

8 DECENT WORK AND ECONOMIC GROWTH



PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

The CNRS supporting the 2030 Agenda – a few examples:



More than 200 million people in the world today are unemployed, especially young people. Yet employment and economic growth make a decisive contribution to the fight against poverty. The promotion of sustainable growth and a green economy, along with the creation of a sufficient number of decent jobs while respecting human rights and global limits, are of paramount importance for developing countries and for industrialised and emerging nations. Work-related matters are central to the work conducted by many CNRS teams and cover the full spectrum of issues concerning workers and their organisations, including the sociology of work and employment, labour law, productive organisation, labour economics and employment policies, as well as questions related to occupational health and safety. Sometimes offering a historical perspective, this work sheds light on economic development processes and puts forward others for the years to come.



SUSTAINABLE
DEVELOPMENT
GOALS

A STUDY GROUP ON WORK AND OCCUPATIONAL HEALTH

The CNRS and several stakeholders from the field of research on work have joined forces in a Scientific Interest Group on Work and Suffering at Work (GIS GESTES). This Group's objectives are to support research and interdisciplinarity in these fields to address social issues and to strengthen exchanges and links between science and society.

The group focuses on four main areas:

- New forms of work and employment, new work organisations, working conditions and their effects on the lives of workers and people excluded from the labour market.
- Denial, expression and objectification of health disorders and of the relationship with work.
- Work and workers, time frames, paths and territories.
- Minimising risks or democratising work?

The Group brings together sociological and health issues with economic and legal matters to explore and put forward innovative ways of integrating work-related issues into societal changes.

A RECONFIGURATION OF LABOUR, EMPLOYMENT AND COMPETENCY STANDARDS

Today's societies are facing transformations that often come with crises of efficiency and legitimacy. As globalisation progresses, the trend is increasingly towards the development of commercial benchmarks, presented as the best way of 'modernising' society.

To study this phenomenon, the Economics and Sociology of Work Laboratory (LEST) looks at the reconfiguration of labour, employment and competency standards and addresses key questions to understand how French and foreign labour markets function at present, examining the relationships established between the stakeholders and organisations involved in their functioning.

This reconfiguration of labour, employment and competency standards is one aspect of globalisation that questions the sustainability of the transformations underway, i.e. the quality and economic, social and environmental viability of these reconfigurations, not only at global level but also at national, regional and local levels.

Find out more: gestes.cnrs.fr

Find out more: www.lest.cnrs.fr

LABOUR, INDUSTRY AND POLLUTION

The 'Risks, perceptions and life stories in Estarreja in Portugal' programme takes a socio-anthropological approach to study the thought processes adopted by people to adapt in an area with confirmed pollution, but whose socio-cultural references are strongly linked to work at the industrial sites that cause this pollution. The programme collects testimonies from workers and farmers, putting special focus on the memory of the facts and contexts in which the industrial hub was able to develop, from past to present.

This situation and its history are studied alongside the ecological issues affecting the protected site of Aveiro a few miles away. Looking at perceptions of risk, adaptations, alternatives and contradictions, this research helps link the social-ecological challenges of living and working conditions. The programme is run within the framework of the Estarreja Humans/Environments Observatory and is financed by the Interdisciplinary Research Project on Human/Environment Interactions (Labex DRIIHM).

Find out more: www.driihm.fr/les-ohms

WHEN UNEMPLOYMENT ENTITLEMENT RUNS OUT

What happens when unemployment benefit entitlements suddenly end? When receiving benefits and when entitlement runs out, what is the relationship between the unemployed person and the job market? How effective are the support and incentive schemes in getting them back to work? A team from the Centre de sociologie des organisations conducted research on individuals who have been struck off unemployment benefits. Their work shows that the effects of certain activation policies for the unemployed go far beyond a deterioration of their living conditions and loss of entitlement. Social cohesion can be undermined by growing mistrust of the social and employment policy institutions that no longer acknowledge them as unemployed. However, these excluded people continue to actively seek work and often express their willingness to re-join the labour market. Nonetheless, their situation becomes increasingly precarious with greater uncertainties about the day-to-day and the future, and a higher risk of marginalisation.

Find out more: www.cso.edu/home.asp



In 2011, the CNRS adopted an action plan on the quality of working life and the prevention of psychosocial risks, a plan reinforced in 2016 with priority on an all-encompassing QWL approach involving the entire organisation. Each year, a call for projects is issued to all salaried employees in CNRS research units. In 2018, 65 projects were selected, involving more than 14,000 workers, including almost 4,000 CNRS employees.

THE CNRS PARTNERS THE 'PAUSE' SCHEME FOR THE EMPLOYMENT OF SCIENTISTS IN EXILE

The French national scheme for urgent aid and reception of scientists in exile (known as PAUSE) was set up on 16 January 2017 and provides incentive funding to higher education institutions and public research organisations that plan to host scientists in emergency situations and support them in their activities.



Looking beyond our ethical duty to respond to often very serious individual circumstances, solidarity with scientists from abroad in crisis situations provides a major intellectual resource which is of benefit to the academic and scientific research community and to society as a whole.

Find out more: www.college-de-france.fr/site/programme-pause/index.htm

THE CNRS COMMITTED TO THE EUROPEAN HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R)

On adopting HRS4R, the CNRS introduced a continuous improvement approach to give greater consideration to the recommendations of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

For this commitment, the CNRS was awarded the 'HR Excellence in Research' label by the European Commission on 10 February 2017. This label testifies to the organisation's working environment and the quality of its HR management.

With its HRS4R action plan (2017–2020), the CNRS has made commitments in five priority areas: ethics and scientific integrity, quality of working life (QWL), non-discrimination and career development.



HR EXCELLENCE IN RESEARCH

Find out more: blog-rh.cnrs.fr/hrs4r-au-cnrs-un-plan-dactions-juge-exemplaire-par-la-commission-europeenne

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