

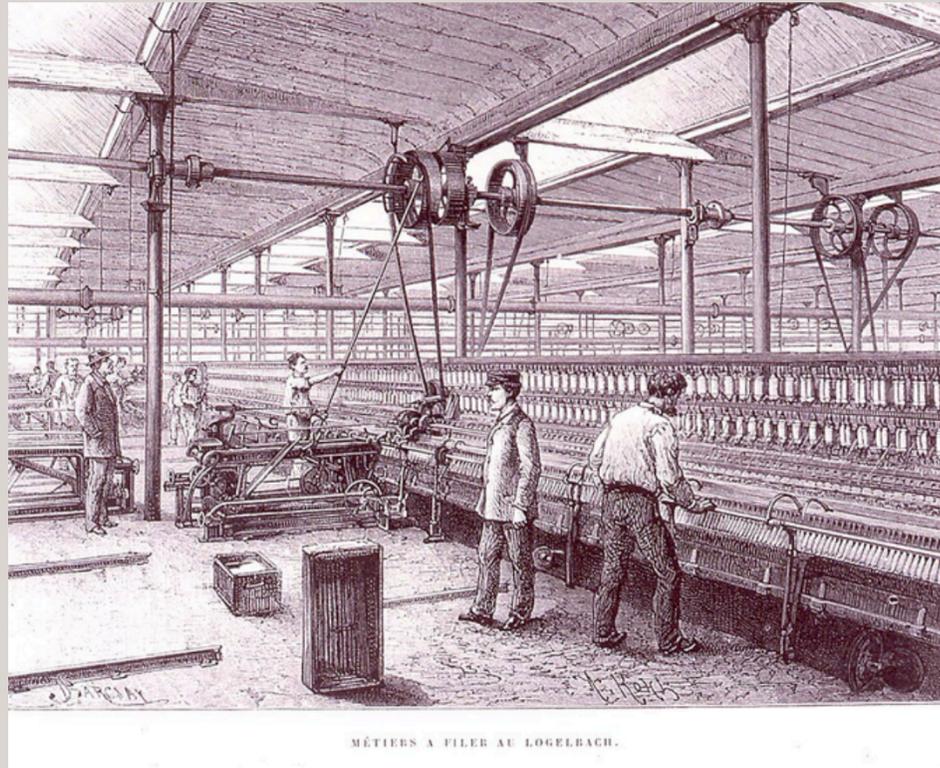
KARL MARX :

IS WORK STILL ALIENATED IN FRANCE TODAY?

Hugo de Retz

GPA03

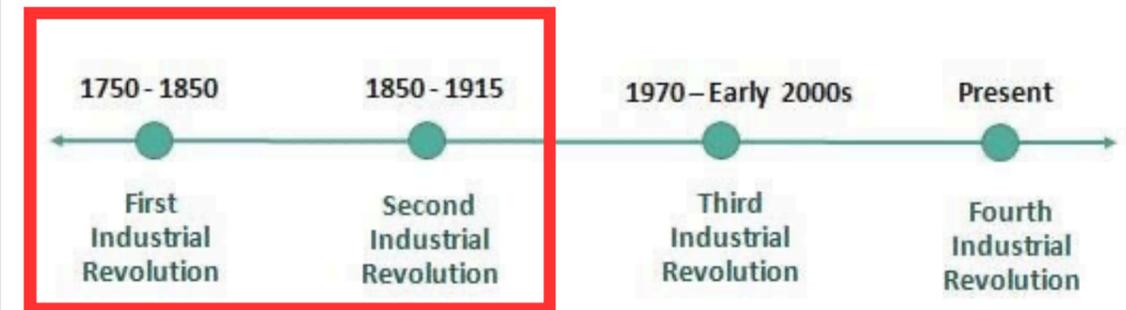
INTRODUCTION



Is Work Still Alienated in France Today?

- **19th-century context:**
 - Long hours (>12h/day),
 - Low wages,
 - No social protection,
 - No control.
- **Today :**
 - Researchers → Marx's alienation theory remains relevant (Dejours, Jaeggi).

Industrial Revolution Timeline



KARL MARX & WORK ALIENATION

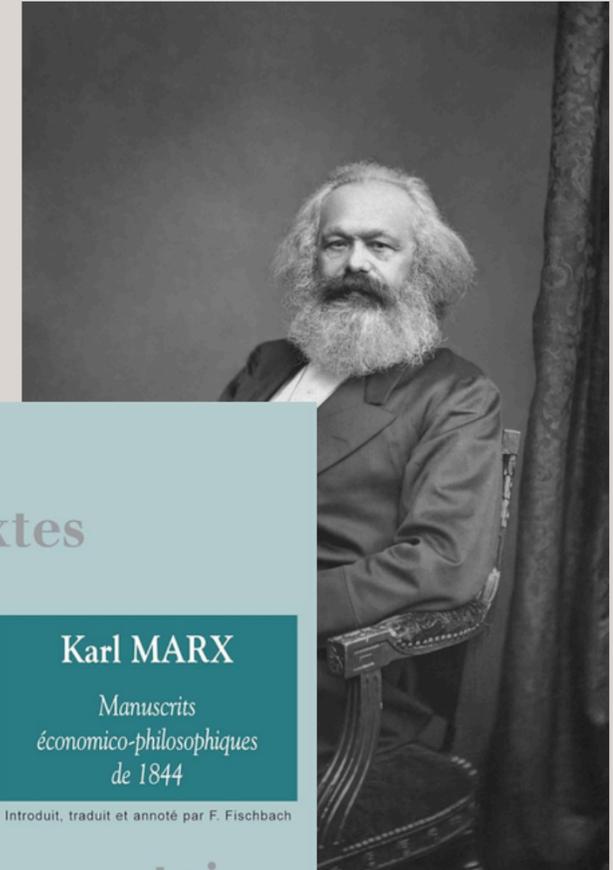
- **Work** → Fundamental human activity
 - Creativity
 - Self-expression
 - Meaning
- **Under capitalism :**
 - Workers have no control over activity or results
 - Product belongs to employer → sense of dispossession
- **Exemple:**
 - Factory worker making parts all day → no say in product design or sale.



Artisan



Factory Worker



Textes

&

Karl MARX

Manuscrits
économico-philosophiques
de 1844

Introduit, traduit et annoté par F. Fischbach

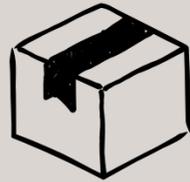
Commentaires

VRIN
ÉDITEUR

MARX'S FOUR DIMENSIONS OF ALIENATION

Alienation from the product

- Worker does not own what they produce
- **19th century:** textile worker → clothes belong to factory owner
- **Today:** Amazon employees packaging products



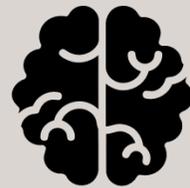
Alienation from the process of labor :

- Worker cannot control organization of work
- **19th century:** repetitive gestures, dictated pace
- **Today:** standardized, timed, digitally monitored tasks



Self-alienation

- Work should allow personal growth, creativity
- **19th century:** repetitive tasks prevent self-development
- **Today:** delivery and office jobs often feel meaningless



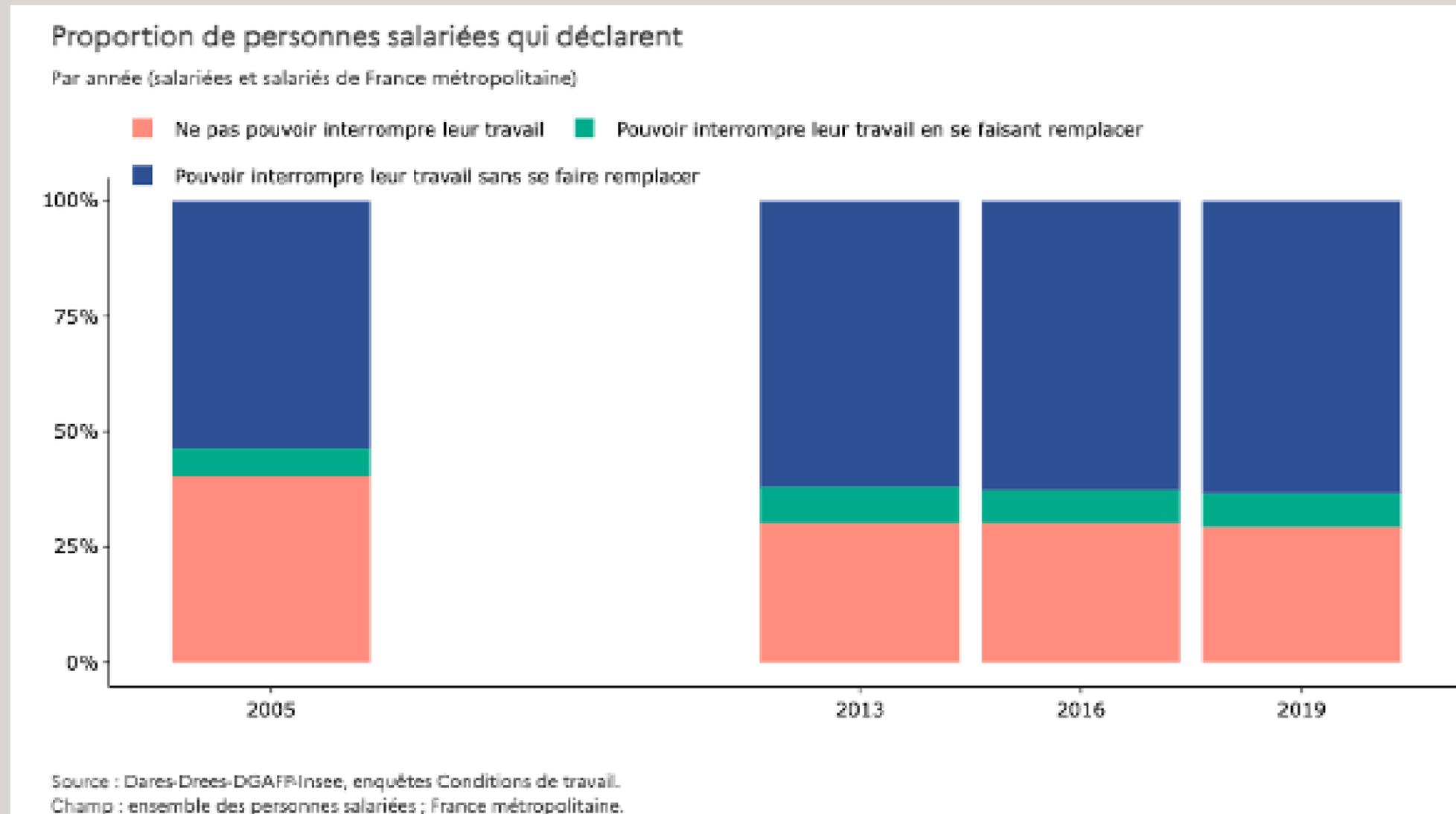
Alienation from other

- Competition replaces cooperation
- **19th century:** workers competed for jobs
- **Today:** performance goals → colleagues become competitors



IS ALIENATION OBSERVABLE TODAY?

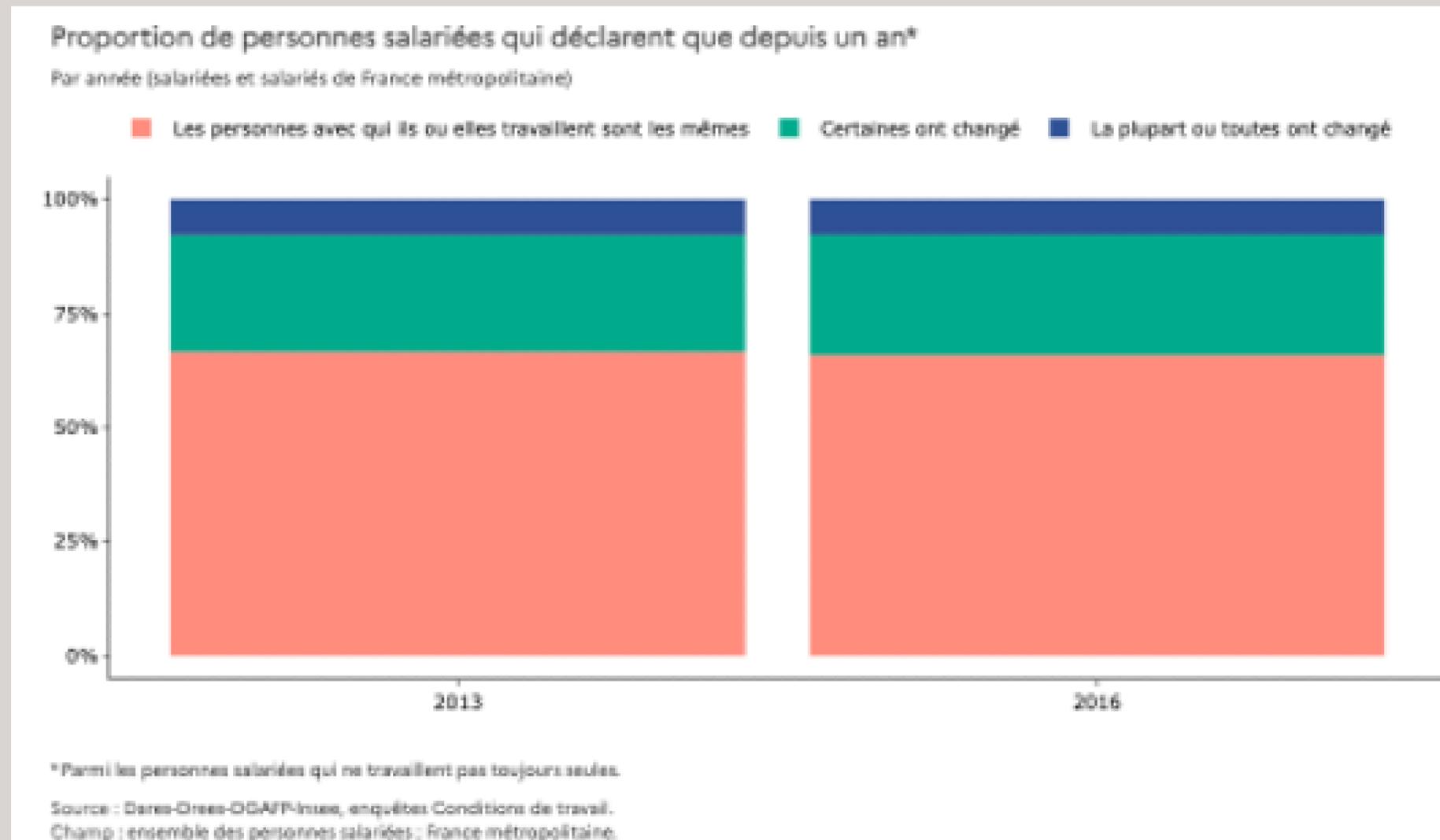
Autonomy



35% employees (2016) → Work pace imposed by digital monitoring

IS ALIENATION OBSERVABLE TODAY?

Social relations



~1/3 experience partial/total colleague turnover per year

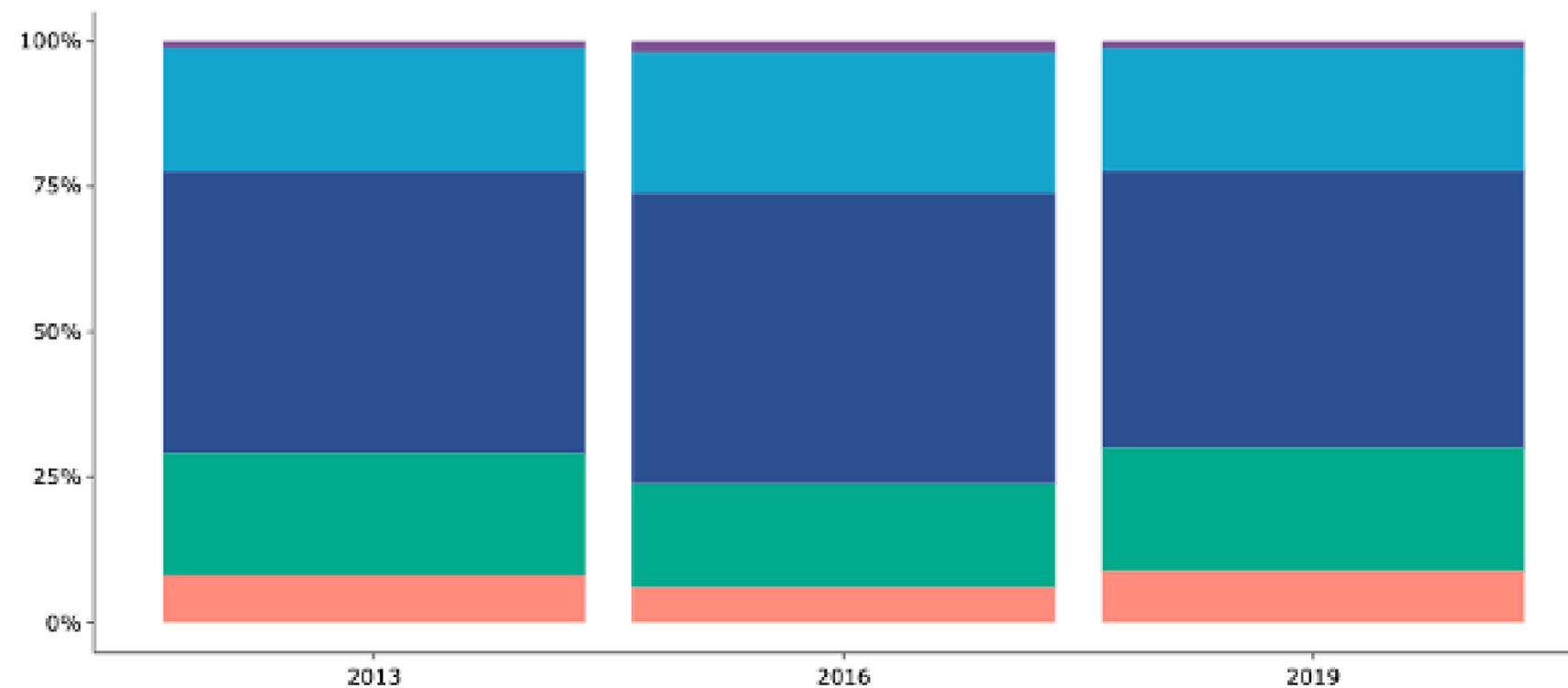
IS ALIENATION OBSERVABLE TODAY?

Job satisfaction

"Vu tous mes efforts, je reçois le respect et l'estime que mérite mon travail", proportion de personnes salariées qui sont

Par année (salariées et salariés de France métropolitaine)

■ Pas du tout d'accord ■ Pas d'accord ■ D'accord ■ Tout à fait d'accord ■ Non concerné-es



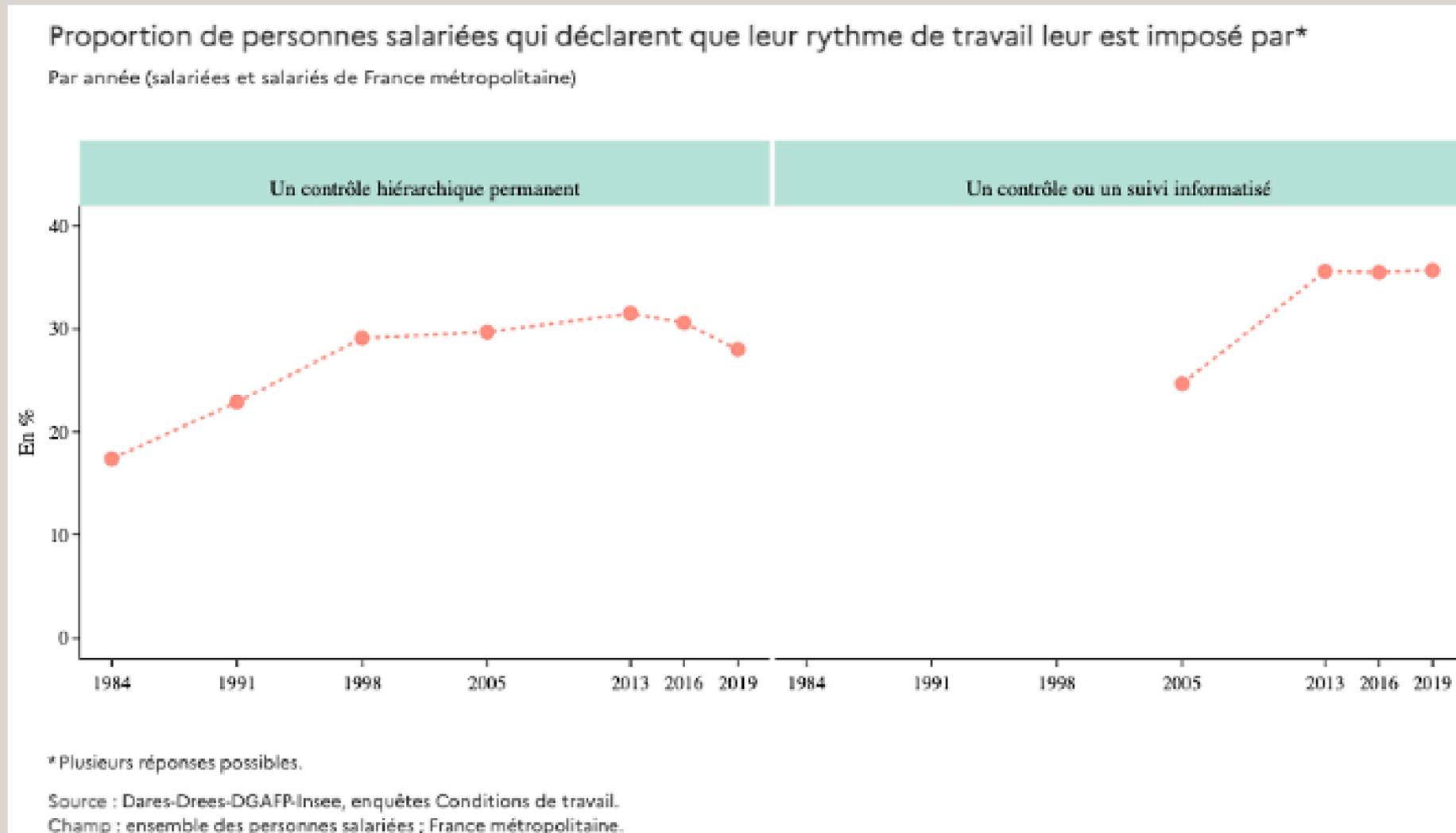
Source : Dares-Drees-DGAPP-Insee, enquêtes Conditions de travail.

Champ : ensemble des personnes salariées ; France métropolitaine.

26-30% feel unrecognized

IS ALIENATION OBSERVABLE TODAY?

Work intensity & organization



Digital control replaces hierarchy → **Increases pressure**

IMPROVEMENTS IN FRENCH WORK CONDITIONS

- **Legal & social protections:**
 - SMIC,
 - Legal work hours,
 - Paid leave,
 - Social security,
 - Job safety
- **More autonomy:**
 - Remote work,
 - Flexible organization,
 - Job mobility
- **Creative/independent professions** → more control over product & process
- Examples:
 - **Engineer in startup** → chooses projects, organizes time, works remotely
 - **Manager** → participates in strategic decisions, exercises creativity
- Alienation depends on sector, profession, control level

WHO EXPERIENCES ALIENATION?

Alienation is socially differentiated

Category	Autonomy	Meaning	Stress/Precarity
Managers/Engineers	High	High	Moderate
Workers/Employees	Low	Low	High

CONCLUSION

- Marx's alienation concept **still relevant**
- **Work is partially alienated** → varies by sector, profession, social status
- **Modern alienation** = digital control, lack of meaning, limited recognition

Future perspective:

Compare with developing countries (India, China)



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