



Research Committee 52 Professional Groups

Newsletter, June 2016

Letter from the President of ISA RC52

Dear members and friends of ISA Research Committee 52 'Sociology of Professional Groups',

The ISA Forum, Vienna, July 2016 is fast approaching. In this Newsletter, Helena Serra (RC52 President-elect) and Tiago Correia, our programme coordinators, provide you with more details about the exciting programme of RC52 sessions and joint sessions; please also visit the conference website – <http://www.isa-sociology.org/forum-2016/>. I am hoping to meet many of you soon in Vienna!

To thank our members and session contributors, I am delighted to announce a joint reception of RC52 and RC15 on Tuesday evening at a *Heuriger*, a typical Viennese restaurant. Details will be announced in Vienna and the invitation will be on a 'first comes, first served' basis. You are also warmly welcome to join the RC52 Business Meeting at the Forum (13 July 2016, 16.00).

Thinking ahead, we have stated planning the *ISA RC52 Interim Conference 2017*, which will be hosted by Jens-Christian Smeby and take place from 8-10 June 2017 in Oslo – a unique opportunity to experience the beautiful Nordic midsummer nights. Please save the date! A first 'Call for Papers' will be available shortly on the RC52 website.

The winners of the ISA RC52 conference award for PhD Students / Early Career Researcher provide you with a 'taster' of their work – many thanks! As always, you will find news and announcements in the Notices Section.

Please send your announcements for the Newsletter to editor Debby Bonnin (Debby.Bonnin@up.ac.za) until 15 November 2016.

And keep in mind the RC52 blog which is available for debate and notices related to the study of professions – managed by RC52 Representative of Early Career Researchers and PhD students, Lara Maestripieri (lara.maestripieri@gmail.com).

Please do not forget to renew your ISA RC52 membership or become a new member to support RC52; for more information please see the form at the bottom of the Newsletter or visit the ISA RC52 website: <http://www.isa-sociology.org/rc52.htm>.

With best wishes
Ellen

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Carta de la Presidente del Comité RC52 de ISA

Estimados miembros y amigos del Comité de investigación RC52 de ISA, 'Sociología de los grupos profesionales':

El foro de ISA en Viena, de julio de 2016 se está acercando rápidamente. En este boletín, Helena Serra (Presidenta electa del RC52) y Tiago Correia, nuestros coordinadores de programa, les proporcionarán más detalles del programa emocionante de sesiones y sesiones conjuntas del RC52. Por favor, visite el sitio web: <http://www.isa-sociology.org/forum-2016/>. ¡Estoy esperando encontrar a muchos de ustedes pronto en Viena!

Pensando en el futuro, hemos comenzado con la planificación la Conferencia Intermedia 2017 del ISA RC52, que es organizada por Jens-Christian Smeby y se llevará a cabo del 8 al 10 junio de 2017 en Oslo: una oportunidad también para experimentar las hermosas noches del verano nórdico. ¡Por favor, agenden la fecha! Una primera llamada a contribuciones estará disponible pronto en el sitio web RC52.

Los ganadores del Premio Conferencia ISA RC52 para estudiantes de doctorado / jóvenes investigadores les proporcionarán una "pizca" de su trabajo, ¡muchas gracias! Como siempre, también encontrarán una serie de noticias y novedades en la sección de avisos.

Por favor, envíe sus anuncios para el boletín a la editora, Debby Bonnin (Debby.Bonnin@up.ac.za), hasta el 15 de noviembre de 2016.

Tengan presente, también, que el blog RC52 está disponible para el debate y avisos relacionados con el estudio de las profesiones, que es gestionado por la representante de los estudiantes de doctorado y jóvenes investigadores del RC52, Lara Maestripieri (lara.maestripieri@gmail.com).

Por favor, no olviden renovar sus membresías del ISA RC52 o convertirse en nuevos miembros para dar apoyo al RC52. Para más información ver el formulario en la parte inferior del Boletín o visite el sitio web de ISA RC52: <http://www.isa-sociology.org/rc52.htm>.

Con los mejores deseos
Ellen

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Lettre de la Présidente du RC52 de l'AIS

Chers et chères ami.e.s membres du Réseau de recherche RC52, 'Sociology of Professional Groups' de l'AIS

Le congrès de l'AIS qui se tiendra à Vienne en juillet 2016 approche vite. Dans cette Newsletter, Helena Serra (nouvelle présidente élue du RC52) et Tiago Correia, les coordinateurs du programme, vous fournissent toutes les informations sur le programme, qui s'annonce excitant, du RC52. Rendez-vous sur le site du colloque pour voir la liste des sessions et des sessions communes à d'autres réseaux de recherche—<http://www.isa-sociology.org/forum-2016/>. J'espère vous rencontrer nombreux à Vienne très prochainement !

En remerciement à nos membres et aux participants aux sessions, j'ai le plaisir d'annoncer une réception conjointe du RC52 et du RC15 mardi soir au 'Heuriger', un restaurant viennois typique. Les informations pratiques seront données à Vienne. Les places seront réservées par ordre d'inscription. Vous êtes aussi chaleureusement invités à participer au Business meeting du RC52, le 13 juillet à 16h.

Par anticipation, nous avons commencé à organiser le colloque intermédiaire 2017 du RC52, qui sera accueilli par Jens-Christian Smeby et se tiendra du 8 au 10 juin 2017 à Oslo, nous donnant ainsi une occasion exceptionnelle de profiter des magnifiques nuits nordiques de plein été. Merci de réserver la date ! Un premier appel à contributions sera bientôt disponible sur le site web du RC52.

Les gagnants du soutien aux doctorants et jeunes chercheurs du RC52 vous fournissent un avant-goût de leur travail. Un grand merci à eux ! Et vous trouverez comme toujours de nombreuses informations et actualités dans les sections de la Newsletter.

Merci d'envoyer vos annonces pour la prochaine Newsletter à son éditrice, Debby Bonnin (Debby.Bonnin@up.ac.za) avant le 15 novembre 2016.

N'oubliez pas le blog du RC52, disponible pour les débats et les annonces concernant l'étude des professions, et géré par Lara Maestriperi qui est représentante des doctorants et jeunes chercheurs du RC52 (lara.maestriperi@gmail.com).

N'oubliez pas non plus de renouveler ou de prendre votre cotisation au RC52, en sorte de soutenir le réseau par votre adhésion. Vous trouverez les informations nécessaires à la fin de la newsletter et sur le site du RC52: <http://www.isa-sociology.org/rc52.htm>.

Bien amicalement
Ellen

*Translated by
Florent Champy
Board member of RC52*



Third ISA Forum of Sociology Vienna, Austria (10-14 July 2016)

The Futures We Want: Global Sociology and the Struggles for a Better World

RC52 will meet at the Third ISA Forum of Sociology in Vienna, Austria, 10-14 July 2016. The theme of this Forum is *“The Futures We Want: Global Sociology and the Struggles for a Better World”*.

The Final Programme is available online (<https://isaconf.confex.com/isaconf/forum2016/webprogram/programs.html>). RC52 has 17 sessions comprising 81 oral presentations and 43 distributed papers. RC52 is hosting three joint sessions; two are with RC17 (Sociology of Organizations) and one with RC15 (Sociology of Health). RC52 is participating as the secondary RC in two other joint sessions, one with RC30 (Sociology of Work) and one with RC15 (Sociology of Health).

There is an invited session with research contributions from Southern Europe and Latin America – this forms part of the broader RC52 programme *‘A Step Forward in Global Dialogue’*.

Please don't forget the **RC52 Business Meeting** - save the date: **Wednesday, 13 July 2016: 16:00-17:30** - Location: Hörsaal 17 (Juridicum). Every welcome!!



The programme includes an invited session (Sunday 10 July:12:30-14:00 in Hörsaal 6A P, Neues Institutsgebäude) with research contributions from participants in countries in Southern Europe and Latin America. This session is titled ***‘Challenging times across Southern Europe and Latin America: policies, publics and professions policies, publics and professions’*** The invited speakers and papers are:

Restructuring Public Sector and Social Intervention – the New Ways of Welfare Management Transforming Social Professions. Europe and Latin America in a Comparative Perspective (Susana Penalva, Argentina).

New Professions in a Global World: Knowledge Economy and Knowledge Workers (Javier Hermo, Argentina)

The Medical Profession Between New Limits and Values: Lessons from the Portuguese Case (Tiago Correia, Portugal).

ISA RC52 Travel Grants - Showcasing the PhD Talent

Four PhD students were awarded ISA RC52 PhD conference travel grants for the World Forum in Vienna (2016). They are:

- *Quraisha Dawood*: An Emerging Profession: Investigating the Development of Mechatronics in South Africa. South Africa.
- *Eleanor Johnson*: The Spatial Organisation of Work in Residential Homes for Older People. United Kingdom.
- *Farai Maunganidze*: Perceptions of Engineering Professionals to New Managerialism and its Implications on Work Organisation. South Africa.
- *Rosanne Oonkens*: Comparing healthcare and care professionals: Performance-based Contracting, Autonomy & Intrinsic Job Satisfaction. The Netherlands.

Each of them presents a 'small taster' of the paper they will be presenting in Vienna.

An Emerging Profession: The Development of Mechatronic Engineering in South Africa

Quraisha Dawood

The professions have perpetually arisen as a topic of contention within the sociology of professions. For the most part, debates in the literature have centred on the definition of the term 'profession.' However, only a few have concerned themselves with the question of how new professions emerge and become established. Fewer have investigated this process contextually. This predicament gives impetus to my paper, which explores how new professions emerge in South Africa, paying particular attention to mechatronic engineering. While this profession is relatively young across the globe, it is only just being introduced in South Africa, which allows for a novel insight into the subject of emergence. Based on 50 in-depth interviews around the country and documentary data, the paper interrogates the question of emergence in two ways. Firstly, it explores what constitutes this profession as 'new.' within this section, the authors will argue that mechatronics is indeed novel and necessary to the formerly rigid parameters of engineering. Secondly, the paper focuses on the actual emergence of the profession. Within this section, the authors will argue that emergence is a 'push-pull struggle' between old and new, rather than a smooth transition towards legitimisation as previous models of emergence in the literature suggest. This section will then highlight the three structures which support the emergence of the new profession. These include tertiary institutions, regulatory bodies and sponsors. In doing so, it will take into account factors such as culture and cultural mandates which contextualise the emergence of a new profession. This paper offers valuable insight into an area of the professions which has been largely neglected and provides a basis for contextually poignant questions into the emergence of new, necessary professions.

Background and contribution to the literature

New technology has created new professions. As authors (Castells, 1996; Brown et al, 2002; Habib, 2006) note, the rise of these professions are imperative, not only for the up-scaling of skills within companies, but also for a competitive advantage in the global economy. While the literature is quick to herald these professions as new, only a few authors (Nelsen and Barley, 1997, Krejsler, 2005; Sherman, 2010) have explored the actual process of how these professions emerge and develop themselves into established occupations.

I note here that it is significant to take into account two arenas of literature – the first on professions and the second on mechatronics as an example of a new profession. Three key

debates arise from the literature surrounding the emergence of professions. Firstly, authors (Form, 1987; Nelsen and Barley, 1997: 621; Muzio et al 2008) concern themselves with the question of whether new professions imply the demise of older ones. Within this debate, it becomes clear that technology plays a vital role in the emergence of new professions. However, the extent of its role is never truly distinguished. Secondly, the literature suggests how emerging professions may gain legitimate professional status, not only through qualification, but social approval (Sherman, 2010). These concepts speak to Functionalist terms of cultural mandates and the Neo-Weberian framework of social closure and control (Krejsler, 2005). While it is apparent that new professions employ strategies for legitimacy in order to establish themselves, these are not clearly pointed out. Thirdly, authors assert that maintaining this professional status is equally important (Macdonald and Ritzer, 1984, Krejsler, 2005,). Boundaries around expert knowledge and the protection of this knowledge from professionals in adjacent fields arises as a key tenet of interaction between professionals (Macdonald and Ritzer, 1984). However, there has been no exploration of the way engineers or mechatronic engineers/ technicians interact with each other in relation to their job titles, remuneration or gendered roles. In agreement with Saks (2012), understanding what comprises a 'profession' is a necessary exercise, which needs contemporary investigation. It also cannot be ignored that since the 1960's (Wilensky, 1964; Hall, 1968, Montgomery and Oliver, 2007) there have been a few models which attempt to illustrate how professions emerge, these are linear and rigid, void of contextual factors such as social media, resistance to new professions and cultural mandates. Similarly, the literature on mechatronic engineering is sparse.

While literature on mechatronics seems to only discuss what makes mechatronics a new profession the occupation of mechatronics engineer/ technician has not been investigated in terms of how it is developing itself as a profession. Despite this, the literature, however, does point to three poignant arguments. Firstly, there are growing concerns around the definition of mechatronics. Secondly, the scope or boundaries of mechatronics are difficult to define. Some authors (Habib, 2006) suggest there is a global discrepancy in what it means to be a mechatronics engineer/technician due to skewed technological progression. In addition, South African literature often places mechatronics training under the umbrella term 'engineering.' Still, there seems to be no real insight into the skills or training needed for a mechatronics engineer/technician specifically, or its journey towards legitimacy.

In investigating these oversights, I intend to provide fresh insight into this new profession. I will argue that mechatronics is new and necessary as a profession in the South African context and secondly, that emergence of a profession is rather a 'struggle' for legitimacy and not a smooth linear transition as earlier models suggest. Rather, there are factors which threaten to hamper the progress of the new profession and those which push it forward towards legitimacy. The contribution of this paper to literature on professions will be two fold. Firstly, it will provide a new, contextual perspective on the discussions on mechatronics. Secondly, it will expand the literature on the sociology of professions by using mechatronics as an example of how the concepts of technology, strategies of legitimacy, and boundaries of knowledge interact, in developing a new profession showing that emergence is ultimately a 'struggle' for legitimacy rather than a linear, methodical transition.

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Moral Care: The Spatial Organisation of Work in Residential Homes for Older People

Eleanor K. Johnson

Health and social care environments are places where people, objects, technologies, and talk intersect and interact, that is, they are sites of both material and discursive construction. However, the manner in which mundane material culture – architecture, space, objects – impacts upon the everyday practices, experiences, and interactions of those working, visiting, or living in these settings remains underexplored. Drawing upon an ethnographic study of two residential care homes for older people located in the South of England, as well as ideas from the sociology of work and social theory, this paper answers recent calls in the sociology of health and medicine (e.g. Martin et al. 2015) to focus on the materiality, or the ‘objects and things’ (van Hout et al. 2015), of care work. This paper examines the impact which the organisation of work by professionals in two residential care homes for older people has upon the quality of care-giving. More specifically, the paper considers how the use of space in these two homes produces different types of care. It has been proposed that the privatisation of residential care for older people in the United Kingdom has resulted in a dualistic market (Forder and Allan 2011). Here, residential homes at the lower end of the market drive down costs in order to attract local authority purchasers of care. Residential homes at the higher end of the market, on the other hand, attempt to compete on quality, tailoring their services to meet the needs and demands of older people who purchase their own care.

This paper examines one way in which this divergence in the costing of care has altered the manner in which care work is carried out by professionals – namely, the symbolic use of space. In doing so, the paper seeks to establish one novel way of examining the quality of care in residential homes and points towards measures which can be taken to ensure that the quality of care can be upheld. The research on which his paper is based is informed by the following key questions:

1. How is care organised in a high-cost and a low-cost care home?
2. What are the motivations and experiences of care workers in these homes?
3. What is the relationship between the commodification of care and the morality of care?

The crux of the paper presented at the ISA focuses upon the first question posed by this research. This will be done by drawing upon eight hundred hours of covert, participant observation undertaken in two residential homes (one high-cost and one low-cost) and thirty in-depth semi-structured interviews conducted with care workers in the UK. Data collection took place over the course of two years whilst the researcher was employed as a care worker. The two homes were chosen based on their operation at distinct ends of the care home market. In this paper, I focus predominantly on how building design, the placement of objects and things, and

spaciousness can either facilitate or impede how care is performed by professionals in each home.

The research found that the distinct layout of the two homes resulted in a difference in the manner in which space was negotiated during the carrying out of care tasks. In the higher cost home, the use of space took a symbolic form. Using Mary Douglas' (1966) work on 'matter out of place', this paper explores how care workers in the high-cost home enforced strict boundaries concerning the management of personal care activities and their resulting waste products. In the low-cost residential home, on the other hand, little was done to establish boundaries between 'clean' and 'dirty' matter. In addition, distinct tasks – such as toileting and serving food – were carried out in succession without symbolic or hygienic work being undertaken. The paper explores the ethical implications surrounding the presence or absence of this symbolic boundary maintenance. Here, I consider how the preservation of boundaries concerning the older person may allow for their dignity, privacy, and respect to be upheld and how the systematic disregard of such boundaries causes these rights to be undermined. These findings can be understood by bringing into play Durkheim's (1898 [1969]) concept of 'moral individualism', an attitude which is characterised by respect for the boundary which protects and sacralises the individual. The concept of moral individualism allows us to consider how the boundary work being undertaken by care workers in each residential home maintains or undercuts not only hygiene standards but also more immeasurable virtues – dignity, respect, privacy – which are vital to the care of older people.

In short, this paper captures how both physical space and mundane materials – aligned with social practices – are important for the everyday work of care professionals, as well as how the spatial organisation of care work in residential homes becomes imbued (or not) with symbolic meanings. By showing how material artefacts reproduce values, knowledge, and power, this paper contributes to a small but growing body of work on the role of materiality in care settings. What is more, it establishes how pricing and funding differentials have a bearing on whether symbolic meanings are established and/or upheld. The consequence of this is a deeply inequitable care sector where low-cost care comes at an ultimate moral price.

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Taylorisation of Professional Work: A case of Zimbabwean Engineers

Farai Maunganidze

It is interesting to note how classical theories such as the scientific management by F.W Taylor have been extended to incorporate what is obtaining in contemporary organisations and businesses. In its original sense, scientific management focused on shop floor, unskilled workers but as it emerged in my study, the theory has been extended to encompass engineers, who for long have not been prone to strict management and supervision, thus new managerialism.

Scientific Management

The essence of scientific management is on improving management as a means of increasing productivity. Taylor believed in the 'one best way' of doing a task and this was imposed on the workers by management. This imposition brings out the aspect of a clear division of work and responsibility between managers and workers. One can therefore notice that scientific management principles are premised on the notion of capitalism, the adaptation of labour to meet the needs of capital (Mullins 2011). The emphasis is on management control. Scientific management is hinged upon the idea that management should control workers, not only by giving orders and maintenance of discipline, but also by taking from them any decisions about the manner in which their work is carried out. This implies loss of autonomy on the part of workers, in this case, professional engineers. By dictating precise stages and methods for each and every aspect of work, management would gain control of the actual process of work. Braveman as cited in Mullins (2011) identified this process as de-skilling of work, an employer's strategy to control labour.

Organisations and new managerialism

During the "golden age"¹ of professionalism, a significant number of professionals such as engineers were self-employed entrepreneurs. Contrary to this, in contemporary times, most professionals are employed by relatively large, complex organisations such as professional service firms, hospitals, corporations or government agencies.

'New managerialism' is a relatively new term in the business circles. The term commonly refers to practices in the private sector where a powerful management body is imposed and it overrides professional knowledge and skills possessed by professionals. The idea is to keep discipline under tight control as well as making sure organisational goals and values override all other factors that may act to the contrary in one way or the other. New managerialism is argued to be driven by the need to ensure efficiency, external accountability and monitoring as well as an emphasis on high standards of performance (Powell 2002).

Some scholars (Brock 1999; Raelin 1986; Pollitt 1993) now believe that the professional service sector has evolved from being characterised by professionalism and partnership to a situation whereby the dominant force is that of managed professional business. The need to change has been necessitated by new corporate priorities such as commercial focus, client service and efficiency (Anderson-Gough 2000; Grey 1998). To support this notion, Noordegraaf (2011) argued that although professionals belong to occupational fields, they now increasingly belong to organisations as many of them work within organisations. According to Noordegraaf (2011), occupational and organisational principles usually conflict and since professionals ply their trade in organisations, they are usually confronted with a situation where they have to operate according to the dictates of the organisation or risk expulsion. By so doing, professionals have gradually lost their autonomy and are now subject to organisational management. Therefore, from an organisational perspective, engineers require realigning and reshaping of their identities and experiences in order to accomplish organisational goals and demands. This contemporary arrangement between professionals and management clearly resembles the notion of scientific management.

As noted by Evetts (2006), professions and professionalism as concepts are continually being applied in contemporary organisations. However, the fundamental building blocks of professional practice such as trust, competence and discretion which have traditionally been deemed necessary are continually being challenged, changed and/or regulated in one way or the other owing to the changing nature in such areas as the business environment, legal environment and competition.

Related to the notions of new managerialism and scientific management is the aspect of two forms of professionalism, namely organisational professionalism and occupational professionalism (Evetts 2006). Organisational professionalism as it relates closely to Taylorism,

¹ According to Gorman and Sandefur (2011), a period in relation to the mid-20th century

reflects control which is continually being used by managers in work organisations. This type of professionalism entails rational legal forms of authority, and a hierarchical structure of authority and decision making. Work procedures should be standardised and managerial control is the major distinguishing characteristic of this version of professionalism. In contrast, occupational professionalism is concerned with collegial authority. It emphasises relations of practitioner trust, both to customers as well as to employers. Its building blocks are autonomy and discretionary judgement. It depends on lengthy periods of education, strong occupational identities and work cultures. This type of professionalism tallies with the earlier on mentioned 'golden age' of professionals.

Taylorisation of the Engineering Profession

As an engineer himself, Taylor could have never thought that his scientific management theory would at some point in time be extended to his fellow colleagues in the profession. That which he proposed for shopfloor, unskilled workers is now being practiced on professional engineers. It is evident from my study that engineers have been gradually losing their professional autonomy to managers and just like when this concept was introduced; engineers are negatively reacting to it.

The changing nature of the engineering profession in Zimbabwe presents a contemporary paradox which needs to be clarified and understood, not only by researchers, but by human resources practitioners and sociology of work experts as well. In the current era of the Taylorisation of the engineering profession under the guise of new managerialism, engineers should be managed just like any other employee in an organisation. The study has noted that although scientific management has been adopted into the engineering profession, it must be applied with caution. Management must always realise that engineers possess abstract knowledge and must enjoy some level of autonomy if an organisation is to enjoy and maximise the availability of these professionals. A compromising position, a win-win scenario must be reached between the engineers and management.

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Does Performance-based Contracting 'Work' Similarly Across Professional Groups?

Rosanne Oomkens, Trudie Knijn and Marcel Hoogenboom

To deal with increasing pressures on healthcare budgets, governments in many Western countries have been exploring new approaches to healthcare governance based on business-like public sector managerialism. One of the core aspects of this 'New Public Management' (NPM) is performance-based contracting; a tool linking "monetary or material rewards to measurable actions or achievements in relation to predetermined performance targets" (Eichler & Levine, 2009: 6). With performance-based contracting, control of purchasers of care-

providing organizations, and subsequently professional work, is arranged through monitoring, performance measurement and evaluation. In various countries performance-based contracting is regarded as a solution for the ongoing challenges of the healthcare sector, including the significant cost increases.

The compatibility of NPM instruments – including performance-based contracting – with professionalism is controversial though, as some scholars point to a “de-professionalization” process that would be caused by NPM (Freidson, 2001; McLaughlin, Osborne & Ferlie, 2002); the market-based logic and business-like values rooted in NPM approaches alter professional work and eventually reduce professionals’ individual autonomy. Others have argued that certain particularly powerful and well-organized professions have been able to co-shape the introduction of NPM principles and retain high levels of individual autonomy (e.g. Muzio & Ackroyd, 2005; Ackroyd, Kirkpatrick & Walker, 2007; Christensen & Lægheid, 2009). This seems to suggest that the relationship between NPM and professional work “works” differently for distinct professional groups, depending on their ability to influence the introduction of NPM principles.

In existing studies on the NPM-professionalism relationship, the role of managers as “policy developers” is often neglected. Yet, it can be assumed that managers play an important role in the relationship between NPM and professionalism, as managerial styles may shape policy implementation. Several studies found that the role of managers determines how instruments related to performance-based contracting, such as performance targets, are implemented in organizations (e.g. McDonald & Harrison, 2004). However, there are reasons to assume that the position of managers also varies across institutional settings, therefore their role in the relationship between performance-based contracting and professional work may be different across (health)care sectors. For example, Ackroyd, Kirkpatrick and Walker (2007) found that in domains of public services dominated by “organized professions” (p. 9), including health care, managers are likely to be drawn from the ranks of the professions, making it likely that professionals’ control will be maintained instead of being fundamentally challenged.

Most studies on the relationship between NPM and professional work are qualitative in nature and/or focus on a single professional group. The lack of empirical research in which multiple professional groups are compared (cf. Bejerot & Hasselbladh, 2011) makes it difficult to find out if the strength of the relationship between NPM and professional work, and the role of managers herein, varies across professional groups. It is unclear whether professionals working in distinct institutional settings are confronted with and affected by NPM principles to the same extent. There are reasons to assume that the relationships between NPM, or performance-based contracting more specifically, and professional work may be contingent on the institutional position in which professions operate. The institutional arrangements that are in place shape new policy trajectories that are developed and implemented. Hence, in order to improve our understanding of the relationship between policy reforms and professional work it is worthwhile to consider the “origins and character of the institutions” at which reforms are directed considered (Ackroyd, Kirkpatrick & Walker, 2007: 12).

In our paper “Comparing Healthcare & Care Professions: Relating Performance-based Contracting, Managers & Autonomy” – to be presented at the ISA conference 2016 in Vienna (RC52) – an approach is used where degrees of professionalism reflect professions’ distinct institutional position in terms of level of corporate autonomy and specific work setting. It is assumed that degree of professionalism *moderates* the relationships between NPM and professional work, i.e. that the degree of professionalism affects the strength of the relationships between perceived management support, performance-based contracting, and perceived individual autonomy. Path analysis, including bootstrapping, was used to test this theoretical model and enables us to test the moderated-mediation model including the hypothesized direct and indirect relationships simultaneously. With this paper, we contribute to the debate on performance-based contracting and professionalism by investigating how three professional groups in Dutch hospital care and home care – medical specialists, hospital nurses and home helps – are confronted with and affected by performance-based contracting. These professional

groups that are studied are characterized by different degrees of professionalism that reflect the variation in the institutional position of these professions.

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We would like to encourage the grantees to announce their PhD publications and/or conference papers via the **ISA RC52 Blog** (see more information in this Newsletter, or contact Lara Maestriperi). It is also possible to make links to full papers and publications (if no copyrighted material) available on the blog.

NOTICES

Opening a dialogue: The professions in world perspective

STRENGTHENING A GLOBAL DIALOGUE IN THE PROFESSIONS

During the *Forum in Vienna*, RC52 participates in a semi-plenary with a contribution 'Professions, governance and citizenship through the global looking glass'. This is related to an initiative by Ellen Kuhlmann, Tuba Agartan, Debby Bonnin, Tiago Correia, Javier Pablo Hermo, Elena Iarskaia-Smirnova, Monika Lengauer, Emmanuele Pavolini, Shaun Ruggunan and Virenda P. Singh to strengthen a global approach within the study of professions (12 July 2016, 17.45-19.15).

Abstract: The state-professions relationship and the role of professionalism as facilitator of public sector services are key issues of the professions studies. Currently, these relationships face a number of fundamental transformations (1) state regulation expands towards 'governance' with plural actors and market logics; (2) globalization and new economies add new forms of 'state' and 'citizenship'; and (3) austerity politics curb prospering markets and public funding for professional services. This paper maps the (re-)making of the bonds between professions, governance and citizens in international perspective using thematic analysis of published case study material gathered in Arab countries, Argentine, India, Italy, Portugal, Russia, South Africa and Turkey. In the Arab countries, universal approaches to professionalism are used strategically to build a professional field and expertise, while mature mechanisms of public control and state support are lacking. Russian and Turkey show strong centralized, hierarchical state interventions to constrain professional self-governance coupled with increasing involvement of professionals in management that may target professions-users relationships. In Argentine, India, South Africa globalisation and a self-governing professional model may promote the building of new professional fields, but create different opportunities towards inclusive professionalism and equality. Italy and Portugal respond with a mix of inclusive strategies (involving professionals in organising/managing public services), market-based incentives and interventionist states to control the behaviour of professionals. In summary, the findings reveal an increasing relevance of professionals in governance arrangements, while the local type of governance and the mechanisms of public control shape professional development and emergent forms of professionalism. Studying professions in global comparative perspective contributes to better understanding transformations in public sector policy and services.

A Panel 'Challenging Times Across Southern Europe and Latin America: Policies, Publics and Professions' organised by Helena Serra (Sunday, 10 July 2016) contributes to the

development of international/global perspectives through making connections between Latin American and Southern European research into the professions.

If you are interested to contribute to the efforts of strengthening a global dialogue, please contact Ellen Kuhlmann or Helena Serra and/or the Country Representatives of ISA RC52; please see the list of Board members and Associated Members at: <http://www.isa-sociology.org/rc52.htm>

Noticias desde América Latina

Javier Hermo, Buenos Aires University, Argentina

Congreso de ALAS

Se realizó en San José, Costa Rica, el XXX Congreso de la Asociación Latinoamericana de Sociología, (ALAS) “Pueblos en movimiento: un nuevo diálogo en las ciencias sociales”.

Con la presencia de más de 3500 colegas de toda la región, se produjo una importante reunión de este foro, que es la asociación continental miembro de ISA, del 29 de noviembre al 4 de diciembre del 2015.

Hay 32 Grupos de Trabajo (que equivalen a los RC de ISA), entre los que se cuentan el GT 17 – Reestructuración Productiva, Trabajo y Dominación Social y el GT 31 – Universidad Latinoamericana: Interpelaciones y Desafíos, en el marco de los cuales se desarrollaron sesiones ligadas a la sociología del trabajo y las profesiones. Las ponencias y otros datos del evento pueden consultarse en <http://congresoalas2015costarica.ac.cr>

El próximo congreso de ALAS se realizará en Montevideo, Uruguay, del 3 al 8 de diciembre de 2017. Más información y fechas límite pueden verse en el sitio web: <http://sociologia-alas.org/2016/04/18/convocatoria-xxxi-congreso-alas-uruguay-2017/>

Congreso de ALAST

Se realizará en Buenos Aires, Argentina, el VIII Congreso de la Asociación Latinoamericana de Estudios del Trabajo (ALAST), del 3 al 4 de agosto de 2016 en la sede de la Facultad de Ciencias Económicas de la Universidad de Buenos Aires. Hay allí varios ejes temáticos ligados con la sociología de las profesiones. Para más información, visite: <http://alast.info/>

Asociación Argentina de Sociología (AAAS)

La AAAS (<http://www.aasociologia.org.ar/>) es una asociación de carácter nacional, que es miembro colectivo de ALAS e ISA. Ha realizado su Primer Congreso en Resistencia, Chaco, del 29 al 31 de octubre de 2014 y realizará su segundo congreso en Villa María, Córdoba, del 6 al 8 de junio de 2016.

En el marco del GT 10: Estudios sociales sobre el trabajo, hay varias mesas en las que se abordan temas relativos al trabajo y las profesiones. Para más información, visite: <http://2congresoaaasunvm.blogspot.com.ar/>

News from Latin America

Javier Hermo, Buenos Aires University, Argentina

ALAS Congress

The *XXX Congress of the Latin American Association of Sociology (ALAS) "Peoples in movement: a new dialogue in the social sciences"*, was held in San José, Costa Rica. With the presence of more than 3,500 colleagues of the region, there was an important meeting of this forum, which is the continental Association member of ISA, from November 29 to December 4, 2015. There are 32 working groups (GT - equivalent to the ISA RC), which include the GT 17 – ‘Productive Restructuring, Work and Social Domination’ and the GT 31 – ‘Latin American University: Questions and Challenges’ both of these GT’s developed sessions related to the sociology of work and professions.

Full papers and further details of the event can be found at

<http://congresoalas2015costarica.ac.cr>

The next Congress of ALAS will take place in Montevideo, Uruguay, 3-8 December 2017. More information and deadlines are shown in the web site:

<http://sociologia-alas.org/2016/04/18/convocatoria-xxxi-congreso-alas-uruguay-2017/>

Congress of ALAST

The *VIII Congress of the Association Latin American Studies of Labour (ALAST)*, will be held in Buenos Aires, Argentina, 3-4 August, 2016 at the headquarters of the Faculty of Economic Sciences of the University of Buenos Aires. There are several themes related to the sociology of the professions. For more information, visit: <http://alast.info/>

Argentinean Association of Sociology (AAAS)

The AAAS (<http://www.aasociologia.org.ar/>) is a national association, which is affiliated to ALAS and ISA. It held its first Congress in Resistencia, Chaco, from 29-31 October 2014 and its second Congress will be in Villa María, Córdoba, on 6-8 June 2016. Within the framework of the GT 10: ‘Social studies on Labour’, are several sessions with relevance to work and professions. For more information, visit:

<http://2congresoaaasunvm.blogspot.com.ar/>



African Network

Debby Bonnin, University of Pretoria, South Africa

A further call to those working in the area of work and professions based on the African continent or researching any aspect of the professions in Africa. We are wanting to start a network

The idea is to share experiences and work with the intention of putting together a database of researchers/academics. If you are such a researcher please do send your contact details to Debby Bonnin debby.bonnin@up.ac.za . We would particularly encourage post-graduate students researching in this area to get in touch. Please share this message widely to anyone who you think might be interested. We would like to grow our research network as widely as possible.

Forthcoming Conferences



9TH INTERIM MEETING **ESA RN19**
SOCIOLOGY OF PROFESSIONS
UNIVERSITY OF AVEIRO, PORTUGAL
08-10 SEPTEMBER 2016

The next Interim Meeting of **ESA RN19** will take place from 8 - 10 September 2016 and will be hosted by the University of Aveiro, in Aveiro, Portugal. The theme of the 2016 Interim Meeting is: “**PROFESSIONS, KNOWLEDGE AND ORGANISATIONS**”.

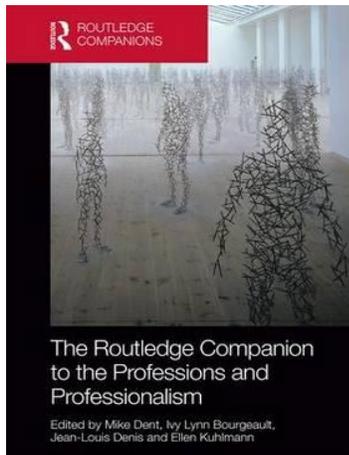
The keynote speaker will be **Magali Larson**. Very high quality contributions have been received and it promises to be a stimulating conference!

REGISTRATION IS NOW OPEN! Early bird registration will end on 6 June and all registrations close on 31 August – no registrations will be accepted after that date. The Preliminary Program is now available.

For further information please visit: <http://www.esarn19.org/pg68> Preliminary Program



Recent and Forthcoming Publications

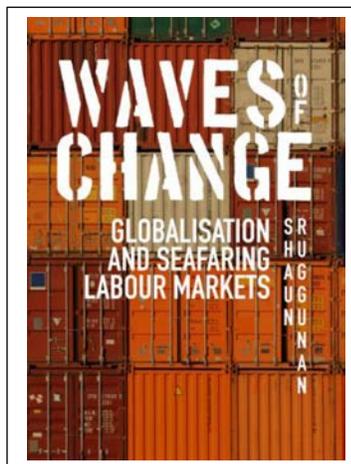


The Routledge Companion to the Professions and Professionalism is a state-of-the-art reference work which maps out the current developments and debates around the sociology of the professions, and how they relate to management and organizations. Supported by an international contributor team specializing in the disciplines of organizational studies and sociology, the collection provides extensive coverage of this field of research. It brings together the core concepts and issues, and has chapters on all the key aspects of professions in both the public and private sectors, including issues of governance and regulation. The volume closes with a set of international case studies which provide valuable practical insights into the subject. This Companion will be an

indispensable reference source for students, scholars and educators within the social sciences, especially within management, organizational studies and sociology. It will also be highly relevant for those working and studying in the area of professional education.

For a full list of Contents and further information, please visit the Publisher's website:
<https://www.routledge.com/The-Routledge-Companion-to-the-Professions-and-Professionalism/Dent-Bourgeault-Denis-Kuhlmann/p/book/9781138018891>

Ruggunan, S (2016) **Waves of Change. Globalisation and seafaring labour markets**, Pretoria, HSRC Press.
<https://www.facebook.com/WOCbook/>



Over 90 per cent of the goods we use – from our smartphones to the fuel in our cars – are transported by ships. The cargo shipping industry is the most globalised industry in the world, yet we know very little about the context in which these ships operate or the ways in which seafaring labour is organised.

Drawing on evidence from South Africa and the Philippines, *Waves of Change* provides a political economy account of one the most global of all professions, seafaring. It allows us to understand how processes of globalisation unfold and impact on global occupations such as seafaring.

This account allows us insight into the ways in which global occupations become regulated and the complexities of the global regulation of professions. The book further examines the tensions amongst labour market institutions of the state, capital and labour to provide a political economy approach to understanding the regulation and tensions inherent in the formation of global professions and occupations.

It is an important contribution to a political economy approach to the sociology of professions.

Medicine and management in European public hospitals,

A Special Issue of BMC Health Services Research, 16 Suppl. 2, edited by Ian Kirkpatrick, Ellen Kuhlmann, Kathy Hartley, Mike Dent and Federico Lega.

This Special Issue is related to a previous EU networking project (FP7 COST action IS0903) on Medicine and Management. It comprises ten articles, which are available Open Access at:

<https://bmchealthservres.biomedcentral.com/articles/supplements/volume-16-supplement-2>

Chamberlain, J.M. (2015) Medical regulation, fitness to practice and revalidation A critical introduction. Policy Press.

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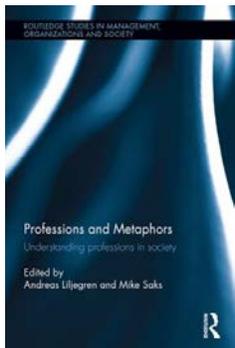
Brock, D. and Saks, M. (2016) 'Professions and management in Europe', European Management Journal 34(1): 1-6.

Kuhlmann, E., Batenburg, R. and Dussault, G. (2016) 'Where health workforce research meets health services management', Health Services Management Research, 29 (1-2), 21-24;

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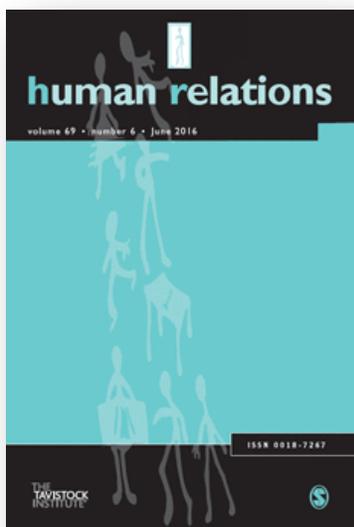
Pavolini, E. and Kuhlmann, E. (2016) 'Health workforce development in Europe: a matrix for comparing trajectories of change in the professions', Health Policy, <http://dx.doi.org/10.1016/j.healthpol.2016.03.002>

Saks, M. (2016) 'Review of theories of professions, organizations and society: Neo-Weberianism, neo-institutionalism and eclecticism', Journal of Professions and Organization 3(2).



FORTHCOMING: Liljegrén, A. and Saks, M. (eds) (2016) Professions and Metaphors: Understanding Professions in Society. Abingdon: Routledge.

Professions and Metaphors: Understanding Professions in Society explores the way that two traditions have contributed to our understanding of both theory and society over recent decades. In the first tradition, the growing literature on metaphors has helped to guide thinking, providing insights into such phenomena as the study of organizations. In the second, there has been an increased interest in professions, from lawyers and university academics to doctors and social workers.



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SPECIAL ISSUE CALL FOR PAPERS

Inserting professionals and professional organizations in studies of wrongdoing: The nature, antecedents, and consequences of professional misconduct

Guest Editors:

Claudia Gabbioneta (University of Newcastle, UK, claudia.gabbioneta@ncl.ac.uk)

James Faulconbridge (Lancaster University Management School, UK, j.faulconbridge@lancaster.ac.uk)

Graeme Currie (Warwick Business School, UK, Graeme.Currie@wbs.ac.uk)

Ronit Dinovitzer (University of Toronto, Canada, ronit.dinovitzer@utoronto.ca)

Daniel Muzio (University of Newcastle, UK, daniel.muzio@ncl.ac.uk)

Fuelled by recent and historical scandals, there has been long standing and growing interest in corruption and wrongdoing (Palmer et al., 2016). Whilst it is well established that corruption is a collective rather than an individual endeavour, requiring the complicity if not contribution from a multiplicity of actors, relatively little attention has been paid to the role played by different actors in these broader ecologies of wrongdoing (Muzio et al., 2016). Some particularly important and under-researched actors are the professions and their organizations. Indeed, to paraphrase Mitchell and Sikka (2011: 8), scratch the

surface of any major case of wrongdoing and you will find the invisible hands of several professional occupations and organizations. This special issue intends to fill this void by inserting professionals and professional organizations in studies of wrongdoing.

Our general interest in professional misconduct can be articulated around three main research themes: (1) The nature of professional misconduct, (2) Explanations for professional misconduct, and (3) Consequences of professional misconduct. These themes are only indicative and we are open to a range of contributions which extend our knowledge of professional misconduct and its nature, antecedents and consequences. Papers may take varying methodologies and approaches: conceptual, theory building, meta-analytical, and empirical. Recognizing the multi-disciplinary character of this area, submissions may draw on a wider range of disciplines such as accountancy, business ethics, economics, healthcare, management, psychology, sociology and socio-legal studies. Indeed one of the aims of the special issue is to foster and consolidate debates across multiple disciplines relevant to the study of professional misconduct. Given the extremely fluid state of the field, we are also keen to consider speculative and thinking pieces.

The guest editors of this special issue would be happy to be contacted directly with queries relating to potential submissions:

Please refer to the full Call for Papers here:

http://www.tav institute.org/humanrelations/special_issues/Professional%20misconduct.html

Submission deadline: 30 April 2017 (submissions will not be considered before 1 April 2017)

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P & PROFESSIONS PROFESSIONALISM

The latest issue Vol 6, No 1 (2016) is out now:

Editorial

Jens-Christian Smeby: [Editorial: five volumes published](#)

Articles

Stan Lester: [The Development of Self-Regulation in Four UK Professional Communities](#)

Monika Reime: [Discourses in Residential Child Care and Possibilities for Evidence-Based Practice](#)

Marie Østergaard Møller: [“She isn’t Someone I Associate with Pension”—a Vignette Study of Professional Reasoning](#)

Lars Emil Fagernes Johannessen: [How Triage Nurses Use Discretion: a Literature Review](#)

Karolina Åsa Parding & Anna Berg-Jansson: [Teachers’ Working Conditions Amid Swedish School Choice Reform: Avenues for Further Research](#)

Article Prize

The [American Board of Internal Medicine](#) has awarded the top annual professionalism article prize to Lawrence P. Casalino and Francis J. Crosson: [Physician Satisfaction and Physician Well-Being: Should Anyone Care?](#) *Professions and Professionalism* 5(1) 2015 (special issue: Professional Satisfaction and the Quality of medical care).

Call for Papers

The Journal invites research-based empirical, theoretical or synoptic articles focusing on traditional professions as well as other knowledge based occupational groups approached from any perspective or discipline for subsequent issues. Only original articles in English are accepted for publication. The review process of manuscripts will be done by three referees whose field of expertise is pertinent to the subject area.

For further information, registration with the journal, downloading and submission of articles access: www.professionsandprofessionalism.com

Jens-Christian Smeby, Editor

E-mail: Jens-Christian.Smeby@hioa.no

ISA RC52 Blog

The ISA RC52 blog researchcommittee52.wordpress.com has been available online for the past two years and provides a space where all those interested in professions can participate and put a step forward in the debate about professions.

PhD students and early career researchers are especially invited to participate, but the blog is open to everybody who is interested in the sociology of professions. It welcomes notices (max 1000 words) about professions in Europe and in the world, in which RC52 members and non-members can present their recent work in the field of sociology of professions and/or exchange of research findings. There are three main sections:

- **Conferences:** write about your national and international forthcoming conferences on professions
- **Publications:** present your recent books about relevant topics for RC52.
- **Debates:** introduce your research, discuss 'hot spots' in the area of professions and professionalism, propose a new debate, or search for research project collaborators.

Everybody interested in participating the blog, please send a brief summary of your idea (max 150 words) to Lara Maestriperi (l.maestriperi@gmail.com), member of the ISA RC52 Executive Board and Representative of PhD students and early career researchers.

researchcommittee52.wordpress.com



Membership

We strongly encourage you to rejoin RC52 and ISA when your membership is due for renewal. Do also inform your colleagues about RC52 and ask them to join RC52 so that we can increase the strength of the group. To join the ISA please visit the ISA website and register online. The regular affiliation fees for RC52 specifically are an additional USD 40 for a 4 year period:

<https://secured.com/~f3641/formisa.htm>

Individual ISA membership is open to scholars and professionals of sociological teaching, research or practice. At present there are some 4,300 members from over 150 countries.

Benefits:

- Subscription to ISA journals *Current Sociology* and *International Sociology*.
- The Directory of Members.
- Reception of isagram, an electronic newsletter containing announcements of the forthcoming conferences, calls for papers and manuscripts, prizes and competitions.
- Access to e-bulletin, ISA on-line publication.
- Access to the Sage Full-Text Collection which includes 31 journals with more than 12,500 articles.
- 35% discount on Sage Publications books.
- Special subscription rates to journals offered by various publishers.
- A reduction in registration fees at the ISA World Congress and the ISA World Forum of Sociology.

All members may participate in the meetings of the ISA and its Research Committees, and the Working and Thematic Groups upon paying an affiliation fee.

To apply for membership, submit an

- electronic membership or renewal form
- membership form in pdf format
- or write to ISA at isa@isa-sociology.org

Change of Address

If you change your email or postal address, please do not forget to contact us by email.

Updated details should be sent to the ISA secretariat, email: isa@isa-sociology.org with a copy to ISA RC52 Treasurer/Secretary Jens-Christian Smeby, email: Jens-Christian.Smeby@hioa.no.

