze są znaczące i niezwykle

wolno ulegają zmianie. Kobiety wciąż są stosunkowo rzadko wybierane na najwyższe stanowiska kierownicze, funkcje im przydzielane są mniej prestiżowe, osiągnięcie kolejnych stopni awansu zawodowego zajmuje im więcej czasu i urzeczywistnia się w mniejszym stopniu niż to jest w przypadku mężczyzn, kobiety mają gorszy dostęp do środków finansowych, słabsze możliwości upowszechniania swoich wyników badań m.in. poprzez publikowanie czy wystąpienia na międzynarodowych forach, etc. Przyczyny takiego stanu rzeczy są na pewno złożone i często nieoczywiste, mogą być efektem m.in. niejasnych strategii konkursowych, warunków i sposobów promowania pracowników, wynikają także z negatywnych stereotypów czy nieświadomych uprzedzeń. Kariery akademickie kobiet są silnie naznaczone cechami segregacji pionowej.

Powstaje pytanie: czy możliwe jest dyskusowanie o obecności kobiet w nauce i w instytucjach szkolnictwa wyższego bez akcentów politycznych? Jeśli tak to w jaki sposób? W jaki sposób hasło 'równości płci' - 'gender equality' w Polsce utrudnia dyskurs w tym zakresie i jaki ma to efekt dla wdrażania konkretnych rozwiązań na polskich uczelniach?

W moim wystąpieniu chciałabym wskazać możliwe odpowiedzi na powyżej zaznaczone problemy odnosząc się do analizy ilościowych danych zastanych (baza danych GUS, raport NCN, opracowania OPI, EUROSTAT i agendy zajmujące się tematyką równości płci jak np. EIGE), literaturę przedmiotu oraz z punktu widzenia praktyka zajmującego się tą tematyką w badaniach krajowych i międzynarodowych (ACT on Gender PROJECT).

Thursday, 29th October 2020

9:00-11:00 CET Group session C
Social boundaries of reproductive work
Chair: Beata Kowalczyk

Barbara Godlewska-Bujok 'Does care matter?'

Capitalism with its work massification in large industrial plants has been moving from the very beginning towards the separation of private life from professional work, although earlier these spheres - social and economic life - were closely connected.

The last period of over 100 years (in various political systems with different intensity and results) have been characterized by attempts to integrate the caring aspect of private life into working life. The proposed presentation aims to show how primarily the idea of women's emancipation, and then the emerging ideas of human rights and gender equality formed the basis for the construction of systems that are supposed to recognize the parenthood of employees, and thus also support the employment of parents.

The presentation will show how organizations deal with shortages in the labor market and how they increase the attractiveness of employment in their organization by including parental support instruments into their policies. The presentation will also show the dynamics of changes in the perception of parenthood in the context of changes in political system of Poland.

The presentation will be based on the research conducted in past two years. I noticed some dynamics of changes, but we also perceive it as an example of the embodiment of new ideas, especially those related to “humanization’ of employees.

The research method chosen for the project involves the analysis of company sources of labor law (understood in accordance with the definition in Article 9 of the Labor Code), and on this basis - the induction reasoning method (bottom-up method), also using the dogmatic and legal method (particularly relevant when determining the catalogue of documents sources intended for research and theoretical analysis) and legal comparative statistics (the key for confirming the innovative nature of research), establishing research conclusions. The adopted methodology, based on empirical research, will also allow formulating conclusions as to the direction of future legal solutions.

Olena Fedyuk, Tibor T. Meszmann ‘Efficient but fragile, and unsustainable? The role and limits of worker dormitories in reproduction of labour in Hungarian manufacturing’

Economies of the CEE, and Hungary specifically experienced an acute labour shortage in the 2016-2019 period, a period that will be also remembered for increased geographical worker mobility and in many manufacturing companies, an extreme labour turnover. In order to accommodate workers and provide means of mobility, both governmental actors, as well as employers, user companies or temp agencies, increasingly competed in providing

temporary housing to nonlocal worker. The most visible of these housing arrangements are worker dormitories.

The spatial proximity of dormitories to the very site of production enabled manufacturing companies to count on reproduction of labour power. Yet, the dormitory arrangement, mediated by at least one intermediary, also help cutting labour costs in the longer run, simultaneously resulting in deteriorating employment standards and high turnover among workers. Surpassing a mere economic perspective on the mechanics of providing labour force to the labour process in these companies, regulation theory provides us with an additional, social perspective to analyze reproduction of labour. More precisely, we formulate questions related to social regulation of everyday life of workers as a community and as individuals and indicate the fragility of the arrangement for many. Then, we set a stage for observing both individual and group strategies in coping with hazards of living a worker’s life in an insulated environment from the broader society.

We base our exercise on an open, in-depth interaction with several workers who were using dormitory housing arrangements. We jointly observed and discussed with them their daily experiences after work. During our visits, between early 2017 and late 2019, we conducted few interviews but also spent few days as guests in two worker dormitories. Our sources of analysis are recorded and unrecorded interviews, fieldnotes and follow-up discussions with our informants.

**Ewa Giermanowska, Mariola Raclaw, Dorota Szawarska
'Ideologies and policies for independent living and disability: personal assistance services supporting the employment of people with disabilities in Norway and Poland'**

The idea of 'independent living', popularised and put into practice by the movement of persons with disabilities, is a concept rooted in the ideological, cultural and pragmatic traditions of Western society based on human and citizen rights (Barnes 2004). This is a radical concept because it poses a direct challenge to conventional thinking about disability, represented by the medical approach that treats a disabled person as an object of care and rehabilitation. The idea of independent living assumes equal participation of disabled people in society and its institutions on par with other members of the society. It combines both ideological and practical solutions for everyday practical and cultural problems encountered by disabled people and their families.

One such area is the labour market: access to work, work environment, the opportunity to pursue a professional career. Industrial societies marginalized the work of people with disabilities, treated them as unproductive or pushed them to sheltered workplaces. The contemporary social approach derived from the idea of independent life emphasizes the right of disabled people to work on an equal basis with other people. The new ideology changed the forms of supporting the employment of people with disabilities. These are, among others personal

assistance services, enabling as far as possible 'independent' functioning in various spheres of social life, including work.

In the article, we will discuss the development of assistant services in Norway and Poland, with particular attention to the sphere of employment. The two countries are at different stages of implementing the ideology of independent living into practice. There exist diverse experiences of employing people with disabilities and practices of state entities in approaching the ideology of 'independent living' and the conditions of independent living of disabled people. We will show the strengths of the solutions developed and the areas that create tension in practice. The conclusions will deal with the ideological, cultural and practical implications of these changes. We will also refer to the terms 'quality of life' and 'dignified life' used in social policy/public policies.

The analytical material used was obtained as part of the research grant: 'Policies for independent living in Poland and Norway on the example of the policy of professional activation and employment of disabled students and graduates of universities'. Project implemented from the Bilateral Cooperation Fund, the Financial Mechanism of the European Economic Area and the Norwegian Financial Mechanism 2014-2021 (operator – Ministry of Development Funds and Regional Policy).

Anna Ratecka ‘Socialist feminist perspective on sex work and trafficking in the context of criminalization and neoliberalism’

The paper presents a socialist feminist perspective on trafficking in human beings, and especially trafficking in women for the purpose of sexual exploitation that allows for placing human trafficking in a broad perspective of labor in neoliberal capitalism. The concepts of unfree labor and labor exploitation will be used as theoretical tools for understanding human trafficking and sex trafficking in particular. I will show that the labor perspective is much more fruitful in putting forth the systemic causes of human trafficking. It also enables to envision a much more effective tools to improve the situation of victims of trafficking.

In the debate on the trafficking in women the emphasis is put either on TIW as human rights violation or as violence against women. On the one hand, human rights approach incorporates liberal perspective focused on the individual, viewing the coercion on individual level and identifying criminal networks as the main source of this wrongdoing. On the other hand the violence against women perspective focuses on men and male sexuality as the root causes of exploitation within sex work (viewing other factors eg. economic inequality as secondary).

Both of these perspectives are present in the Polish and international law on trafficking in human beings. Both of them also fail to implement adequate support for victims of trafficking and also fail to identify broader social causes of trafficking. Moreover, social policy and legal solution that follow those

approaches (especially violence against women approach) lead to criminalization of sex work and exposing sex workers lives to violence.

Unlike the previous perspectives, the labor approach to trafficking places it within a broad context of global neoliberal capitalism and the constraints it poses on labor, especially reproductive and migrant. It draws attention to the fact that the exploitation of labor is an inherent feature of capitalist system. Human trafficking is but an extreme form of labor exploitation, that is possible because of the vulnerable situation of migrant workers, caused by the unjust economic, racial, gender and political order. In order to understand the logic of human trafficking, one needs to put it on the continuum of labor unfreedom, analyzing the particular conditions which allow for the abuses of workers in the most harmful working condition.

I will illustrate the above mentioned challenges in the approach to trafficking in women with the example of the politics of trafficking in Poland. Special attention will be paid to the approaches to TIW presented by feminist and civil society initiatives in Poland.

Zuzana Kolarzová ‘Why should we consider porn acting an occupation?’

The topic of this paper is partially based on the findings of my qualitative research focused on porn acting as an occupation. The main question is if we should define porn acting ‘only’ as a labour that we understand as an activity through which we earn money for a living, or whether porn acting can also be perceived as an

occupation in the Weberian sense. Interviews with six Czech women performing in pornographic films point to very interesting facts. Although performing in pornographic films is not illegal in many countries, porn actors and actresses often balance on the thin line of legality. Not paying income tax can easily put them into uneasy situations. Interviews with pornographic film actors prove that performing in these films shares certain features with the very definition of occupation. In this context we can discuss the content of this work, demands relating to technological and social changes, mobilization, professionalization and motivation for pursuing an acting career in pornography etc. All of these factors can help us answer the question if we should consider porn acting as labour or/and occupation. Work conditions of people employed within the sex industry depend on the country in which the pornographic companies operate, as well as on the standards of these companies. Although pornographic film actors and mainly actresses have to face stigmatization and stereotyping due to their occupation, it is a proven fact that the work of these performers is abundantly consumed and required. According to the statistics of one of the most visited porn websites Pornhub, the attendance of this website increased by 5 billions in 2018 when compared to 2017 (in 2018, 33.5 billions users visited the website). Although the topic of porn acting starts to appear more frequently in the academic sphere in recent years, we still have very little knowledge about this occupation.

Current challenges: covid-19 and migrations

Group session C 9:00-11:00 CET 29/10/2020

Chair: Karol Muszyński

Katarzyna Andrejuk 'Polish migrant entrepreneurs in the UK: redefining labour market activities in the context of Brexit and the pandemic'

Ideologies of work and social identities of economically active migrants are challenged during various crises. It is especially interesting to examine Polish migrants in the UK, where the negative influence of Brexit on the economic situation accumulates with another crisis-inducing factor, namely the coronavirus crisis. Brexit is a process of redefining borders and thus it also reformulates the situation of immigrants from the European Union in the United Kingdom. The aim of the presentation is to describe the challenges of migrants' labour market presence in the UK in the process of Britain's exit from the EU and in response to the challenges of the COVID-19 pandemic. The presentation will show how the migrants from Central Europe are adjusting to new legal situation as third country nationals in the host society, and how their labour market activities may affect individual transitions on the economic, legal, cultural, and psychological level. The problem will be studied on the basis of the case of Polish migrant entrepreneurs. The analysis will be based on qualitative in-depth interviews and content analysis of social media forums.

Olga A. Czeranowska 'Success stories? Occupational trajectories of Polish migrants' returning from the UK'

Due to technological development and political agreements, international mobility is now easier than ever before. Still, migrants encounter barriers in their international career development, the most crucial one being human capital transferability (Chiswick 1978). Imperfect human capital transferability means that entering the host country labour market, migrants are faced with initial downward mobility (e.g. in terms of income and occupational prestige) and heightened risk of underemployment. However, with time and personal investments (e.g. in language skills or knowledge of the local labour market), it is possible for them to gain the position similar to that, which they had held in their country of origin (Chiswick, Lee, Miller 2003). Migrant's propensity of upward occupational mobility on the host country's labour market differs according to various factors, both individual's characteristics (age, gender, educational attainment, family situation) and wider context (similarities and differences between origin and host country, economic situation).

In case of return migrants, migration experience can have different effects on their careers in the country of origin after the return (Grabowska 2012). Individuals may undertake migration specifically to use international experience as asset on the labour market. Still, some return migrants may encounter difficulties in labour market re-integration (Karolak 2016).

This paper presents results of the qualitative study of Polish return migrants. We have conducted interviews with adults born

in Poland who had returned from the UK and are now living in big cities (Kraków, Warszawa, Wrocław) in Poland. In work-related part of the interviews we asked them about their occupational lives in the UK and after returning to Poland, focusing on changes of workplaces/positions. Interviews were analyzed using systematic text condensations approach (Matreud 2012). With use of qualitative methodology, we focused on subjective, individual and narrative dimensions of migrants' careers, upward occupational mobility and success on the labour market. Additionally, we looked at what factors/reasons interviewees see as conducting to upward occupational mobility or lack thereof in Polish and British context. We took into consideration individuals' characteristics and actions/investments as well as wider social/cultural/political context.

Julia Kubisa 'Working lives during pandemia in Poland'

The sudden lockdown of economies all over the world due to security measures related to the spread of coronavirus brought significant changes to working lives all over the world. The feeling of precariousness reached occupational groups that until today felt high job security. It reevaluated the notion of core jobs. Many jobs positions were threatened with layoffs.

I aim to present tentative results of a qualitative research project focusing on the individual experiences of work during pandemia. The project that started in April 2020 collects narrations of different types of workers working in Poland in different sectors, private and public, services and manufacturing. The general puzzle that it aims to address is focused on the individuals'

meanings of changes of working lives impacted by pandemia. It is built on several aspects derived from the current debates in sociology of work. Therefore, it follows the individual calendars of changes as they were imposed on organizational level, the possibilities of participation in the process of change, the new experiences of home office and challenges for work-life balance, the new content of relations between workers and managers, changes in working time and other work arrangements and their impact on working lives, as well as experiences of precariousness and exploitation. The spectrum of jobs interviewed and analyzed for the purpose of the research is wide in order to grasp the variety of narrations in a very specific historical and social moment. The analysis is based on 30 qualitative interviews.

Dominika Polkowska ‘Platform work in Poland during the COVID-19 pandemic. Case of Glovo couriers’

The SARS-COV-2 virus has changed all spheres of life as we know it. This paper considers the impact of the COVID-19 pandemic on the gig economy sector, in particular on the work of bicycle couriers in Poland. The main research question is whether in this case the impact is positive (it is a ‘good’ occupation during the pandemic) or negative (gig economy has suffered the consequences of the lockdown just like all other sectors) (the distancing bonus effect vs. the downscaling loss effect (Stephany et al. 2020)). In order to answer this question, I conducted 20 semi-structured online interviews with Glovo couriers in March and April 2020 and analysed 1,300 posts on their internet forum. The analysis of the research material makes

it possible to conclude that in the period of the pandemic and the lockdown of the Polish economy, working as a courier was at least a partial ‘remedy’ for the problems on the labour market. The couriers themselves generally did not feel the negative impact of the coronavirus on their occupational situation.

Kamil Matuszczyk ‘Keeping the status quo? Political dimension of live-in care migrant workers before and during COVID-19 outbreak in Poland’

The COVID-19 pandemic has become a turning point in the discussion on the functioning of society, and the issue of care for dependent and elderly people has become one of the critical areas. The high infection rate in nursing homes and private elderly homes showed the chronic problems of these institutions, first of all the problem of the shortage of employees and caregivers became apparent. This topic quickly met with the interest of the media and some politicians who for the first time recognized the importance of a lack of systemic solutions in senior care. This change, however, did not entail an in-depth discussion on the long-term care system in Poland or the shrinking resources of medical and care staff. The topic of home care and foreign workers, who constitute a significant part of the staff in the system of live-in care (i.e. 24-hour work) and live-out (attending care) was completely omitted. In fact, temporary closure of borders and de facto suspension of international mobility has become a real threat to the proper functioning of this sector, which before the outbreak of the pandemic was

ignored and neglected by political decision-makers (especially workers' rights as well as the safety of people in need of care).

A main goal of this presentation is to show and explain the situation and role of migrant care worker in the live-in care sector from the perspective of the political process in Poland. How do politicians and representatives of public institutions perceive this group of migrant workers? To what extent do politicians take into account the needs and rights of this group of caregivers in their actions? It is worth emphasizing that Poland has a dual role on the map of international migration: it is one of the main sending (and posting) countries of worker to the care sector in other countries, as well as an importer of labour, mainly from Ukraine. Using Kingdome's (1984) well-known concept in the process of agenda settings, I will try to show political discourse and specific actions taken before and during the pandemic. The COVID-19 pandemic was a breakthrough in political discussion in many aging countries (including Germany), but in Poland no window opportunity had opened so far and the topic of care and caregivers in households remained marginalized and invisible to the public. To better illustrate the presented conclusions, quantitative and qualitative data conducted since 2018 onwards will be used (own empirical research with care actors, experts, policy makers and politicians - over 60 IDIs in total). In addition, attention will be paid to government documents (strategies, regulations, plans), including the so-called anti-crisis laws.

Politics and ideologies of work and unemployment

Group session C 9:00-11:00 CET 29/10/2020

Chair: Mateusz Karolak

Tibor T. Meszmann, Olena Fedjuk 'Sourced labour for flexible production: worker consent and the development of temporary agency work in Hungarian manufacturing'

In Central Eastern European countries, especially after the EU accession, temp agencies became prominent, powerful and indispensable actors in providing labour to user companies in electronics and automotive sectors. Channeling workers from changing geographical radius to their jobs, temp agencies were not only providing a 'slack' or 'reserve army' of labour to user companies, refreshing the labour force with the most fit, but they have been also constructing internal labour markets and have been also shaping employment standards in regional labour markets. At the same time, from the workers' perspective, agency work became a corridor of mobility for these very workers, operating with the promise of legal employment and high wages for those who are willing to sacrifice and "work hard." After providing a brief overview of temp agency role in CEE and Hungary, in this paper we concentrate on disentangling the exceptional success and function of temp agency work from the point of view of temporary agency workers, employed via temp agencies in Hungarian electronics and automotive companies.

Our analysis is based on 4 years of field research, interviews, field notes and discussions with temp agency workers in six newly industrialised regions, dominated by large multinational user companies. Building on a framework of global production networks and economic geography, and grounding our specific questions on premises of labour process theory, we argue that for the success of temp agency work as a thriving form of employment, a worker's consent is necessary. Our paper argues that apart from providing mobility and complex feelings ('dual reference' for workers' assessment of their position), temp agencies also provide attractive short term benefits to contracted workers, which is the central element of worker consent.

Agata Krasowska 'Counter-Ideology of work in the narratives of young precarious workers'

The paper will be an attempt an empirical answer to the question posted by Danuta Walczak-Duraj in the theoretical paper entitled Counter-Ideology of Labour as a Factor of Social Disintegration, which reads: 'whether precariat as a specific category or social class (Standing 2011) experiencing a lack of guarantees regarding: the labor market (that is appropriate job opportunities); employment (adequate protection against dismissal); the work itself (i.e. the certainty of the work being carried out and the obligations arising therefrom); safety at work (broadly understood protection of employee health); skills reproduction (provision of apprenticeships, training, proper use of acquired skills at work); income (tailored to the work performed and fixed remuneration) and representation (i.e.

representation of employee interests) is a potential category generating attitudes of work counter-ideology' (Walczak - Duraj 2015: 66). Counter-ideology of work is understood here as twofold as 'forced' instrumentalisation of attitudes towards work and 'forced' autotelicity of these attitudes. By embedding the above problems in the context of precarization processes, I will try to describe the changes in work orientation of the young people and also the changes in the contemporary challenges of youth. Taking into consideration effects of precarization processes I will try to reflect on the relation between the feeling of inadequacy, disappointment and failure, that characterize the difficult period of entering adulthood (Szafranec 2017) and the uncertainty and instability that comes from the contemporary labor market (Standing 2014) that can penetrate deeply into every sphere of human life (Butler 2004). Analysis will be based on the data collected in the study of 70 biographies of young precarious workers, as a part of the PREWORK project: "Young precarious workers in Poland and Germany: a comparative sociological study on working and living conditions, social consciousness and civic engagement."

Alicja Pałęcka 'Negotiations of the meaning of work in Polish job centres'

In my presentation I will describe tentative outcomes of the research study regarding concepts of work, employment and unemployment produced by the formally unemployed persons and alternative to institutional norms and formal definitions.

Norms and definitions of work, employment and unemployment are inscribed in job centres' operations. Legislation rigidly defines an unemployed person, as well as conditions of employment that are sufficient for a labour office to refer the unemployed to work, under the sanction of deregistration ('sufficient employment'). However, statutory definition of the unemployed person omits certain cases, i.e. it does not cover people who cannot take a full-time job, e.g. because they take care of others (children, elderly). In addition, definition of 'sufficient employment' might conflict with some of the unemployed persons' needs and capabilities.

However, as we learn from street-level bureaucracy approach, rules, norms and definitions are variously applied by the officials in their daily work and direct interaction with the unemployed. For instance, officials do not apply the norm of sufficient employment to people with university education, as it would often mean deskilling. Yet, they also tend to tighten disciplinary measures if an unemployed does not perform his or her role in accordance with written and unwritten rules and norms, e.g. has 'demanding' attitude. Job centres and their officials apply various, sometimes ambivalent rules, norms and definitions to implement and they also variously apply them to the unemployed persons' situations. Therefore the statutory definition of sufficient employment, although officially rigid and uniform, changes in frontline work, in direct interactions with the unemployed, which means that it is negotiated by the unemployed and officials. Similarly, the definition of unemployment varies, since not every person registered in job

centres meets strict criteria of statutory definition, yet they still remain in the ranks of the formally unemployed. It is, however, an area of officials' discretion, as they may remove someone from a register if he or she does not comply with the norms and role of 'support deserving' unemployed. Therefore there is a possibility and need for negotiations in cases problematic from the officials' point of view. The unemployed persons rarely control situations in which they meet the officials; they are usually subordinated to the institutional norms and definitions imposed by job centre personnel. However, these definitions of situations (in symbolic interactionism sense) may be contested by stakeholders of the interaction, given that their agency is not completely restricted. I am interested in the process of mutual adjustments, as well as the unemployed persons' resistance to the definitions enforced by the job centres, their influence on and control over labels and their capability to choose roles in accordance to their own norms and self-understanding. Data contains ca 50 in-depth interviews with the unemployed persons in various life situations and with 36 with officials, conducted in four locations: with "deep" and "shallow" job markets. The study is financed by National Science Centre, Poland (2018/31/N/HS6/01964).

Justyna Sarnowska, Dominika Winogrodzka 'The changing meanings of work among university-educated young adults from a temporal perspective'

The paper discusses the processes of meaning-making which are connected to the significance of work/employment as it intersects with the passage of time. We focus on the narratives

of young people (aged 19–34) with a university education at different stages of entering adulthood. Drawing on research linked to education-to-work transitions, we rely on the notion of flexible social time [Adam 1998] to present how individuals subjectively construct breaks and turning points in their biographies. It is argued that the passage of time alters the experience and evaluation of events on the labour market. Based on empirical material from the project entitled “Education-to-domestic and- foreign labour market transitions of youth: The role of locality, peer group and new media, we discuss three stages tied to varied meanings of work, from late adolescence to adulthood. In particular, we give voice to the interviewees who shared their reflections about (1) working during high-school, (2) combining university education with employment, and (3) transitioning from education to work, and later career trajectories until their early 30s. The paper sheds light on the issue of labour market stability as distinctively constructed at subsequent life-stages.

**Marianna Zieleńska, Karolina Sztandar-Sztanderska
‘What makes an ideal unemployed person? Values and norms encapsulated in a computerized profiling tool’**

This article provides insights into a computer-based profiling tool implemented in Poland from 2014 to 2019 to measure the employability of unemployed individuals and decide upon allocation of active labor market policies. We propose to treat the profiling tool as a source of information about what was expected from the unemployed citizens by state authorities and which

attitudes were perceived by the state as “desirable’ or “demanding adjustment.’ We show how the profiling technology served to shape the conduct of the unemployed population, and how it imposed upon them a certain ideal of social citizenship (Rose 1999: 52; Wedel, Shore, Feldman, & Lathrop, 2005). We reconstruct the implicit way of thinking and normative assumptions behind the criteria that were used to distinguish between the unemployed persons and to sort them into newly created target groups called ‘assistance profiles’. This way this paper contributes to the strand of literature that departs from the functional analysis of public policy and places in the centre of empirical inquiry policy instruments (Lascoumes & Le Gales, 2007). Those instruments are not merely technical and purely neutral devices, but rather they are bearers of values, fuelled by specific interpretations of the citizenship, which are used to “normalise’ particular kinds of attitudes and behaviours (Lascoumes & Le Gales, 2007; Scott, 1998; Bowker & Star, 2000; Wedel, Shore, Feldman, & Lathrop, 2005, p. 37–38). Our findings indicate that the normative assumptions underlying the profiling relate directly to the key aspects of welfare state transformations, namely, to the new social contract which delegitimizes financial benefits and puts forward activation, to the new concept of a citizen as an entrepreneurial and self-reliant actor and to the new, individualized perception of social risks. Results are based on the analysis of the profiling questionnaire, scoring mechanism as well as the reconstruction of the policy-making process.