



Innovation Day 2017

Modern Times 2: Innovation at the frontiers of work and no work

City of Sciences and industry, Paris
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Demonstration against Labor Law, Uber drivers strikes, requalification in employment contract to the benefit of self-entrepreneur allegedly independent, annualization of working time, increase of part time contracts, multiplication of co-working spaces and digital platforms, introduction of artificial intelligence to replace workers... there are so many signs of the evolution of production mode and, consequently, of labor relations. The fordist enterprise, which orchestrated a part of the labor organization during the years of high growth after the Second World War, is recomposed in a decentralized organization with a cascade of networks of subcontractors, contributing to the precariousness of employment. Moreover, the “one best way” has reshaped labor relations since many years in services sector which are also computerized and automatized. In fast food, local trade or e-commerce, labor organization has led to the impoverishment of tasks and the disqualification of labor, so that the consumer can buy, without intermediate, train or airline tickets or any product that he (or she) wants.

These evolutions, which translate a deep change in relations between enterprises or inside the enterprise, have been nourished by many innovations in productive activity. They are of course technological, the technical progress having contributed to change competences’ the enterprises need, to reduce labor intensity in many sectors and to promote internationalization of value chains. They are also organizational, as the development of methods of “operational excellence” shows, which, like lean-management, causes systematically the reduction of the number of workers and the increased competition between workers of different status inside the same enterprise. These innovations are also financial and concern shareholder value in the governance of enterprises by the diktats of liquidity, the increase of share buybacks, or the cascades of LBO. Finally, today changes contribute to transform enterprises and relations between enterprises.

Face to these changes, the Research Network on Innovation will gather researchers and specialist in labor relations in the enterprise to explain the new forms of organizations and work and to investigate the way that they contribute to the emergence of new forms of enterprises. This subject will be developed in a pluridisciplinary approach to analyze the main

sectors concerning by these changes, how these enterprises position themselves in longer temporalities or structural tendencies, and finally how they can correct the negative consequences and to protect those most affected workers.

The Innovation Day will be organized around two round tables, interspersed by the projection of the film “Maman a tort”, directed by Marc Fitoussi. The first round table will present the interactions between labor organization and enterprise organization. The second one will present the causes, effects and consequences of observed changes. The debates will be illustrated by the film “Maman a tort”. After the projection, a debate will take place with the film-maker, Marc Fitoussi, and the producer, Caroline Bomarchand.