## **Academic workers in crisis:**

Organisation in the post-pandemic university



Volume 18 No 1 Spring 2024

Work organisation labour globalisation

# Work organisation, labour & globalisation

Volume 18, Number 1, 2024

Produced and distributed by



Produced and distributed by Pluto Journals

Edited by Tsvetelina Hristova and Ursula Huws Designed by Andrew Haig Associates

ISSN: 1745-641X

© the authors 2024

#### **Copyright Notice**

This journal is published under the Creative Commons License CC BY 4.0. This license allows users, scholars and readers to read the content or any part of the content without charges. This license allows scholars to download and use the contents for educational purposes. This license does not allow the content or any part of the content to be used for commercial purposes.

#### About this journal

The globalisation of world trade in combination with the use of information and communication technologies is bringing into being a new international division of labour, not just in manufacturing industry, as in the past, but also in work involving the processing of information.

Organisational restructuring shatters the unity of the traditional workplace, both contractually and spatially, dispersing work across the globe in ever more attenuated value chains

A new 'cybertariat' is in the making, sharing common labour processes, but working in remote offices and call centres which may be continents apart and occupying very different cultural and economic places in local economies.

The implications of this are far-reaching, both for policy and for scholarship. The dynamics of this new global division of labour cannot be captured adequately within the framework of any single academic discipline. On the contrary they can only be understood in the light of a combination of insights from fields including political economy, the sociology of work, organisational theory, economic geography, development studies, industrial relations, comparative social policy, communications studies, technology policy and gender studies.

Work organisation, labour and globalisation aims to:

- bring together insights from all of these fields to create a single authoritative source of information on the new global division of labour, combining theoretical analysis with the results of empirical research in a way that is accessible both to the research community and to policy makers;
- provide a single home for articles which specifically address issues relating to the changing international division of labour and the restructuring of work in a global knowledge-based economy;
- bring together the results of empirical research, both qualitative and
  quantitative, with theoretical analyses in order to inform the development of
  new interdisciplinary approaches to the study of the restructuring of work,
  organisation and labour in a global context;
- be global in scope, with a particular emphasis on attracting contributions from developing countries as well as from Europe, North America and other developed regions;
- encourage a dialogue between university-based researchers and their
  counterparts in international and national government agencies, independent
  research institutes, trade unions and civil society as well as policy makers.
   Subject to the requirements of scholarly peer review, it is open to submissions
  from contributors working outside the academic sphere and encourages an
  accessible style of writing in order to facilitate this goal;
- complement, rather than compete with existing discipline-based journals;
- bring to the attention of English-speaking readers relevant articles originally published in other languages.

The editor welcomes comments, criticisms, contributions and suggestions for future themes. For further information, visit the website: wolg.wordpress.com.

#### **Editorial board**

**Work organisation, labour and globalisation** is edited by **Ursula Huws,** director of Analytica Social and Economic Research, UK. The editorial board includes:

**Ludmila Abilio,** Postdoctoral Researcher, Centre for Labour and Trade Union Studies, University of Campinas, Brazil

Moritz Altenried, Postdoctoral Fellow, Department of European Ethnology, Humboldt University, Berlin, Germany

Ricardo Antunes, Professor of Sociology at University of Campinas, Brazil

Chris Benner, Department of Community Development, University of California, Davis, USA

Michael Brookes, Professor of Marketing and Management, University of Southern Denmark

Enda Brophy, Associate Professor, School of Communication, Simon Fraser University, Canada

Manuel Castells, Emeritus Professor, Department of City and Regional Planning, University of California, Berkeley, USA

Mikyung Chin, Department of Political Science, Ajou University, Korea

Nicole Cohen, Associate Professor, Institute of Communication, Culture, Information and Technology, University of Toronto, Canada

**Premilla D'Cruz**, Professor of Organizational Behaviour, Indian Institute of Management, Ahmedabad, India **Jörg Flecker**, Professor of Sociology, University of Vienna, Austria

Brian Garvey, Lecturer in Work, Employment and Organisation, University of Strathclyde, UK

Sujata Gothoskar, Programme Officer, Committee for Asian Women and Researcher, International Union of Foodworkers. Mumbai. India

Mark Graham, Professor of Internet Geography, Oxford Internet Institute, Oxford University, UK Barbara Harriss-White, Emeritus professor, Queen Elizabeth House, Oxford University, UK

Christoph Hermann, Lecturer, Sociology Department, University of California, Berkeley, USA

Tsvetelina Hristova, Teaching Fellow in Global Media Management, University of Southampton, UK.

Greti-Iulia Ivana, lecturer in Sociology, School of Social and Political Sciences, Úniversity of Glasgow, UK Anne Jourdain, Université Paris-Dauphine, France

Pleni Kambouri, Senior Research Fellow, Centre for Gender Studies, Panteion University of Social and Political Science, Athens, Greece

Vassil Kirov, Institute of Sociology, Bulgarian Academy of Sciences, Sofia, Bulgaria

Bettina-Johanna Krings, Head of Technology Assessment and Systems Analysis Unit, Karlsruhe Institute of Technology, Germany

Wing-Fai Leung, Director of Research, Department of Culture, Media and Creative Industries, King's College London, UK

Tatiana Mazali, Researcher, Department of Regional and Urban Studies and Planning, Polytechnic of Torino, Italy

Pamela Meil, Institut für Sozialwissenschaftliche Forschung (ISF), Germany

George Morgan, Associate Professor, Institute for Culture and Society, Western Sydney University, Australia

Vincent Mosco, Emeritus professor, Queens University, Canada

Rajneesh Narula, Professor of International Business Regulation, University of Reading Business School, UK Manuel Nicklich, Researcher, Nuremberg Campus of Technology (NCT) at FAU Erlangen-Nürnberg, Germany.

Maurilio Pirone, Postdoctoral Research Fellow, University of Bologna, Italy

Sabine Pfeiffer, Faculty of Business, Economics and Social Sciences, University of Hohenheim, Stuttgart, Germany

Jaka Primorac, Senior Research Associate, Institute for Development and International Relations, Dubrovnik, Croatia

Markus Promberger, Head of Welfare, Labour and Social Inclusion Research, IAB (Institute for Employment Research), Federal Employment Agency, Germany

Monique Ramioul, Head of Work, Organisation and Social Dialogue, Catholic University of Leuven, Belgium

**Ned Rossiter,** Professor of Communication, School of Humanities and Communication Arts, Western Sydney University, Australia

Neil Spencer, Professor of Applied Statistics, University of Hertfordshire, Hatfield, UK

Paul Stewart, Senior Research Professor, Sociology of Work and Employment, Département, Homme Organisation et Société, Grenoble School of Management, France

Aditi Surie, Consultant, Indian Institute for Human Settlements, Bangalore, India

Geert van Hootegem, Professor of Sociology, Katholieke Universiteit Leuven, Belgium

Patricia Vendramin, Professor of Sociology, University of Louvain-la-Neuve, Belgium

### **Contents**

Academic workers in crisis: organisation in the post-pandemic university Tsvetelina Hristova	7
Beyond the limits of solidarity in the post-pandemic university  Richard Hall	13
Enhancement or impoverishment? Algorithmic management and 'distance' education during the pandemic. Theoretical and interpretive hypotheses Emiliana Armano, Andrea Cavazzini and Rosanna Maccarone	31
Organising the labour of teaching and learning during the COVID-19 pandemic in Canadian universities Mara De Giusti Bordignon, Melody Viczko and Renata Matsumoto	44
EdTech-mediated outsourcing and casualisation of academic labour: Toward a research agenda Mariya Ivancheva and Aline Courtois	65
Employment regulation as the warm house for neoliberalism? Comparing higher education in France and the UK Heather Connolly and Paul Stewart	83
Algorithmic violence: Towards an interdisciplinary understanding of bullying in academia Three anonymous authors and Ursula Huws	97