

OF
WORK

11 > 12 6PM > 6PM
DECEMBER

KOP,
72 RUE COENRAETS
1060 - BXL

THE FUTURE OF WORK AND EMPLOYMENT: AUTONOMY WITHIN SOLIDARITY WHY AND HOW?

The industrial world of work is crumbling. Piece by piece, it seems fading from sight. But new reconfigurations are appearing, aiming at upholding the ideals of emancipation and solidarity of workers. A new path forward has to be mapped out.

Proposals are on the table and experimentation is under way. Sometimes for the worse but let's also have a look at the better: the ones that follow the historical horizon of the labor movement, in favor of more solidarity and autonomy of workers, the ones that search for more democracy, shared prosperity and respect for our natural resources.

These "24 hours of work" are intended to a large audience: members and workers of SMart, researchers and academics, actors of the social economy, union representatives, activists of all stripes... 3 building blocks make this program:

This event is organised in the context of a research project developed by **Julien Charles, Isabelle Ferreras** and **Auriane Lamine** on the practices and prospective of democratic work, based on the experimentation conducted at the SMart cooperative. This research is connected to the global research project "Institutional Experimentation for Better Work", coordinated by the CRIMT (Centre de recherche interuniversitaire sur la mondialisation et le travail) at the University of Montréal.

1. *Where are we coming from?* **Values and conquests of workers' mobilizations**

Social security has been built on a simple and powerful idea: each person taken as a citizen is entitled to a decent life. Historically though, the benefits of social protections, to which wage workers have been entitled, were granted against the principle of the subordination of the worker to the will of the employer. We will consider this history with renowned experts as **Benjamin Coriat, Paul Hermant, Nicolas Latteur, Pierre-Paul Van Gehuchten and Pascale Vielle**.

2. *What's the situation?* **Urgency and complexity in the present**

Today, many workers voice their expectation for more autonomy in their worklife. They distance themselves from the idea and practices of subordination at work. Simultaneously, with inequality reaching ever-growing levels, we are faced with the incapacity of the institutions consolidated during the 1950s-1970s period to provide the necessary material means of existence to workers. These contemporary transformations will be discussed by union representatives and international scientific experts: **Pierre Ledecq, Eric Buysens, Martine Azam, Annalisa Murgia, Christophe Degryse, Isabelle Daugareilh and Isabelle Berrebi-Hoffmann**.

3. *What lies ahead?* **Which democratic experimentations at work?**

How can workers satisfy their aspiration to autonomy without endangering their necessary material conditions of existence, while reinforcing ties of solidarity? We will review a series of proposals, practical ideas and experimentations which give way to these aspirations. While these proposals are often put against one another, we will strive to look at them in a comprehensive way in order to assess how they can reinforce one another in the quest for a better future for workers and the planet. The 8 proposals will be presented by **Suzanne Capiou, Valerio De Stefano, Delphine Houba, Philippe Defeyt, Benjamin Coriat, Olivier Leberquier, Isabelle Ferreras, Federico Puletti, Francesco Brancaccio and Michel Bauwens**.

PROGRAM

THE FUTURE OF WORK AND EMPLOYMENT: AUTONOMY WITHIN SOLIDARITY WHY AND HOW?

11 MONDAY
DECEMBER

6:00pm > 7:00pm Drinks and light dinner

7:00pm > 7:30pm Welcoming remarks

Isabelle Ferreras (FNRS/U.Louvain-CriDIS) and Sandrino Graceffa (SMart)

1. Where are we coming from?

Values and conquest of workers' mobilizations **7:30pm > 9:30pm**

Reading of quotes from Robert Linhart's book «L'Etabli»
Paul Hermant (CESEP / Acteurs des temps présents)

Four voices opening conference

Benjamin Coriat (U. Paris 13/Economistes Attérés)

Nicolas Latteur (Centre d'éducation populaire André Genot - FGTB)

Pierre-Paul Van Gehuchten (U. Louvain-CRIDES / lawyer)

Pascale Vielle (U. Louvain-CIRTES).

12 TUESDAY
DECEMBER

2. What's the situation?

Urgency and complexity in the present **9:00am > 11:30am**

Introduction

Auriane Lamine (U.Louvain-CRIDES)

Urgency of the current situation

Pierre Ledecq (CSC), Eric Buysens (FGTB)

Complexity of the current situation

Martine Azam (U. Toulouse 2), Artists, pioneers of the transformations of work?

Annalisa Murgia (Leeds University), Value extraction in the contemporary world of work

Christophe Degryse (ETUI), Workers of the digital economy

Isabelle Berrebi-Hoffmann (CNRS / CNAM), From Fab Labs to the end of subordination at work?

Isabelle Daugareilh (CNRS / U. Bordeaux), Considering workers autonomy according to the law

3. What lies ahead?

Introduction

Julien Charles (CESEP / U. Louvain-CriDIS)

Facilitation

Pascal Claude (RTBF - La Première)

Which democratic experimentations at work? **11:30am > 1:00pm**

Suzanne Capiou (lawyer / ULB), SMart as a tool to secure autonomous workers

Valerio De Stefano (U. Leuven), What juridical answers to digitalization and non-standard work?

Philippe Defeyt (Institut pour un Développement Durable), Basic Income

Federico Puletti and Francesco Brancaccio (Chaire de recherche contributive, MSH Paris Nord), Contributive income and contributive territories

1:00pm > 2:00pm - Lunch time

What democratic experimentations at work? (second session) **2:00pm > 4:00pm**

Michel Bauwens (P2P Foundation), Experience of the Commons Transition Plan for the City of Ghent

Delphine Houba (Collectif Roosevelt.BE), Reduced hours-Job sharing

Benjamin Coriat (U. Paris 13 / Economistes Attérés), The alternative of the commons

Isabelle Ferreras (FNRS/U.Louvain-CriDIS), Toward the democratic firm: economic

bicameralism as a transition step

Olivier Leberquier (SCOP TI / CGT), Unions' strategies to save employment: claiming the ownership of the factory

Closing of the «24hours of work» **4:30pm > 6:00pm**

(Not) To conclude

Dominique Méda (U.Paris-Dauphine/IRISSO)

Final report from the field

Paul Hermant (CESEP / Acteurs des temps présents)

BONUS

Readings : What SMart users say

Video : A century at the assembly line

The event will take place in French and simultaneously translated in English