

## LISTE DE PUBLICATIONS

Mathilde Mondon-Navazo

### Articles publiés dans des revues à comité de lecture

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- Mondon-Navazo, M., Murgia, A., Borghi, P. & Mezihorak, P. (2021) **In search of alternatives for individualised workers: A comparative study of freelance organisations.** *Organization*, 1-21.

Abstract : This article contributes to the debate on the enterprise culture, which is characterised by the celebration of risk-taking and self-realisation, which in turn also implies self-responsibilisation and atomisation of the workforce. It does so by investigating organisations created with the aim of finding alternatives for freelancers, who epitomise the processes of individualisation typical of late capitalism. The organisations studied, both companies and cooperatives, aim to enable freelancers to combine autonomy in running their business with access to labour and social rights and inclusion in a collective. Drawing on a multiple case study conducted in France and Italy, the article investigates how organisations can counteract the processes of self-responsibilisation and atomisation of the workforce by enacting principles typical of alternative organisations. This study thus provides a twofold contribution to critical organisational theory and sociological literature on the individualisation of work and feasible alternatives to it. Our findings show, first, that the enterprise culture can be challenged through alternative organising even when freelancers – a category of workers embodying the contemporary processes of individualisation – are at stake. Second, the study of these emerging organisations also contributes to the flourishing debate on alternative organisations by adding an original empirical contribution to ongoing reflections on alternatives to market capitalism.

Keywords : Alternative organisations, comparative qualitative study, cooperatives, enterprise culture, freelancers, individualisation, *portage salarial*

- Bigi, M., Clouet, H., Mondon-Navazo, M., Noûs, C. (2021) **Des conditions d'enquête aux conditions d'emploi. Le travail de sociologue en temps de confinement.** *Mondes du Travail*, 26, 83-98.

Résumé : L'année 2020 et ses deux confinements successifs ont reconfiguré les mondes du travail. Ce processus a aussi touché le travail sociologique, comme l'illustre l'expérience croisée de trois sociologues conduisant des enquêtes qualitatives sur la période. Cet article montre comment leurs conditions d'activité - étroitement liées à celles des enquêtés - sont bouleversées par les mesures de confinement adoptées dans la cadre de la crise sanitaire. Premièrement, le temps de travail évolue, dans le sens d'un allongement et d'une imprévisibilité accrue. Deuxièmement, la brusque généralisation du télétravail provoque un enrichissement sous contrainte des méthodes de collecte de données, et modifie la relation d'enquête, en produisant un brouillage des frontières de l'intime et en faisant surgir de nouveaux doutes éthiques. Troisièmement, cette situation liminale entraîne une remise en cause de la place de l'enquêteur·rice sur le terrain et une bureaucratisation du travail des sociologues, contraint·es de renégocier avec leurs financeurs les conditions de la poursuite de leurs recherches.

Mots clés : méthodologie, conditions de travail, confinement, dématérialisation, temps de travail, travail d'enquête

- Borghi, P., Murgia, A., Mondon-Navazo, M., & Mezihorak, P. (2021) **Mind the gap between discourses and practices: Platform workers' representation in France and Italy.** *European Journal of Industrial Relations*, doi: 10.1177/095968012111004268.

Abstract: This article, based on a 6-month cross-national ethnography conducted in France and Italy, aims at contributing to comparative debates on the representation of platform workers. The study takes the cases of both traditional and alternative actors that currently represent platform workers. In particular, by investigating both trade unions and grassroots groups, research findings show the gap between discursive and effective representation in the two European countries studied. Drawing on Hyman and Gumbrell-McCormick's concept of 'variable geometry of resistance', we discuss how these gaps are wider or narrower depending on to what extent – in the two countries and in the studied organizations – there is capacity to build both solidarity in difference and alliances between traditional and alternative actors.

Keywords: Collective representation, comparative ethnography, grassroots groups, platform workers, trade unions

- Cozza, M., Gherardi, S., Graziano, V., Johansson, J., Mondon-Navazo, M., Murgia, A., Trogal, K., (2020), **COVID-19 as a breakdown in the texture of social practices,** *Gender, Work and Organization*, 1–19.

Abstract: 'A lot of things need to be repaired and a lot of relationships are in need of a knowledgeable mending. Can we start to talk/write about them?' This invitation — sent by one of the authors to the others — led us, as feminist women in academia, to join together in an experimental writing about the effects of COVID-19 on daily social practices and on potential (and innovative) ways for repairing work in different fields of social organization. By diffractively intertwining our embodied experiences of becoming together-with Others, we foreground a multiplicity of repair (care) practices COVID-19 is making visible. Echoing one another, we take a stand and say that we need to prevent the future from becoming the past. We are not going back to the past; our society has already changed and there is a need to cope with innovation and repairing practices that do not reproduce the past.

Keywords: care, diffraction, invisibility, mending, repair

## Autres publications dans des revues à comité de lecture

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- Murgia, A., Bozzon, R., Digennaro, P., Mezihorak, P., Mondon-Navazo, M., & Borghi, P. (2020) **Hybrid Areas of Work between Employment and Self-employment: Emerging Challenges and Future Research Directions**, *Frontiers in Sociology*, Specialty Section: Work, Employment and Organizations, 4, 86.

Abstract: The growth of non-standard employment relations has created one of the major challenges in terms of workers' rights as well as collective representation in European societies. Among non-standard employment relations, so-called "solo self-employed"—self-employed workers without employees—are challenging the very foundations of our labor markets, that is to say the opposition between employers and employees, fostering the development of emerging "hybrid" areas of work. The heterogeneity of the solo self-employed is difficult to capture from official statistics, which are still based on traditional classifications, and questions also the legal categories that qualify these workers. Moreover, the fact that solo self-employed workers do not form a homogenous group, and are diverse in terms of their activities, interests and needs, calls for changes in the way trade unions, employer organizations, and new freelancer associations develop collective actions, claims-making activities, and strategies of organizing. With the aim to achieve an in-depth understanding of the increasingly extensive and populated categories of the solo self-employed, this contribution aims at reconstructing the state of the art within different fields of study, such as employment relations, labor law, industrial relations and social movements, and at offering some possible future research directions.

Keywords: hybridity, solo self-employment, comparative research, cross-national ethnography, labor laws, collective forms of representation

- Bouffartigue, P.; Monchatre, S.; Mondon-Navazo, M. (2018), **Le salariat : mort ou vif ? Introduction aux contributions de M. D'Amours, P. Cingolani, M. Giannini, C. Ramaux et P. Rolle** *La nouvelle revue du travail* – Vers un capitalisme de plateforme ?, 13, doi :10.4000/nrt.3997.

Résumé : Face à l'omniprésence d'une rhétorique annonçant un déclin du salariat au profit de l'emploi indépendant, comment évaluer et interpréter la reconfiguration des conditions de mobilisation du travail ? Faut-il se féliciter de la fragilisation d'une institution salariale archaïque ? Regretter un âge d'or révolu ? Relativiser ce déclin ? Ou encore questionner plus largement le fait salarial, au-delà de sa forme juridique ?

Mots-clés : salariat – indépendance – subordination – précarité de l'emploi – contrat de travail, auto-entrepreneuriat – chômage

- Rosenfield, C. ; Queiroz, A. ; Monte-Blanco, D. ; Mondon-Navazo, M. (2015), **Entrevista: Bernard Lahire** [Entretien: Bernard Lahire], *Sociologias*, n°38, janv/avril, pp. 280-302.

## Chapitres d'ouvrage

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- Mondon-Navazo, M. (2019), « **Les travailleurs économiquement dépendants** », in Bureau M.-C. ; Corsani, A. ; Giraud, O. ; Rey, F. (dir.), *Les zones grises des relations de travail et d'emploi : un dictionnaire sociologique*, Teseopress, Buenos Aires, Argentine, p.613-625.  
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- Mondon-Navazo, M. (2014), « **Le Brésil, un géant aux pieds d'argile ?**», in Montbrial, T. ; Moreau Defarges, P. (dir.) *RAMSES 2015 – Le défi des émergents*, Institut Français de Relations Internationales, Dunod, pp. 42-48.
- Mondon-Navazo, M. (2011), « **Le Brésil après Lula** », in Montbrial, T. ; Moreau Defarges, P. (dir.) *RAMSES 2012 – Les Etats submergés ?*, Institut Français de Relations Internationales, Dunod, pp. 274-278.
- Benites, A. ; Couffignal, G. ; Mondon-Navazo, M. ; Ordonez, D. (2011), « **Les relations Union européenne – Amérique latine** », in Quenan, C. ; Velut, S. (dir.), *Les enjeux du développement en Amérique latine. Dynamiques socioéconomiques et politiques publiques*, Coll. A Savoir 04, AFD/IdA.

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Accessible en ligne : [http://alast.info/buscador/2017/ponencias/4\\_10\\_MONDON.pdf](http://alast.info/buscador/2017/ponencias/4_10_MONDON.pdf)
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- Mondon-Navazo, M. (2013), **A “pejotização” dos profissionais do setor de TI no Brasil: Bases para uma análise que articule segurança, autonomia e recursos**, [La transformation en indépendants des professionnels de TI au Brésil: vers une analyse qui articule sécurité, autonomie et ressources] *VII Congresso Latino-Americano de Estudos do Trabalho. O Trabalho no Século XXI. Mudanças, impactos e perspectivas*, GT 13 – 2-5 juillet, São Paulo, Brésil. Accessible en ligne : [http://congressoalast.com/?page\\_id=518](http://congressoalast.com/?page_id=518)
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