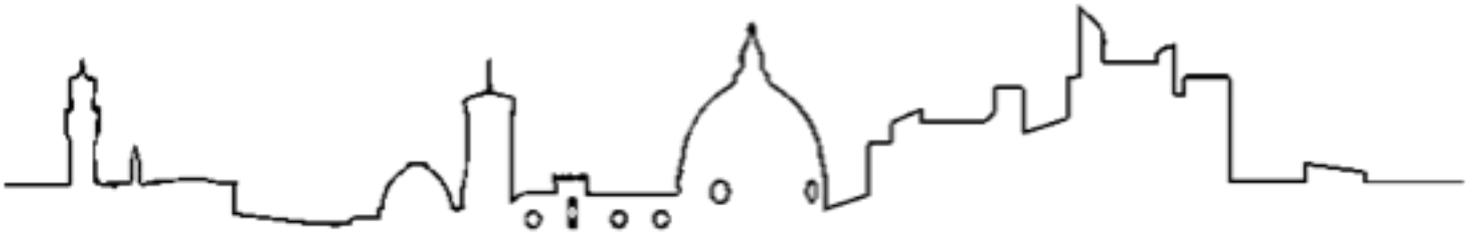


**ISA RC52** | Interim Meeting 2019

# **PROFESSIONS AND SOCIETY**

## **FACING THE CHALLENGES OF MARKETIZATION, GLOBALIZATION AND DIGITALIZATION**



**FLORENCE**  
**4-6 JULY 2019**

University of Florence  
Social Sciences Campus



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## **Theme of the conference**

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### **Professions and society. Facing the challenges of marketization, globalization and digitalization**

Professions are facing multiple challenges. The neoliberal rhetoric in Western societies modified the equilibria between agents of regulation, undermining social closure mechanisms, which are typical of classic professions, and discouraging the institutionalization of new ones. Both old and new professions are thus more exposed to market regulation and a process of rationalization, associated with the promotion of managerial/organizational cultures. Marketization and managerialism imposed new objectives. Organizations became the places of change, challenging professionalism as dominant logic, offering new sources of identity and power to professionals. Public sector services also developed forms of “hybrid” or “new” professionalism. Recently, technological change affected both professionals and customers. Professionals found in the ICTs new modes of expression to respond effectively to the growing demand for professional services. Digitalization, then, brought along substantial changes in the ways expert knowledge is produced and transmitted, and implied a democratization of knowledge, which modified the power balances between professionals and clients/users. In the background, globalization and the rising number of professionals in developing countries led to a new division of labor between Global North and South. The combined effects of these processes are producing radical changes in the relationship between professions and society. Such changes affect practitioners' careers, roles, and tasks, as well as their earnings and statuses. Trust relationships are also called into question.

The 2019 Interim Meeting aims to address these critical issues from a range of theoretical and analytical perspectives, with the ultimate goal of furthering the debate on professions and professional groups.

## The places of the conference

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The conference will be held at the Social Sciences Campus, in the city district of Novoli, Building D6, Via delle Pandette 9 (find it on [Google Maps](#)).

### Ground floor

Room 0.14

Room 0.15

Room 0.16

Room 0.18 (Auditorium)

### First floor

Room 1.02

Room 1.06

### Coffee breaks and lunches

Mezzanines (Day 1, 2)

Atrium (Day 3)

### Welcome cocktail

[College House](#)

Via Silvano Tosi, 3/5

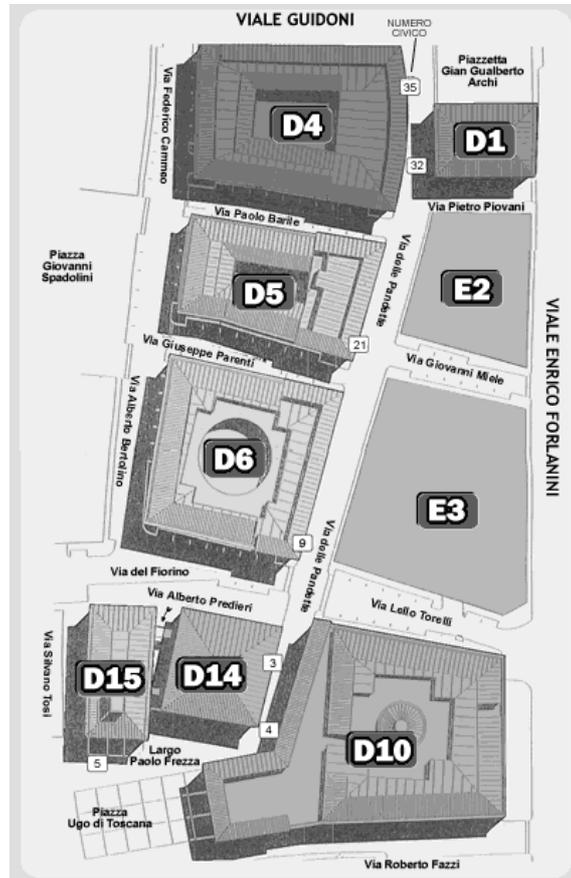
(find it on [Google Maps](#))

### Conference dinner

[Caffè del Verone](#)

Piazza della Santissima Annunziata, 13

(find it on [Google Maps](#))



## **Conference program**

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### **Thursday, July 4th**

08.30: *Registration*  
10.15-10.45: *Welcome*  
10.45-11.15: *Coffee break*  
11.15-13.00: *Parallel sessions (I)*  
13.00-14.00: *Lunch*  
14.00-15.00: *Authors meet critics (I)*  
15.00-16.45: *Parallel sessions (II)*  
16.45-17.15: *Coffee break*  
17.15-19.00: *Parallel sessions (III)*  
19.00: *Welcome cocktail*

### **Friday, July 5th**

09.00-10.45: *Parallel sessions (IV)*  
10.45-11.15: *Coffee break*  
11.15-13.00: *Parallel sessions (V)*  
13.00-14.00: *Lunch*  
14.00-15.00: *Authors meet critics (II)*  
15.00-16.45: *Parallel sessions (VI)*  
16.45-17.15: *Coffee break*  
17.15-18.15: *RC52 business meeting*  
20.00: *Conference dinner*

### **Saturday, July 6th**

09.00-10.45: *Parallel sessions (VII)*  
10.45-11.15: *Coffee break*  
11.15-13.00: *Parallel sessions (VIII)*  
13.00: *Goodbye*

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**Thursday, July 4th**

10.15-10.45

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**Welcome**

*Ground floor, Room 0.18 "Auditorium"*

**Luca Mannori** | Head of the Department of Political and Social Sciences, University of Florence

**Helena Serra** | President of the ISA RC52

**Thursday, July 4th**

11.15-13.00

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**Parallel sessions (I)**

**Session 1 (a)**

**Varieties of professionalism. Exploring heterogeneity within and between professions**

*First floor, Room 1.06*

**Chairs:** Andrea Bellini, Lara Maestriperi, Karolina Parding

*Exploring heterogeneity within South African textile designers*

Debby Bonnin

*Platform labour: a new layer of differentiation within professions?*

Davide Arcidiacono, Ivana Pais, Giorgio Piccitto

*Smart for whom? Inequality processes in smart organizations*

Luisa De Vita, Silvia Lucciarini, Valeria Pulignano

*The role of the client in the professionalization process of independent knowledge workers.*

*The case of executive coaching in France*

Scarlett Salman

*Tools and targets of activist professionals: theorizing work in professional movements*

Joris Gjata, Matthew S. Rowe, Shawhin Roudbari

**Session 3 (a)**

**New challenges for professionals, new standards, new work routines?**

*Ground floor, Room 0.16*

**Chairs:** Marlot Kuiper, Mirko Noordegraaf, Anne Mette Møller

*Transforming professional discretion: standardization and case-based rationality in welfare encounters*

Kirstine Zinck Pedersen, Anja Svejgaard Pors

*"Betwixt and between" – Educational managers between the market and profession*

Hilde Hjertager Lund

*"Nobody here makes decisions on their own": deliberative routines and collective decision-making at the frontlines of public services*

Anne Mette Møller

*Connective routines: an ethnographic analysis of how standards work in medical practice*

Marlot Kuiper

**Thursday, July 4th**

14.00-15.00

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**Authors meet critics (I)**

*Professions and professional service firms: private and public sector enterprises in the global economy*, book edited by Mike Saks and Daniel Muzio, published by Routledge in 2019

*First floor, Room 1.06*

**Chair:** Gitte Sommer Harrits

**Discussants:** Helena Serra, Stefano Neri

**Attended by the authors:** Mike Saks, Mirko Noordegraaf

**Thursday, July 4th**

15.00-16.45

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**Parallel sessions (II)**

**Session 5 (a)**

**Professions, power and the market**

*First floor, Room 1.06*

**Chair:** Mike Saks

*The forces shaping regulation of the health professions in Australia: from “club government” to inclusive regulatory institutions*

Anne-Louise Carlton

*Performative professionalism. Occupational profiling of nurses in (or by) the Dutch post-welfare state?*

Jan-Luuk Hoff

*Changing nature of medical education*

Murat Atalay

*The gendered division of the labour market and occupational transitions in Austria*

Nina-Sophie Fritsch, Bernd Liedl, Gerhard Paulinger

**Session 8 (a)**

**Between techno-optimistic and techno-pessimistic perspective. A third way to consider ICT in health professional-patient relationship**

*Ground floor, Room 0.16*

**Chairs:** Giovanna Vicarelli, Micol Bronzini, Elena Spina

*ICTs, doctor skills and professional power: searching for a conceptual framework*

Stefano Neri

*Organization, ICT and professional practice in health and social care integration in Italy*

Roberto Lusardi

*From a reactive to a proactive medicine using ICT. A third way in health-professional-patient relationship*

Massimo Magi, Vincenzo Telesca, Paolo Misericordia

*ICT at the service of a changing territorial health care*

Paolo Misericordia, Nicola Calabrese, Alessandro Dalle Vedove, Massimo Magi

*Beyond empowerment and dependence: a co- engagement for chronic diseases*

Alberto Ardisson

**Thursday, July 4th**17.15-19.00

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**Parallel sessions (III)****Session 2****Inequalities and the professions: patterns and processes in the Global South***First floor, Room 1.02***Chairs:** Debby Bonnin, Shaun Ruggunan*Graduate professors of the National Autonomous University of Mexico: ethical elements that guide their work*

Anita Hirsch

*Academic careers in a rapidly changing world: biographies of academics who stayed or left Belarus after the year 1991*

Svetlana Poleschuk

*"Portfolio of competencies" in high-tech areas – New challenges for robotics and biotechnology professionals*

Natalia Shmatko

*Emiratisation: implications for health workforce governance*

Stephanie Short, Nikhil Hawal, Nasser Albusaidi, Farah Purwaningrum

**Session 4****Spatial and temporal aspects of welfare sector professional work***First floor, Room 1.06***Chairs:** Karolina Parding, Anna Berg Jansson*De-spatialising professional identity in social work: a mixed teaching-research experience on virtual communities*

Andrea Bellini

*Regional variations in the effect of externalisation on working conditions within the childcare sector: the role of social and political factors*

Stefano Neri

*Governance reform and the differentiation of employment and working conditions – The case of upper secondary teachers in Sweden*

Karolina Parding, Anna Berg Jansson, Meghan Stacey, Susan McGrath-Champ

*Stress in boom times: understanding teachers' economic anxiety in a high cost urban district*

Jane Rochmes, Elise Dizon-Ross, Susanne Loweb, Emily Penner

*"Tell me where you practice, and I'll tell you what/how you do it" – A health profession in education workplace contexts*

Nilly Waiserberg, Paula Feder-Bubis

*How unequal medical career systems structure clinical autonomy. Developing a professional space perspective*

Sirpa Wrede, Antero Olakivi, Piitu Parmanne

**Session 10 (a)**

**Open session**

*Ground floor, Room 0.16*

**Chairs:** Micol Bronzini, Elena Spina

*The interlacing of professions with civic society*

Helena Flam

*In search of the balance: the conflict between work and family among Romanian social workers*

Florin Lazar, Daniela Gaba, Anca Mihai, Georgiana Rentea, Alexandra Ciocanel, Munch Shari

*Income inequality within professionals: an analysis of the Japanese Life Course Panel Survey Data*

Shuhei Naka

*Searching for fruitful paths between professions and organisations*

Helena Serra

*Politicising hybridisation – On professional values and employees' interests in contemporary professionalism*

Christiane Schnell

[Distributed Paper] *Social innovation: an effective managerial approach to develop societies and economies*

Mohamed Meri

**Friday, July 5th**09.00-10.45

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**Parallel sessions (IV)****Session 7 (a)****Professional power matters. Connecting professions and organizations in the context of managerialism***Ground floor, Room 0.14***Chair:** Helena Serra*Shaping professional connections with the locals – Strategizing discretionary police work*  
Bertil Rolandsson*Professionals conflict due to changes in the role of Japan public research institutes: group solidarity and professional independence in institutional change*  
Masayo Fujimoto*Reforming kindergarten teacher education in Norway – The role of the organizations and the professions*  
Solveig Marie Borgund*Norwegian ECEC teacher professionalism between marketization and welfare state ambitions*  
Kari Ludvigsen*The competencies of the new professions of globalization: a great challenge common to organizations and individuals*  
Mohamed Meri**Session 8 (b)****Between techno-optimistic and techno-pessimistic perspective. A third way to consider ICT in health professional-patient relationship***Ground floor, Room 0.15***Chairs:** Giovanna Vicarelli, Micol Bronzini, Elena Spina*Victims of scenario-thinking. On the making of optimism and unrealistic expectations about ICTs*  
Enrico Maria Piras*"Mind the gap". Digital health literacy, professionals and technology: the Choosing Wisely Italy App*  
Arianna Radin*ICT transforms care practices towards teaching and empowering*  
Angela Genova*"Social" communication (technology) in health: the case of AOU Cagliari strategies*  
Fabrizio Meloni, Elisabetta Gola, Claudia Loviselli*Technology as a source of health information for youth in Egypt*  
Alhassan Hassan

**Friday, July 5th**

11.15-13.00

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**Parallel sessions (V)**

**Session 1 (b)**

**Varieties of professionalism. Exploring heterogeneity within and between professions**

*Ground floor, Room 0.14*

**Chairs:** Andrea Bellini, Lara Maestripieri, Karolina Parding

*Neo-Weberianism, social closure and professional rewards: the veterinary profession vs. the medical profession*

Mike Saks, Stephen May, Martin Whiting

*Professionalism in the broadcasting sector: a case study on workers of private and public television stations in Sardinia*

Clementina Casula

*Migrating into a regulated profession: comparing doctors and engineers in a context of evolving professional systems*

Jean-Luc Bédard

*Architects in Europe: bringing sense to statistical data with the help of research on professions*

Harald A. Mieg

*Architecture collectives. Molecular structures in contemporary urban practice*

Cristina Catalanotti

**Session 3 (b)**

**New challenges for professionals, new standards, new work routines?**

*Ground floor, Room 0.15*

**Chairs:** Marlot Kuiper, Mirko Noordegraaf, Anne Mette Møller

*Electronic notifications: organizational challenges for torts lawyers in Argentina*

Jeronimo Cracogna

*Digital media investigators: analysing practitioners' perspectives*

Dana Wilson-Kovacs

*Negotiating state, citizen and professional agency in Danish pre-schools and education*

Gitte Sommer Harrits, Mathilde Cecchini

*Changing roles and strategies of professionals in the (co)production of public services*

Nicolette van Gestel, Marlot Kuiper, Wiljan Hendrikx

**Friday, July 5th**

14.00-15.00

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**Authors meet critics (II)**

*Varieties of professionalism in a globalising world: new theoretical perspectives and analytical approaches*, *Cambio. Rivista sulle trasformazioni sociali*, Issue 16, December 2018

*First floor, Room 1.06*

**Chair:** Franca Alacevich

**Discussants:** Scarlett Salman, Christiane Schnell

**Attended by the editors:** Angela Perulli (editor), Andrea Bellini, Lara Maestriperieri (guest editors)

**Friday, July 5th**

15.00-16.45

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**Parallel sessions (VI)**

**Session 5 (b)**

**Professions, power and the market**

*First floor, Room 1.06*

**Chair:** Mike Saks

*Regulating the market while playing its rules: the case of M&A transnational professional services*

Valérie Boussard

*Financial analysts: valuing and legitimizing a market expertise*

Alexandre Silva, Luisa Veloso

*Three experts on a boat (to say nothing of the consumer)*

Arianna Radin

*Professions and the risk society*

Wenche M. Kjæmpenes

**Session 10 (b)**

**Open session**

*Ground floor, Room 0.16*

**Chairs:** Andrea Bellini, Christiane Schnell

*How top managers perceive the crisis impacts on innovation: "Nothing can stop us!" versus "It's not our fault!" profiles*

Ana Ferreira, Ana Roque-Dantas, Ana Lucía Teixeira

*Professional continuity in career strategies of S&T professionals*

Irina Popova

*Decline of credentialism: post-industrial transformation of professions in Turkey*

Lufti Sunar, Elyesa Koytak

*Creative work for humble professions: micro-entrepreneurs innovating the food and beverage sector in Italy*

Alessandro Gerosa

*Negotiating non-heterosexual professional images in heteronormative contexts: structure, agency and the self*

Christiana Ierodiakonou, Andria Christofidou

**Friday, July 5th**

17.15-18.15

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**RC52 business meeting**

*First floor, Room 1.06*

**Saturday, July 6th**

09.00-10.45

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**Parallel sessions (VII)**

**Session 7 (b)**

**Professional power matters. Connecting professions and organizations in the context of managerialism**

*Ground floor, Room 0.14*

**Chair:** Helena Serra

*Sawing off the branch you are sitting on? The impact of hospitals' managerialism on young physicians*

Paula Feder-Bubis

*Client-centeredness, or accountability? How medical professionals deal with peer support workers in mental health care*

Aukje M. Leemeijer

*Managerialization processes and health professionals: a qualitative study on the nature and implications of managerial training addressed to medical managers in Italy*

Federico Sofritti

*Advanced practice nursing and the medical profession in three francophone countries*

Ricardo Ayala, Mike Saks

**Session 9**

**Feeling professionalism: emotional aspects of professional identity**

*Ground floor, Room 0.15*

**Chair:** Alexandra Vinson

*Mixed feelings about the crisis: when emotional expressions are not in line with narratives*

Ana Roque-Dantas, Ana Ferreira, Brenda Silva

*Building trust within the doctor/patient relationship: the point of view of some Italian doctors*

Valentina Cappi

*Elite identity contestation and meaningfulness in consulting work: narratives of practicing management consultants*

Navneet Agnihotri

*Navigating the emotional landscapes of the Neoliberal University and of its challengers*

Alessandro Pratesi

*Emotions at (professional) work: care, cure and the health professions*

Lorenzo Speranza

**Saturday, July 6th**

11.15-13.00h

**Parallel sessions (VII)****Session 1 (c)****Varieties of professionalism. Exploring heterogeneity within and between professions***Ground floor, Room 0.14***Chairs:** Andrea Bellini, Lara Maestripieri, Karolina Parding*Changed governance and labour market regulation in welfare sector professional work**– Differentiation within professions*

Karolina Parding, Anna Berg Jansson

*The gendered effect of university transformations: the case of academic life-sciences*

Camilla Gaiaschi

*The “shape” of relationships faced by associations in an emerging corporate profession**– The case of the Association for Project Management (APM) in an engineering firm*

Kun Wang, Ian Stewart

*Between the profession and the employee*

Marta Panala

**Session 3 (c)****New challenges for professionals, new standards, new work routines?***Ground floor, Room 0.15***Chairs:** Marlot Kuiper, Mirko Noordegraaf, Anne Mette Møller*Post-professionalism: how is the managerial agenda affecting the health professions in the 21st century?*

Susan Nancarrow, Alan Borthwick

*Hybrid professionalism in health and social services: the new normal?*

Mike Dent

*Professional processes and changes: hearing rehabilitation audiologists as a case study of health professions*

Tali Bar-Moshe, Paula Feder-Bubis, Dan Greenberg

*Protected or connected professionals? How well-connected professionals can remain “autonomous” and “authoritative” experts*

Mirko Noordegraaf

