Aren’t knowledge workers safe from any work citizenship deficit? 
The case of project based work environments

Marie-Josée Legault, Téluq, CRIMT, GRAND
Johanna Weststar, Western University, CRIMT, GRAND
Contemporary notion of citizenship at work

- Closely tied to democracy:
  - Political citizenship (electoral democracy, right to vote)
  - Social citizenship (access to essential resources: health, education, job market)
  - Economic citizenship (government insurance plans against various loss-of-income risks)
Contemporary notion of citizenship at work

- Institutionalized practices
- That allow governments to exercise State power from the public sphere
- To shape and regulate markets and communities – including workplaces - in the private sphere
First notion of *industrial* citizenship

- Recourses against arbitrary decisions regarding their work and working conditions

- Protect against economic insecurity and the risks of losing income;

- Participate in the local regulation of labour

- Broader social regulation of work
As a consequence...

- Most of the literature: workplace citizenship deficit for those at the margins
- Focus on migrant workers, casual workforces, low paid precarious employment
- Suggest the strong position of knowledge workers
What about the knowledge workers?

- Focus on the project-based, non-unionised knowledge workers of the private sector
- Uncertainty
- Limited budget, tight timetable, very specific product outcomes => the iron triangle of projects
Recourses against arbitrary decisions

- Major HRM decisions made without justification, without employee input
- “Voluntary but expected” unlimited and unpaid overtime and without stated criteria
- Ubiquitous client
- Individual bargaining power
Protect themselves against economic insecurity

- Highly mobile => unstable employment relationship
- Portfolio careers

- State insurance programs
- No protection through employer-based plans
- Protection against risks varies hugely
Participate in the local regulation of labour

- Can non-unionized workers play a stakeholder role in the regulation of work?
- Emergence of a collective ad hoc actor: is another kind of action possible?
The broader social regulation of work

- With no organizations to represent them... What can they achieve?
- Legal proceedings and class action lawsuits
- Huge citizenship deficit
First notion of *industrial citizenship*

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Bosniak ‘s (2003) categories

- Subject – Person recognized as a citizen, or who can claim citizenship status;
- Substance – Rights and obligations of citizenship
- Domain – Activities and territory within which citizenship is exercised
New subject of citizenship

Both collective and individual subjects
(*market citizenship*)
Without the collective superceding the individual.

Modes of representation that are both individual and collective, although in different proportions
Emergence of a new substance

- A **share of the added value** created by their intellectual contribution, through reputation or **merit**
- Instead of a set of identical rights for all, of system based on seniority and education credentials
- Sector-based union representation system enjoyed by many performing artists is a good example of this hybrid logic
New domain or territory

- Enterprise-based unions and other benefit systems tied to an employer or to the country where a specific body of legislation applies:
- Little relevance to workers who are highly mobile
Conclusion: gray area

- Employment relations that involve hybrid forms,
- Often combining an entrepreneurial form of risk taking specific to independent workers
- With the economic dependence of wage earners.
Conclusion (following)

- Require sector-based certification if certification is ever to be had
- Actions of international scope
- Demand for change in modes of collective action