

Workshop 6 - Forms of work organization in farms

Convenors: Sylvie Cournut - Vetagrosup, France
Nathalie Hostiou - INRA, France
Mohamed Taher Sraïri - Institut Agronomique Hassan II, Morocco

Forms of agriculture are becoming more and more diversified in terms of size, workforce composition (family, entrepreneurial, firm, etc.), types of production (industrial, agro-ecological, etc.), relations to the territory and value chains (long or short supply chains, quality signs, etc.) and the use of technologies, leading to diversified forms of work organization. This diversity affects the type of tasks (agricultural work dedicated to livestock, crops, processing and marketing, human resources management, management and decision-making, non-agricultural work), the type of workers (members of the family unit, associates, employees, seasonal workers, agricultural enterprises, etc.). The forms of work organization are also characterized by technical choices such as the intensification of the production through the use of external inputs or the adoption of ecological practices.

Ongoing transformations, whether technical (mechanization, digital agriculture), social (rural exodus, wage labour, outsourcing of tasks, use of mutual aid, cooperation between farmers) or societal (food security, employment in rural areas, expectations in terms of animal welfare, product quality, etc.), also mark changes in the forms of work organization.

The forms of work organization can be analysed and assessed with regards to challenges of productivity and efficiency, but also of flexibility (room for manoeuvre, ability to cope with various hazards, ability to adapt and transform), the articulation between private and professional life, physical or mental workload, profession and workers' professional and personal achievement.

This workshop will address a wide range of questions relating to the diversification of forms of work organization: what is the diversity of forms of work organization and how can it be characterized? What are the determinants of these forms of work organization? How are these forms of work organization evolve? In which types of farms do they occur? How and by whom is the management of work organization ensured?

To answer these questions, we welcome case studies, empirical data, methodological and theoretical papers with the following objectives:

- To analyse and evaluate the diversity of forms of work organization in agriculture in the light of different challenges (productivity, labour flexibility, capacity to transform and adapt, etc.),
- To analyse their contribution to the definition of different agricultural models and their coexistence,
- To examine how these forms of organization are changing with the rise of industrial agriculture but also the renewal of family forms associated (often) with agroecology, without forgetting the community or cooperative forms (sharing labour and machinery, group farming) present in many countries,
- To analyse the influence of technical choices (combination of production, livestock and crop management, processing and marketing, digitalization) or social innovation on work organization and to analyse work organization trade-offs in systems combining agricultural and non-agricultural activities,
- To explore the work of piloting / decision-making and its complexity,
- To report on methods and frameworks for analysing work organization.