

# Curriculum Vitae (short version)

## Marie-Anne Dujarier

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### ACADEMIC POSITION

Marie-Anne Dujarier is a French sociologist of Work and Organizations.

She shall join the **University Paris Diderot (Paris 7)** as a professor in 2017, after working ten years at the **Sorbonne Nouvelle** (Paris 3), where she first headed a Master in Action-Research for professionals, and then a Master in Cultural Mediation. She was also lecturer in sociology at the **École Polytechnique**, from 2005 to 2011, where she directed social science researches for 3<sup>rd</sup>-year students. She first taught for two years at the **Conservatoire National des Arts et Métiers (CNAM)**. She graduated from a Business School, holds a Master in Work Psychology and another one in Sociology of Organizations (with M. Crozier). After she worked 10 years in private enterprises, she earned her P.H.D in the University Denis Diderot (Paris) and her authorization to supervise research (HDR) at the University of Paris-Ouest Nanterre.

### RESEARCH

Marie-Anne Dujarier is member of the **Laboratory** of Social and Political Change (LCSP) at Denis-Diderot University. From 2006 to 2016 she has been a member of the Interdisciplinary Laboratory for Economic Sociology (L.I.S.E., UMR CNAM / CNRS). She has been co-responsible for research seminars on "Work", since 2009, and for the "Sociology and critical analysis" workshop, which she created in 2011. She is also co-founder member at the CNAM of the multidisciplinary research seminar on "Health and work" since 2010.

Marie-Anne Dujarier is on the **Editorial Board** of three journals (SociologieS, Travailler, Ergologia) and member of the editorial board for a collection of books specializing in work (Octarès). She is a regular reviewer for French and international Journals.

She is a member of the "Sociology of work" Track at the International **Association** of French-speaking Sociologists (A.I.S.L.F.) since 2008 and member of the Scientific Committee of JIST (International Congress of Sociology of Work) since 2009. She is a member of the "Clinical sociology" track at the French Sociology Association (AFS) and member of the Advisory Board of the International Clinical Sociology Network (RISC) since 2014, responsible for international networks.

She regularly organizes national and international **conferences** in Paris, such as :

- “Les travailleurs du management. Sociohistoire des producteurs de dispositifs” (*Workers in management. Sociohistory of those that produce systems*), (15-16 September 2016),
- “Le travail à l’épreuve des plateformes numériques” (*Work in digital platform organizations*) (13 nov. 2016)
- “Work and Ownership in Digital Labor” (8 December 2015), with Trebor Sholz (New School, NY)
- “Travail et activité” (*Work and activity*) (29-30 April 2014)
- “Le client au travail” (*Putting consumers to work*), at the CNAM (6 half-days, January to June 2009).

### **Major research projects**

She carried out a survey on **Financial Deregulation** in a public bank in 1988/89, she worked on seven major research projects since 2000 :

- **Work in mass service organizations.** Survey carried out in a Public Assistance geriatric department in Paris, and a private restaurant chain.
- **Professional relations being tested with expansion eastwards: is this a new laboratory of social relations?** Survey directed by V. Delteil in French multinationals in Hungary, Slovakia and Romania. 2006-2007
- **Putting consumer to work.** Sociological analysis of coproduction situations in railway stations, airports, supermarkets, websites, etc., in Europe and the United States. 2004-2008
- **Impact of management by performance on working conditions,** at the Ministry of Finance. Joint multidisciplinary project. 2009-2011
- **Finance at Work.** A.N.R. Contract “CARFI” , headed by Valérie Boussard. 2011-2014
- **Sociology of managers** – career path, salary, gender, activity, etc. In partnership with and financed by A.P.E.C. 2012-2015.
- Transformations of work in the so-called ‘**collaborative**’ economy’, since 2014.

Marie-Anne Dujarier has accepted over a hundred invitations to speak about and discuss her research at French and European seminars and laboratories. She regularly participate to national and international congresses (I.S.A, SASE, AISLF, ...).

## PUBLICATIONS

In addition to research papers, Marie-Anne Dujarier has published 6 books: 4 research publications in her own name –two of which were awarded prizes- and two editorships of collected works; she has also co-edited an issue of a scientific journal. She has published more than 50 articles since 2001.

### Books

#### Monographs

**L'idéal au travail**, (*Ideal at Work*) P.U.F. Préface de Gaulejac .V. (de). 2006, 240 p.  
Prize Le Monde / PUF , 2006  
2e édition in « Quadrige », with a forword in 2012, p. V-XIX.  
Also published in Spanish, Modus Laborandi, in 2010.

**Le travail du consommateur**, (*Putting consumer to work*) La Découverte, Sept. 2008, 246 p.  
2e édition with an unpublished postface, 2014  
Also published in Italian with a foreword of Giampaolo Fabris. Egea, Culture e Societa 2009.

**Le management désincarné. Enquête sur les nouveaux cadres du travail**, (*Remote management. A sociological survey on the new executives and work*) La Découverte, 2015.250 p.  
Prize « best book of the year about Work », 2016

**Les cadres organisateurs à distance. Enquête quantitative et clinique** (*Remote organizers managers. Quantitative and clinical investigation*). Editions de l'APEC (French Association for managers employment), with the contribution of L. Wolff. (123 p.), 2015. Also on line.

#### Collective books (dir.)

**Travailleurs sociaux en recherche-action. Éducation, insertion, coopération** (*Social workers in research-action. Education, integration, cooperation*), Dujarier M.-A. (dir.), L'Harmattan. Coll. Recherche-Action en pratiques sociales, 2010.

**L'activité en théories - Regards croisés sur le travail** (*Theories of activity – Viewpoints on work*), with Gaudart C., Gillet A., Lenel P. (Dir.), Octarès, 2016.

#### Special Issue (Eds.)

**L'activité du client : un travail ?** (*Consumer activity: is this work?*), with S. Bernard et G. Tiffon. *Sciences de la Société*. N°82, avril 2012.

## Published Articles

The social uses of digital technology: a typology, in French : « Les usages sociaux du numérique : une typologie », In INA Global, La Revue des Industries Créatives et des Médias. Online, 2016.

*Sociology of activity: a clinical approach of work.* In French : “Sociologie de l’activité : une clinique du travail”, *Cahiers du Laris*, No. 2. 2015.

*Viewpoints. Work as seen by the humanities and the social sciences.* In French : “Regards croisés. Le travail vu par les sciences humaines et sociales”, *Thaître* no.1 on *Scènes du néomanagement*. Online, 2015.

“The activity of the consumer: strengthening, transforming or contesting capitalism?”, *American Quarterly. Special*, Volume 56, Issue 3, p. 460-471, 2015.

Questioning Professional Representations. The Role Of Middlemen In Mergers And Acquisitions with V. Boussard, In French : « Les représentations professionnelles en question. Le cas des intermédiaires dans les fusions-acquisitions », *Sociologie du travail*, Vol. 56 (2), p. 182-203, 2014. English version available on demand.

“The three sociological types of consumer work”, *Journal of Consumer Culture*. First published April 8, p. 1-17, 2014.

New Public Management: is it bearable ? In French : “Le Nouveau management public est-il vivable ?”, *Pistes*, Dossier spécial : *Vivre au travail*, 2014. (Article accepted, awaiting publication authorisation from the Ministry in question).

A sociologist of activity considers an ergology conference, in French “Regard d’une sociologue de l’activité sur un congrès d’ergologie”, *Ergologia*. No. 9, p. 200-206, May 2013.

Sociology and documentary. Feedback from a cooperation experience, in French : “Sociologie et documentaire. Retour sur une expérience de coopération”. Interview with G. Flocco, in *Les Mondes du Travail*. No.13, New series, p. 1-12, June 2013.

Meeting with the director Jean-Marc Moutout, in French : “Rencontre avec le réalisateur Jean-Marc Moutout”, with Ch. Dejours, I.Gernet, A.Jeantet, in dossier “Cinéma et travail”, p. 123-142, *Travailler*, 2012/ 27.

Performance-based management and quality of work: an empirical assessment, with Falzon P., Nascimento A., Gaudart C., Piney C, Germe J.- F. in *Work: A Journal of Prevention, Assessment and Rehabilitation*, IOS Press, Vol 41, p. 3855-3860, Feb. 2012.

The hypothesis of putting the customer to work, in French : “L’hypothèse de la mise au travail des clients”. Introduction of a special issue : “L’activité des clients : un travail ?”(“*Consumer activity: is this work ?*”) with Bernard S. and Tiffon G. (), *Sciences de la Société* No. 82, p. 3-19, April 2012.

Article “*Consumption*”, in *Dictionnaire du travail (Dictionary of work)*, Bevort A., Lallement, A. Jobert, A. and Mias A. (dir.), PUF, p. 126-132. In French.

Introduction of a special issue about Dirty work, in French : “Introduction au dossier Sale boulot, boulot Sale”, with P. Molinier and L. Gaignard. *Travailler*, 124. p. 9-20, 2010.

Automation of work evaluation. Measurement is not assessment, in French : “L’automatisation du jugement sur le travail. Mesurer n’est pas évaluer.” In *Cahiers Internationaux de Sociologie, Ce qu’évaluer voudrait dire (What assessment means)*. Vol. CXXVIII-CXXXIX, p. 135-160, 2010.

Privatization of daycare nurseries: what transformations in work and skills ?, in French : « Privatisation des crèches : quelles transformations du travail et de la compétence ? », in *Travailler*, 23. p. 134-149, 2010. With Palmato-Guillemin M.

Subjective contribution and reward at work, in French : “Contribution et rétribution subjectives au travail”, in *Exister dans l’entreprise (Existing in companies)*, Gaulejac V. de, Hanique F., Serval L. (Coord.), Paris, L’Harmattan, *Revue Changement Social* No. 13, p. 161-183, May 2008.

Social division in organizational work in services, in French : “La division sociale du travail d’organisation dans les services” in Y. Clot and D. Lhuiler (Dir.) *Clinique du travail (Work clinic School)*, *Nouvelle Revue de Psychosociologie*, No. 1, p. 129-136, May 2006. Reedited for paperback collection as “Les dossiers de la NRP” (NRP files), Erès, 2015.

Simulation and dissimulation in organizations. Dynamics of expert assessment, in French : “Simulation et dissimulation dans les organisations. Dynamique de l’évaluation experte”, in *Évaluer l’évaluation. Emprises, déploiements, subversions (Assessing assessment. Constraints, deployment, subversion)*. *Espaces Temps, Les Cahiers* No. 89/90, Ch. Ruby (Dir.), p. 87-95, Oct. 2005.

The action of consultants in the repurchase of a large European company, in French : “L’action des consultants dans le rachat d’une grande entreprise européenne”, *Sociologie Pratique, Les consultants font-ils le monde ? (Are consultants shaping the world?)*, No. 6, p. 85-100, 2003.

Understanding the unacceptable: abuse in geriatrics, in French : “Comprendre l’inacceptable : la maltraitance en gériatrie”, in E. Enriquez and V. Guienne (Dir.), *Le compréhensible et l’inacceptable (The understandable and the unacceptable)*, *Revue Internationale de Psychosociologie*, Volume VIII- 19. p. 111-124, 2002.

## Book chapters

Articles “Activity”, “Management”, “Sociology of activity”, “Social relationships and social relations”, in French, In *La Sociologie clinique de A à Z (Clinical sociology from A to Z)*, Erès, Toulouse, to be published.

Up to the financial elites, or Out to the menial world: Figuring out companies as commodities: a key to stay in the M&A sector, in Boussard (dir.), *Finance at work*, Routledge, to be published. With V. Boussard

Actors, games and fiction at work: the meaning of work for managers, in French: “Acteurs, jeu et fiction au travail : le sens du travail chez les cadres”, in Courtet C., Besson M., Lavocat F., Viala A. (dir), “Rencontres recherche et Création à Avignon” (Research and Creation meetings in Avignon), CNRS Editions, 2016.

Contribution of the sociology of activity to an understanding of work, in French : “Apports d’une sociologie de l’activité pour comprendre le travail”, in *L’activité en théories - Regards croisés sur le travail (Theories of activity – Viewpoints on work)*, Dujarier M.-A., Gaudart C., Gillet A., Lenel P. (Dir.), Octarès, 2016.

Playing while working, in French : “Jouer en travaillant”, in Zaccai-Reyners N. and Mermet L. (dir), *A quoi (vous) sert le (concept) de jeu (What is the point (for you) of (the concept of) play)*, Hermann, Collection “Cerisy”, p. 59-75, 2015.

Only working for figures? The meaning of work in the face of contemporary *management*, in French : “Ne travailler que pour les chiffres ? Le sens du travail à l’épreuve du management contemporain”, In *Les risques du Travail. Pistes critiques et pratiques (Risks of work. Critical and practical pathways)*, Thébaud-Mony A., Davezies P., Vogel L., Volkoff S. (coord.), p. 171-179. La Découverte, 2015.

Back to the concept of work, in French : “Retour sur le concept de travail”, Postface to 2<sup>nd</sup> edition of *Le travail du consommateur (Consumer putting to work)*, La Découverte. p. 233-247, 2014.

Social division in the work of prescription: ‘remote management’, In french : “La division sociale du travail de prescription : le ‘management à distance’.” Foreword to 2<sup>nd</sup> edition of *L’Idéal au travail (The ideal at work)*, Editions Quadrige, PUF, p. V-XIX., 2012.

“Introduction” to section “Rationalisation et régulation de travail” (*Work rationalization and regulation*), in *Formes et structure du salariat : crise, mutation, devenir (Form and structure of the workforce: crisis, change, future)*. Presses Universitaires de Nancy, “Salariat et transformations sociales” (Workforce and social transformations), Jacquot L., Balzani B., Boulayoune A., Lhotel H. (coord.). Vol. II. p 111-118, 2011.

What happens to me at work? Clinical research-action on work in organizations today, in French : “Qu’est ce qui m’arrive au travail ? La recherche-action clinique du travail dans les organisations contemporaines” In *Agir en clinique du travail*, Clot Y. and Lhuillier D. (Dir.), Toulouse, Erès, p. 83-94, 2010.

Research-action, a way to consider and transform one’s practices, in French : “La recherche-action, un moyen de penser et de transformer ses pratiques”, In *Travailleurs sociaux en recherche-action. Éducation, insertion, coopération (Social workers in research-action. Education, integration, cooperation)*, Dujarier M.-A. (dir.), L’Harmattan. Coll. Recherche-Action en pratiques sociales, p. 17-43, 2010.

Sociological analysis of the discourse of suffering at work, in French : “Une analyse sociologique du discours sur la souffrance au travail”, In *Destins politiques des souffrances sociales. Intervention sociale, justice, travail (Political destinies of social suffering. Social intervention, justice, work)*. Cultioux J. and Périlleux Th. (Dir), Erès, p. 119-132, 2009.

Taking it on oneself: the individualization of organizational work, in French : “Prendre sur soi : l’individualisation du travail d’organisation”, In *La précarité : une relation entre travail, organisation et santé (Precarity: a relationship between work, organization and health)*. De Terssac G., Saint-Martin C., Thébaud C. (coord.), Toulouse, Octarès Éditions, Collection Le travail en débats, Série MSHS-T, no. 6, p. 107-118, 2008.

Change management : when organizational work is commodified, in French : “La Conduite du Changement : lorsque le travail d’organisation devient un produit marchand”, In *Le stable, l’instable et le changement dans le travail (Stability, instability and change in work)*, F. Hubault (Dir.), Toulouse, Octarès. p. 91-103, 2006.

Customization vs Standardization: the consumer carrying out organizational work, in French : “Personnalisation vs Standardisation : le consommateur mis au travail d’organisation”, In *Au nom du client (In the name of the customer)*, S. Maugeri (Dir.), Paris, l’Harmattan, collection Logiques sociales, Série Sociologie de la Gestion, p. 61-84, 2006.

Subjection to all-powerful prescriptions, in French : “La soumission à prescription de toute puissance”, In *Le consentement au travail. De la soumission volontaire à l’implication contrainte (Consent at work. From voluntary submission to forced involvement)*, Durand J.-P. and Le Floch M.-Ch. (Dir.). Paris, L’Harmattan, Logiques sociales. p. 101-109, 2006.

## Conference proceedings

Remote management: "planners" and work, in French : “Encadrer à distance : les "planneurs" et le travail”, In *Actes du Séminaire annuel “Âges et Travail” du CREAPT May 2015. Rapport de recherche CEE*, 2016.

*Sociologist’s viewpoint on social innovation and the collaborative economy*, in French : “Regard de sociologue sur l’innovation sociale et l’économie collaborative”. Proceedings of the 1-day conference on Collaborative Economy organized by Paris-Saclay, 11 December 2014 <http://www.media-paris-saclay.fr/regard-de-sociologue-sur-linnovation-sociale-et-leconomie-collaborative-entretien-avec-marie-anne-dujarier/>

The three pedagogical principles for training non-sociologists in sociology, in French : “Les trois principes pédagogiques pour la formation de la sociologie à des non-sociologues”, In *Bulletin de l’ASES* No.38, 2011. Online: [http://sociolog.cluster003.ovh.net/IMG/pdf/ASES\\_Bulletin-v2.pdf](http://sociolog.cluster003.ovh.net/IMG/pdf/ASES_Bulletin-v2.pdf).

Hearing before the appraisal board of Psychosocial Risks. Online: <http://www.college-risquespsychosociaux-travail.fr/site/Marie-Anne-Dujarier.pdf>. In French

*The consumer versus the employee? Service relations and social production relationships*, in French : “Le consommateur contre le salarié ? Relations de service et rapports sociaux de production”, In *Actes*

des *Journées Internationales de Sociologie du Travail*, 2009. Online: [http://gree.univ-nancy2.fr/digitalAssets/50938\\_DUJARIER.pdf](http://gree.univ-nancy2.fr/digitalAssets/50938_DUJARIER.pdf)

Meaning and recognition of work. The social construction of recognition, in French : “Sens et reconnaissances du travail. La construction sociale de reconnaissance” in *Actes du séminaire A.N.A.C.T.* 2007. Editions de l’ANACT.

*Multinational firm and globalization of strategies: does the European social dialogue have a future?*, in French : “Firme Multinationale et globalisation des stratégies : Le dialogue social européen a-t-il un avenir ?” in *Actes des Journées Internationales de Sociologie du Travail* (online). June 2007., with V. Delteil, P. Dieuaide and P. Lenel.

The relationship with the ideal as psychosocial analyst of the individual at work today, in French : “Le rapport à l’idéal comme analyseur psychosocial de l’individu contemporain au travail”, *Actes du Colloque sur L’individu Hypermoderne*, ESCP-EAP, 9 September 2003.

## Review articles

For *Sociologie du Travail*, Vol 55/3 p. 417-418, 2013 : M.E. Chessel, *Les consommateurs engagés à la Belle Époque. La ligue sociale d’acheteurs. (Committed consumers during the Belle Epoque. The social league of purchasers)* Presses de Sciences Po. 2012.

For *Éducation Permanente*, 2011 : A.-L. Ulmann, *Dans les pas des contrôleurs de prestations sociales. Travailler entre droit et équité (In the footsteps of social benefit inspectors. Balance between right and fairness)* (L’Harmattan, 2010)

For *Sociologie du Travail*, Volume 52, Issue 3, July-September 2010, p. 429-431. M. Buscatto, M. Loriol and J.-M. Weller (dir.), *Au-delà du stress au travail (Beyond stress at work)* (Éres, 2008)

For *Travailler*, No. 22, 2009. “Jeunes cadres dynamiques désenchantés” (*Disenchanted dynamic young managers*), p. 173-175., on the work by A. Des Isnards and T. Zuber, *L’open space m’a tuer (Open-plan kills me)* (Hachette Littératures, 2008)

For *Revue Française de Socioéconomie*, No. 1, 2008 : F. Aballéa and M. Lallement, *Relations au travail, relations de travail (Relationships at work, labor relations)* (Octarès, 2007)

For *Gérer et Comprendre* No. 86, Dec. 2006. “La psychologie au chevet du travail” (*Psychology at the bedside of work*), p. 56-58, on the work by D. Lhuillier, *Cliniques du travail (Work clinics)* (Toulouse, Éres, Collection Clinique du travail, 2006).

## DISSEMINATION OF SCIENTIFIC INFORMATION

Marie-Anne Dujarier is also very much involved in the dissemination of scientific information and social debate. Her work, since 2006, has been widely reported in the major French-speaking **medias** (press, radio broadcasts and television programs).

She is regularly invited to **government hearings** on the question of labor and its transformations.



She is invited many times a year to present her research and participate in **debates with social stakeholders**: workers' associations and unions, associations, major companies, high schools, cultural bodies, consultancy and vocational training firms, professional associations (psychoanalysts, geographers, hospital directors, occupational physicians, etc.).

She was also asked to participate to **television documentaries** on her sociology research:

- Scientific advisor for a documentary on Labor (3 X 65 minutes), produced by Jean-Robert Viallet (2009). This documentary received seven prizes, including the Albert Londres Prize 2010
- Advisor for five documentaries (one Belgian, one Swiss and one French) on her book *Le Travail du Consommateur (Consumer putting to work)*.