



SOCIÉTÉ  
INTERNATIONALE  
D'ERGOLOGIE

SOCIEDADE  
INTERNACIONAL  
DE ERGOLOGIA

SOCIEDAD  
INTERNACIONAL  
DE ERGOLOGÍA

INTERNATIONAL  
SOCIETY  
OF ERGOLOGY

**VI Congress of the SIE** (International Society of Ergology)  
in collaboration with **CERTOP**  
(Centre for Study and Research on Work Organization Power-UT2J)

June 1, 2 and 3, 2023  
House of Research-University Jean-Jaurès-Toulouse  
(5 Allée Antonio Machado, 31500 Toulouse)

## Call for papers

**Changing work in today's world:**

**Which approaches, which practices?**

After a 5<sup>th</sup> Congress devoted to the relationship between work, heritage and developments from then to now and in the different regions of the world, the 6<sup>th</sup> Congress of the International Society of Ergology will focus on developing **approaches to work and practices to think about the evolution of current situations and the ways to contribute to their transformation.**

This 6<sup>th</sup> Congress will focus on the effects of the evolution of the production system towards a *hypermodernity* where normative and time constraints are multiplying on work situations and activities. The pace of task execution is accelerating at least caused by the increasing use of digital technologies, the fever of assessment that monitors every professional gestures. This movement towards *hypermodernity* generates growing tensions among those who experience it daily in their work, for instance through new forms of precariousness (uberization...). Market economy is becoming more globalized every day, the deployment of digital technologies and especially artificial intelligence is impacting time and quality management of a growing number of professional activities. The assessment methods follow these movements, through a process of automation and standardization, increasing their frequencies. The boundaries between professional life and private life are blurring and rush is turning into a daily routine... Work is changing and it stages new modes of activity, new techniques for producing goods and services, new forms of organizations and governments.

The impact of the Covid-19 pandemic on people's daily lives and work further increases the effects of these global evolutions. This pandemic has a massive and unexpected impact on work and its conditions, often exacerbating already existing tensions. Remote work and telework suddenly widespread during the health crisis and persist in some case. Although these modalities of work received various evaluations by remote worker themselves, they often tend to involve uninterrupted working hours, to alter relations at work, to require new skills, to generate additional costs for workers and to intensify work. Health, and in particular mental health, is frequently impacted by these new modalities. This health crisis is also cross-sectoral and requires individual and collective measures, as well as public policies aimed at reducing inequalities, guaranteeing labor rights and social inclusion.

In this problematic environment, goals oriented by alternative values are nevertheless emerging on an international scale. In particular, sustainable development goals advocated by the United Nations (UN) by 2030 promote sustained, shared and sustainable economic growth while being consistent with sobriety in the use of available planetary resources and full employment respecting the requirement of decent work for all. This last goal resonates with the global call to action for a "human-centred recovery from the Covid-19 crisis" initiated by the International Labor Organization in 2021.

The 2030 Agenda for Sustainable Development, signed by UN Member States in 2015, has at its heart the project of a "more inclusive and sustainable" society by proposing 17 "Sustainable Development Goals", which cover a diverse range of issues, including ecological transition, gender equality, decent work and economic growth, sustainable cities and communities, peace, justice and strong institutions. A project considered both ambitious and tangible which aims to build a "common frame of reference for development" and the establishment of an "indivisible agenda" for the implementation of these objectives defining priorities. But the SDGs can also be controversial, raising conflicting priorities in interventions aimed at development(s). These difficulties should not be ignored.

Thus, in a world of work characterized on the one hand by disruption, uncertainty, discomfort, major technical transformation (where digitization, algorithms, and artificial intelligence name their industrial challenges without explaining them), and on the other hand characterized by aspirations, needs and innovations, everyone is confronted in acting at work with increasingly contradictory injunctions. However, thinking about change and the contradictions it raises does not mean making a clean sweep of human work situations that carry stories and possible futures for those who invest in them. In other words, the legacies built over individual and collective experiences are crucial to identify in order to bring about projects, initiatives and ultimately understand how every human activity is a permanent attempt to appropriate (or renormalize) various and transforming living environments at work.

In this context where human activity is in touch with digitization, the health crisis, ecological risks and sustainable development alternatives, the objective of this congress is to better understand what is at stake from the point of view of work in today's world, to contribute

as effectively and fairly as possible to its transformation and to the best benefit of the general human interest.

The general question of the congress could therefore be formulated as follows: **Are "knowledge professionals" called (and in what extent) to reconsider their practices by taking into account the diagnosis, or diagnoses, that can be made on what transforms action at work today? How is challenged the practice of professions in research, training, intervention (if this is the case)?**

In relation to this general question, participants are invited to focus their proposal on the following additional questions:

- In what way are the changes at work revealing or creating "new" professionalities both in scientific circles and in those of training or intervention? In other words :

- How is the activity of researchers, trainers or intervention professionals renewed? What reasoning, approaches, postures, skills, methods and reflective capacities specific to these professionalities are taking shape in the face of today's world of work? How can the ways of going about it claim to be transformative approaches?

- In general, and particularly today, to what conceptions of work and more generally of activity do intervention, training or research systems refer?

- What is the place of multidisciplinary in each of these approaches?

- To what extent is the point of view of the activity essential to create the conditions for a constructive debate in different times and places and to build a common world?

The congress could also welcome proposals on the periphery of the general question, by organizing a dedicated time for discussion.

## **ORGANIZING COMMITTEE**

Cunha Liliana (FPCEUP; Center of Psicologia da Universidade do Porto, Portugal)

Denny Jean Luc (University of Strasbourg, France)

Duke Marcelle (University of Toulouse, France)

Jean Rémy (Board member of the SIE, France)

Rollin Jacques (International Society of Ergology, France)

Scherer Magda (Universidade de Brasília, Brazil )

Simon Theo (CNAM, Paris, France)

## **SCIENTIFIC COMMITTEE**

Bianco Mônica (Federal University of Espírito Santo, Brazil)

Bellies Laurence (Airbus Helicopters, France)

Casas Alvaro (National Administration of Public Education, Uruguay)

Cunha Liliana (FPCEUP; Center de Psicologia da Universidade do Porto, Portugal)

Denny Jean Luc (University of Strasbourg, France)

Duke Marcelle (University of Toulouse, Certop, France)  
Gaillard Irène (University of Toulouse, Certop, France)  
Goulart Joazeiro Edna (Universidade Federal do Piauí, Brazil)  
Jean Rémy (International Society of Ergology, France)  
Lacomblez Marianne ( CPUP – Center of Psicologia da Universidade do Porto, Portugal)  
Mollo Vanina (University of Toulouse, Certop, France)  
Verrisimo Marianna (Pontificia Universidade Católica de Minas Gerais, Brazil)  
Rywalski Patrick (Federal High School in vocational training, Switzerland)  
Rollin Jacques (International Society of Ergology, France)  
Saint Martin Corinne (University of Toulouse, Certop, France)  
Scherer Magda (Universidade de Brasília, Brazil )  
Taleb Abdesselam (University of Tlemcen, Algeria)

**All the information for participating and registering for the congress will be available soon on the website of the International Society of Ergology: [www.ergologia.org](http://www.ergologia.org).**