

7/13 JANUARY 2021 INTERNATIONAL WEEK 2021 – ONLINE



Teleworks issues and challenges

SEMINAR INSTRUCTOR Diane Tremblay, Canada

PRE-REQUISITES None

SCHEDULE

Monday/Tuesday/Wednesday:
1pm to 4pm / 5pm to 8pm

LANGUAGE English

FEES 1650€



Diane TREMBLAY

Diane-Gabrielle Tremblay is a professor at the School for Administrative Sciences at the Université TELUQ (University of Quebec). She holds the Canada Research Chair on the Socio-Organizational Challenges of the Knowledge Economy (<https://www.teluq.ca/chaireecosavoir/indexeng.htm>) since 2002, which was renewed in 2009. She is also the director of a CURA (Community-University Research Alliance) on Work-life Articulation Over the Lifecourse (CURA-WAROL) (<https://spip.teluq.ca/aruc/spip.php?article2>), and a researcher at the Center for research on social innovations (CRISES) at UQAM. She was a visiting professor at the Universities of Paris 1-Sorbonne, Lille 1, Angers, Toulouse II, Aix-Marseille, Liège (Belgium), Louvain-la-Neuve (Belgium), Hanoi (Vietnam), as well as the European School of

Management, IAE Lille, and iaelyon School of Management.

She is also the chair of the Gender, work and family Committee of the Society for the Advancement of Socio-Economics; co-chair on the Social Time Committee of the International Association of Francophone Sociologists; member of the professional sociology committee of the International Association of Sociology; as well as president of the Association of Political Economy and co-director of the journal *Interventions économiques*.

She holds a doctorate in the economics of work and human resources from University of Paris 1 Panthéon-Sorbonne. Her current research is focused on the work-life articulation, working from home, non-fixed (nomadic) working locations, the politics of employment, the organization of work and the management of human resources, as well as innovation, industrial clusters/regional systems of innovation and local development.

Telework has gained momentum in all countries following the COVID-19 pandemic. I suggest this new course, as I have been working on this theme for 20 years, and over the last 6 months, the theme has come to the forefront as all countries suddenly developed telework from home. I have done the first scientific research on telework in Québec in 2001 (Cefrio, 2001, Tremblay, 2001, 2002). I suggest to study the concept itself and then to look at advantages and difficulties for firms and workers. I also suggest to compare various countries' practices, especially as France is rather new to telework or had not developed it much before. I will analyze the main qualities of teleworkers and telesupervisors and best practices to implement telework. We will discuss implementation and elements to be taken into account to implement a telework program, as well as the roles of various actors in the firm. On this basis, the course will develop the following objectives.

COURSE OBJECTIVES:

- Understand the variety of forms of telework
- Know the numbers on telework in various countries
- understand the possibilities, risks and challenges of telework
- Understand the advantages and obstacles for employers
- Understand the advantages and obstacles for employees
- Know how to implement a telework program
- Differentiate the practice of telework in a context of pandemic (covid 19) vs a normal context on advantages and issues

COURSE OUTLINE:

Definition of telework; number of teleworkers in various countries; who does telework (professional categories, age, gender, etc.); the advantages and obstacles for employers; the advantages and obstacles for employees; challenges of telework in the context of the pandemic; future development of telework; coworking spaces for telework; implementing telework and best practices in telework; qualities of teleworkers (autonomy, motivation...); qualities of telesupervisors (trust, management by objectives, etc.)

TARGETED SKILLS:

- Capacity to intervene on telework issues within an organization
- Capacity to develop a documented position on telework, its issues, risks, advantages and obstacles or difficulties

MORE INFORMATIONS:

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