

RC 10 NEWSLETTER
Participation, Organizational Democracy
and Self-Management

ISA – International Sociological Association, Research Committee 10
AIS – Association Internationale de Sociologie, Comité de recherche 10
AIS – Asociación Internacional de Sociología, Comité de Investigación 10

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Research Committee 10

“Participation, Organizational Democracy and Self-Management ” of the International Sociological Association

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Membership fees are €40 for each four-year period. Members from low income, or soft currency countries, as well as students, may pay a reduced fee of €20. The fee for lifetime membership is €120. Membership fees can be paid during registration at one of the RC10 conferences, or by mailing a check or money order to **Litsa Nicolaou Smokoviti** at the address shown above. The check or money order, in euros, should be made out to the order of **Litsa Nicolaou Smokoviti – RC10**

Editor's Note

Dear colleagues,

It was a pleasure to meet with you in Sweden this year.

Almost 5000 people attended the conference.

Visiting the Swedish city was of interest for a number of reasons. Like Adelaide it is an industrial city with a focus on car manufacturing. The walled city of Gothenburg made its fortune through manufacturing and trade. The Swedish East India Company played a vital role in developing the city and the cosmopolitan nature of the city continues. Attention was drawn to the less well known aspects of Gothenburg by a report entitled: 'Re-searching Gothenburg' which was inspired by a similar report on the life chances of people living in Durban, South Africa. This was written for the ISA conference in Durban in 2006. It highlighted poverty and unemployment. The Gothenburg report for ISA highlighted the fact that Sweden provided space to the French to warehouse their goods in Gothenburg in exchange for access to a staging post in the Caribbean, which was used to support the little known Swedish slave trade. This was highlighted in the report, because the museum of Gothenburg (housed in the Swedish East India Company building) remains silent about these events.

Interestingly, a street play which I watched outside the Gothenburg Central Station highlighted this history. The play involved members of the cast who played the troops of the Gothenburg Garrison. They ordered us to watch the play by the young unemployed people. The cast included the elite of Gothenburg, the slaves and the workers required to work 6 years within the walled cities, in order to become citizens of the city.

At night, the homeless were visible around the train station and subway. Those who wish to find work as foreigners without registering live on the streets.

The conference organisers (Congrex) used the symbol of the Viking. I researched their history in the regions neighbouring Gothenburg by visiting the museum. The conference was organised in such a way that each day a block of time at midday to 3.30 was available for visiting museums and galleries. The Gothenburg national gallery housed artists ranging from Picasso to Rembrandt.

The city built by the Dutch along a central canal has many green spaces, which are used in the summer for artists, musicians and actors. I enjoyed meeting up with colleagues, such as Johann Maree (who taught me at the University of Cape Town) and exchanging notes on research interests and organising potential examiner for a thesis on the Congo by one of my students. I was also pleased to have a very interesting conversation with a colleague at the University of Prague called Petr Lupac who is interested in my forthcoming book and article in the Journal of Consciousness Studies. He argued that Urry and others should not only concentrate only on the effects of dualistic thinking which affect the sustainability of the planet, but the causes, namely our inability to think and practice systemically.

As an elected Research Committee 10 member (Participation and Organisational Transformation) I organised and chaired a joint session spanning RC10, RC36 and RC51 entitled 'Democracy and Sustainability: Balancing Individualism and Collectivism'. The ISA does not publish papers, instead they will be submitted to other journals. Which I have listed in this news letter. My papers were entitled: a) Transboundary Democracy: facing up to convergent social, economic and environmental challenges and b) Towards a cosmopolitan approach to social and environmental justice. Funding allocated to attend this conference was drawn from a grant for professional development from the Australian Teaching and Learning Council.

Regards

Janet McIntyre-Mills

Brief report on the XVII World Congress of Sociology by RC10 Past-President and RC10 Program President Dr. Heinz Suenker, and RC10 Secretary Dr. Julia Rozanova

At the recent XVII World Congress of Sociology that took place in July 2010 in Gothenburg, Sweden, Research Committee 10 organized 11 sessions, including one Special Session on the Congress theme, and four Joint Sessions with other Research Committees (RC11 on Aging, RC07 Futures Research, RC36 Alienation Theory and Research, RC48 Social Movements, Collective Action, and Social Change, and RC51 Sociocybernetics). Collectively addressing the issue of “Democracy: The resource of last resort in a crisis” that was chosen as the general theme uniting all sessions organized and co-organized by RC10 at the Congress, these sessions embraced a wide variety of topics pertinent to social participation in the contemporary societies, including social development, participation in childhood and youth as well as in later life; management of social crisis through participative mechanisms; social and solidarity economy; construction of research instruments in participation research; organizations in the context of changing work culture; citizen and corporate participation; entrepreneurship and sustainable development; and women’s managerial rhetoric. A session focused on Latin-American participative democracy provided space for discussion of papers that considered issues of participative democracy in the context of Latin American countries that could be presented in Spanish or Portuguese as well as in French and English. Over 80 colleagues from India, New Zealand, Norway, Israel, Germany, Serbia, Italy, France, Canada, Sweden, Mexico, Argentina, Romania, the US, the UK, Australia, and other countries came to Gothenburg to participate and to present their papers during RC10 sessions. The Business meeting of RC10 that was held during the Congress comprised a fruitful conversation about the organization of future RC10 events and allowed long-standing RC10 members and colleagues who are interested in joining RC10 activities to meet and to discuss their mutual research interests. While the participants at the Congress were pleased with the high quality of the papers presented at RC10 sessions and with the discussion that followed, they noted two concerns both of which were matters out of RC10 control yet significantly impacted the sessions sponsored by RC10. The first concern reported by Congress participants was that several paper-givers who were listed on the Congress program did not make it to Gothenburg to present their paper in person. This was largely due to the economic consequences of the ongoing Great Recession and the financial crisis that affected the ability of many colleagues to raise funding to travel to the World Congress, necessitating several of them to cancel their travel plans at the last minute. The second concern reported by the Congress participants was related to difficult organizational issues regarding scheduling and room assignment to RC10 sessions by the local organizing committee Congrex Sweden. As Joint Sessions and Special Sessions co-organized by RC10 were scheduled to take place in a different building from where the rest of RC10 sessions were conducted, which was at the other end of the city and hard to access under a time constraint, and as the buildings where the Congress was held had been poorly marked and many floors lacked signs leading to the Congress rooms as well as personnel to whom questions could be directed, many colleagues were frustrated by the impossibility to find the correct room where the sessions were located, or inability to find their way to a building half way across town over a 10 minute break. This led to sketchy attendance of sessions and numerous disruptions. This issue of inconvenient session scheduling and room allocation that led to difficulties for delegates in attending the sessions of their choice was universal across all Research Committees as discussed during the Research Council meeting of the ISA, where the officers of other RCs reported of their members’ considerable displeasure with the inadequate organizational support provided to them by the Congrex Sweden team. As the ISA Secretariat promised to consider this issue further in light of making decisions whether to continue their contract with Congrex Sweden, any comments on this will be welcome by RC10 Secretary Julia Rozanova at julia.rozanova@yale.edu and will be passed on to ISA Secretary Dr. Izabela Barlinska. However despite these exogenous difficulties RC10 stream of sessions at the XVII World Congress, and the Congress in general, were very successful in facilitating the sharing of novel research and constructive dialogue on issues related to the continuation of democracy and democratic development, particularly relevant during the times of economic uncertainty and turbulence.

A letter from the RC10 President

Dear colleagues and friends,

This is the first issue of our Newsletter with me serving as chair or President. I would like to thank you all for voting for me and for your trust in my capacity to continue the work and good tradition of our past Presidents. I also want to thank our past Presidents, in particular György Szell, Alain Chourraqui and Heinz Sücker, as well as our Secretary, Julia Rozanova, and our Vice-President Francesco Garibaldo, for their continuous help with my first steps as President. It is because I knew I could count on them that I was willing to take the chair and it has been a pleasure to collaborate since Gothenburg in organizing our mid-term conference to be held in France, on the campus of the Ecole Normale Supérieure located in Cachan, in the outskirts of Paris (connected to the center of Paris and both airports through the subway system). You'll find the call for papers in the following pages of this Newsletter and we hope many of you will be able to participate.

You will also find underneath the call for papers for the joint session we are organizing at the ESA 2011 conference in Geneva together with RN17 "Industrial Relations, Labour Market Institutions and Employment". As in our previous joint session during the 2009 ESA conference in Lisbon, Francesco Garibaldo and myself will act as RC10 co-organizers of the joint session but please note that this time the abstracts must be submitted through the ESA conference website directly to the ESA RN17 co-organizers.

Furthermore, you will also find enclosed in this issue of the Newsletter several other announcements of events and publications. Many thanks to Janet McIntyre-Mills for accepting to become the new Editor of the Newsletter. For the next issue of the Newsletter in 2011 we would like to put together a few notes on the Gothenburg conference so please don't hesitate to share your experiences by sending some lines to Janet or/and to Vera Vratusa who continues to do a great job with our Internet Forum and trying to motivate us all to participate in it. Last but not least, I'd like to thank our Treasurer and Vice-President Litsa Nicolaou Smokoviti for accepting to continue her sustained commitment and contribution to RC10's activities.

Together with all the Board members elected in Gothenburg I welcome the new members having joined RC 10 this year and hope that we will all continue to develop our cooperation spanning different continents to foster participation, organizational democracy and self-management, which are as pertinent today as when our Research Committee was created in 1978.

Isabel da Costa

Message du Président, ISA-CR10

Chers collègues et amis,

C'est le premier numéro de notre Newsletter depuis que j'ai été élue Présidente. Je tiens à vous remercier chaleureusement d'avoir voté pour moi ainsi que pour votre confiance en ma capacité à poursuivre le travail et la tradition de nos précédents Présidents. Je tiens également à remercier nos Présidents précédents, en particulier György Szell, Alain Chouraqui et Heinz Sunker, ainsi que notre Secrétaire, Julia Rozanova, et notre vice-président Francesco Garibaldo, pour leur aide continue lors de mes premiers pas en tant que Présidente. C'est parce que je savais que je pouvais compter sur eux que j'avais présenté ma candidature et c'est un plaisir de collaborer depuis Göteborg dans l'organisation de notre conférence de mi-parcours qui aura lieu en France, sur le campus de l'Ecole Normale Supérieure situé à Cachan, dans la banlieue de Paris (relié par le métro au centre de Paris et aux deux aéroports). Vous trouverez l'appel à communications dans les pages suivantes de ce bulletin et nous espérons que vous serez nombreux à être en mesure d'y participer.

Vous trouverez également ci-dessous l'appel à communications pour la session conjointe que nous organisons à la conférence 2011 de l'ESA à Genève avec le RN17 "Relations professionnelles, institutions du travail du marché et emploi". Comme pour notre précédente session conjointe lors de la conférence de 2009 de l'ESA à Lisbonne, Francesco Garibaldo et moi-même serons les co-organisateurs CR10 de cette session conjointe, mais les résumés doivent être soumis à travers le site de la conférence de l'ESA directement aux organisateurs de RN17.

Vous trouverez en outre dans ce numéro du bulletin plusieurs autres annonces d'événements et de publications. Un grand merci à Janet McIntyre-Mills pour avoir accepté de devenir notre nouvel éditeur. Pour le prochain numéro de la Newsletter en 2011, nous aimerions rassembler quelques notes sur la conférence de Göteborg donc n'hésitez pas à partager vos expériences en envoyant quelques lignes à Janet et / ou à Vera Vratusa qui continue à faire un gros travail sur notre forum Internet en essayant de nous motiver tous à y participer. Last but not least, je tiens à remercier notre trésorière et vice-présidente Litsa NicolaouSmokoviti d'avoir accepté de poursuivre son engagement soutenu et sa contribution aux activités du CR10.

Avec tous les membres du Conseil élus à Göteborg, nous souhaitons la bienvenue aux nouveaux membres ayant rejoint le CR 10 cette année. J'espère que tous ensemble nous continuerons à développer notre coopération couvrant différents continents afin de favoriser la participation, la démocratie organisationnelle et l'autogestion, qui sont au moins aussi pertinents aujourd'hui que lorsque notre comité de recherche a été créé en 1978.

Isabel da Costa

Saludos del presidente del RC-10

Estimados colegas y amigos,

Este es el primer número de nuestro boletín conmigo como Presidente. Me gustaría darles gracias a todos por haber votado por mí y por su confianza en mi capacidad para continuar el trabajo y la tradición de nuestros ex Presidentes. También quiero dar las gracias a nuestros Presidentes pasados, en particular, György Szell, Alain Chouraqui y Heinz Sünker, así como nuestra Secretaria, Julia Rozanova, y nuestro Vicepresidente Francisco Garibaldo, por su ayuda continua con mis primeros pasos como Presidente. Es porque yo sabía que podía contar con ellos que yo estaba dispuesta a asumir la presidencia y ha sido un placer colaborar desde Gotemburgo en la organización de nuestra conferencia de mitad de período, que se celebrará en Francia, en la Escuela Normal Superior ubicada en Cachan, en las afueras de París (conectada con el centro de París y los aeropuertos a través del sistema de metro). Las informaciones se encuentran en las siguientes páginas de este boletín y esperamos que muchos de ustedes puedan participar.

También se encuentra por debajo las informaciones para la sesión conjunta que estamos organizando en la conferencia de 2011 del ESA in Ginebra junto con la RN17 "Relaciones laborales, instituciones del mercado de trabajo y empleo". Al igual que en nuestra anterior sesión conjunta durante la conferencia de 2009 de la ESA en Lisboa, Francesco Garibaldo y yo misma somos los co-organizadores RC10 de la sesión conjunta, pero, esta vez, los resúmenes deben ser presentados a través de la página web del congreso ESA directamente a los organizadores RN17.

También se encuentran en este número del boletín varios otros anuncios de eventos y publicaciones del RC10. Muchas gracias a Janet McIntyre-Mills por haber aceptado ser la nueva editora. Para la próxima edición de la Newsletter en 2011, nos gustaría juntar algunas notas sobre la conferencia de Gotemburgo, así que por favor no dude en compartir sus experiencias mediante el envío de algunas líneas a Janet y / o Vera Vratusa que sigue haciendo un trabajo importante con nuestro Foro de Internet y tratando de motivar a todos a participar en el. Por último pero no menos importante, me gustaría dar las gracias a nuestro Tesorera y Vicepresidente LitsaNicolaouSmokoviti de aceptar para continuar con su compromiso constante y su contribución a las actividades del RC10.

Junto con todos los miembros del Consejo elegidos en Gotemburgo, damos la bienvenida a los nuevos miembros del RC 10 de este año. Espero que, todos juntos vamos a continuar desarrollando nuestra cooperación que abarca diferentes continentes para fomentar la participación, la democracia organizacional y la autogestión, que son tan pertinentes hoy como cuando se ha creado nuestro comité en 1978.

Isabel da Costa

Forthcoming RC10 events



International Sociological Association **Research Committee 10 (RC10)** on *Participation, Organizational Democracy & Self-Management* in cooperation with:



Institutions et Dynamiques Historiques de l'Economie (IDHE) UMR8533 of the National Centre for

Scientific Research (CNRS)



dépasser les frontières

at the Ecole Normale Supérieure (ENS) de Cachan  CACHAN; the Institut de

Recherches Economiques et Sociales (IRES)



INSTITUT FÉDÉRATIF EUROPÉEN PLURIDISCIPLINAIRE (IFEP) « Droits,

Régulations et Transformations Sociales » de l'Université Paul Cézanne, Aix-Marseille



; and the



European Sociological Association (ESA) Research Network 17 on Industrial Relations, Labour Market Institutions and Employment (RN17),

Democratic Participation in Employment and Societal Regulation

International Conference **Call for Papers**

Ecole Normale Supérieure de Cachan - 22-25 June 2011

61, Avenue du Président Wilson 94235 Cachan Cedex, France (south of Paris)
<http://www.ens-cachan.fr/version-anglaise/>

Conference Organizers :

Isabel da Costa, Senior Researcher CNRS-IDHE, President ISA/RC10; France
Alain Chouraqui, CNRS Research Director, Director of the IFEP, past President ISA/RC10, France
György Szell, Prof. em. Dr., University of Osnabrück, Germany, past President ISA/RC10, Germany

Scientific Committee :

Claude Didry, CNRS Research Director, Director of IDHE, France
Annette Jobert, CNRS Research Director, IDHE, France
Janine Goetschy, Senior Researcher CNRS-IDHE, Université Paris Ouest Nanterre La Défense, France
Udo Rehfeldt, Senior Researcher IRES, France)
Jean Philippe Agresti, Deputy Director IFEP, Université Paul Cézanne, Aix-Marseille, France
Francesco Garibaldi, President RLDWL, Vice-President ISA/RC10, Italy
Volker Telljohann, Senior Researcher IRES Emilia Romagna, Italy)
Heinz Sünker, University of Wuppertal and past President ISA/RC10, Germany
Julia Rozanova, Yale University, USA and the University of British Columbia, Canada, ISA/RC10 Secretary

Democratic Participation in Employment and Societal Regulation

Regulation issues have become priorities in the political agendas of most European countries confronted with global economic, financial and social crises, while the capability of some of the institutions of the political and civil society to deal with these changes has come under scrutiny and even sometimes questioning. This evolution has once more brought to the fore the issue of democratic participation, particularly in the field of industrial relations where it has been an important concern ever since the publication of the book *Industrial Democracy* by Sidney and Beatrice Webb in 1897 launched the first international debate around this issue. Democratic participation in employment and societal regulation will thus constitute the main theme of this conference.

Major reforms, notably those concerning social security and industrial relations arrangements, have recently taken place in many European countries. Old arrangements are being challenged and new actors and interaction arenas have emerged. These trends will be discussed in several plenary sessions and workshops by participants coming from different disciplines as well as backgrounds bringing complementary perspectives to an open and pluralistic debate. Beyond academic achievement we also hope that our exchanges might contribute to an increased awareness of these issues that might help orient the future actions of the European social actors. Some of these actors are expected to directly participate in the discussions during several round tables as well as in the networking during the conference.

The conference will be organized around several main themes that will be addressed both in plenary sessions and workshops. It will also include round tables with invited guests, a forward looking session and a joint session between ISA RC10 (International Sociological Association, Research Committee 10 on *Participation, Organizational Democracy & Self-Management*) and ESA RN17 (European Sociological Association, Research Network 17 on *Industrial Relations, Labour Market Institutions and Employment*), resulting from a collaboration between our two networks started when Franz Traxler was President of RN17 (this joint session will be dedicated to his memory).

1. Social Actors in a Multi-level and Multi-modal Regulation

Organized by Alain Chouraqui, Jean Philippe Agresti & György Széll

The aim of this stream is to contribute to the understanding of the interaction between rights and regulations on the one hand, and social transformations, crises and diverse types of changes on the other hand.

The communications will focus on the role of social actors in the process of social transformation in a perspective of multi-level and multi-modal regulations.

This will be done in a multidisciplinary manner, in order to analyse:

- * how law affects social regulation, but at the same time, it is also affected or produced by social interaction;
- * the effects of crises and other social transformations on the forms, levels and articulations of different regulations, (legal, social, political, economic or other);
- * and the evolution of the roles of the actors and institutions in these regulatory processes.

This should be done as well in the global dimension and focussing on European experiences.

2. Democratic participation and civil society in the world of work

Organized by Francesco Garibaldo & Volker Telljohann

The cultural aspiration for participatory democratic society and more equitable social distribution of power continues to be formally highly valued in European societies. Yet, as a number of social analysts have observed, many aspects of democratic practices have seriously diminished in some key areas of social life in recent years. Economic processes seem to be less controlled by social, political, administrative and cultural instances of regulation. This lack of control entails a divide between economic institutions and society at large.

The world of labour is an important area where this divide can be observed. The world of labour and employment, which since the mid-20th century has been regarded as a vital arena for the advancement of participatory democracy, appears at the present time powerfully influenced by forces and interests that weaken and undermine this social project. The aspiration for wide social participation in the regulation and governance of labour and workplaces encounters a crisis. Current tendencies in the management of production organizations and industrial relations require workers' integration not through democratic citizenship and representation, but through conformity to elite-established rules and systems. The recalibration of capital and labour relations that has ensued has weakened not only workers and their trade unions in socio-political roles but threatens the practices and values of social democracy itself. The search for socio-cultural innovation is thus a pressing theoretical and practical project.

The aim of this theme will be to analyze current concerns in regard to the conditions of labour markets, production organizations, working conditions, and industrial and employment relations. Prominent among these concerns is the crisis in trade unions and in democratic labour market institutions, and the rise of what many critics regard as technocratic administrative powers displacing democratic practices. These concerns, which may be seen as part of broader crisis in democracy, require careful evidence-based analysis. What are the principal factors of the crisis? How successful are current efforts in response? Has a recalibration of labour and capital relations set an institutional path dependency for a long time to come? What are the options for social and economic policies? In

this context, theoretical approaches analyzing the need for new governance systems at all societal levels will be discussed as well as the need for a new definition of the role of the State and the civil society.

3. Participation throughout life: from Childhood and Youth Education to Aging.

Organized by Julia Rozanova & Heinz Sinker

Democracy is based on the existence of educated and informed citizens. Real education is based on the competences of all members of a society, and is a life-long process. To accomplish this we need to deal with experiences of participation in the lives of people of all ages, from children and youth to young adults, to individuals in mid-life and to older adults. As the opposite of participation is exclusion, it is also essential to consider mechanisms by which society may exclude some groups of citizens from participation because of their age (or other characteristics). It is particularly relevant in the case of young children, who may be considered too young to be competent to meaningfully participate in the process of making decisions that have direct impact on their lives, and the oldest ones, who are considered too old to have competencies for meaningful participation. This exclusion from participation of certain age groups on the assumption of their political and social incompetence may be rife with potential controversies and neglect of their interests and ultimately exploitation. Therefore participation is a key component in concepts of politics of childhood and youth as well as later life. The papers addressing this theme will deal with different approaches concerned with participation across the life-course in different societies, with particular emphasis on participation in childhood and youth and in later life (separately or in comparative perspective).

4. European Governance: a model of employment and societal regulation?

Organized by Janine Goetschy (IDHE) & tbc

Social Europe developments have been closely linked to three major factors: a) the dynamics of the European integration project – in particular the nature of its successive enlargements, b) its successive political economy objectives (internal market, EMU, the Lisbon Strategy, Europe 2020), and c) EU Members States' own social and employment evolving policy agendas.

Over the last 50 years, the EU level has been displaying a complex web of substantive and procedural rules in the field of employment and social policy. This stream aims at understanding the ways in which such a European web of rules was built over time. What is their degree of internal coherence or fragmentation? What can be said about their relevance vis-à-vis evolving social and employment agendas at national and world levels?

Similar questions will be addressed as regards EU rule-making procedures. Indeed, the profound legitimacy component inherent to social matters, the EU treaties content (and their limitations) as well as growing EU internal diversity have been leading over time to a plurality of EU regulatory modes (legislative, open method of coordination, corporatist).

Social Europe has been built as a result of contradictory forces among Member States, among social partners as well as among EU supra-national institutions around evolving policy agendas. Over recent years, one could witness new tensions regarding the balance to be found between deepened freedom of movement and the respect of social rights, and as concerns the question of migrant workers. This stream aims at taking stock of past Social Europe developments as well as of the more recent tensions which have arisen in last years – tensions likely to have been increasing even more with the two economic and financial crises (2008 and 2009).

5. European Social Dialogue

Organized by Annette Jobert & Claude Didry

European Social Dialogue (ESD) is now a Treaty procedure associating the European Social Partners to the elaboration of European legislation on employment relations and workers' participation in certain enterprises' choices or decisions. It originated in the 1980's under the Delors Presidency alongside the theme of the 'democratization of the economy' in the 1970's. Twenty years after its institutionalisation, ESD poses several major questions to be addressed in this stream.

- How does ESD deepen the dynamic of European integration launched by Jacques Delors, through an extension of the Dialogue from *specialised negotiations* on the issues of the employment contract and the working time, to more *general deliberations* on new European policies that imply choices of models of society? Its contribution to the discussion on the work life balance, the general interest services or the energy policies for example, involves exchanges with civil society representatives which could lead to a renewal of the social dialogue through its opening to what has been called the 'civil dialogue'.
- The institutions produced by the ESD such as the EWC directive or the Workers Information and Consultation directive are major contributions to the enhancement of the capabilities of the workers representatives to weigh on the choices of the firms. What are the concrete results of such directives in the European economy? Do the national implementations of these directives give actual capability for voices to the workers, especially in countries where unions and workers representations have been weakened by liberal policies, such as the UK or the PECO? Do the new forms of representation resulting from these directives provide capabilities to the restructuring processes that firms face in an internationalised economy?

6. Employee participation through EWCs and in the framework of the European Company (SE)

Organized and led by Udo Rehfeldt (IRES) & Michael Stollt (ETUI)

The 1994 European directive on European works councils (EWCs) was a late outcome of a project of European legislation dating back to 1970, the European Company Statute, in which the European Commission provided simultaneously three channels for employee participation:

- European collective agreements concluded directly between the company and the unions represented in the various institutions,
- a European works council to be regularly informed on the evolution of economic and social parameters of the company and to be consulted prior to any major changes,
- participation of employee representatives in the supervisory board for at least a third of its members.

In the 1970s, the Commission's draft, which was largely inspired by the German system of codetermination, had provoked hostile reactions not only by employers' organizations but also by most of the EC-9 unions. It was only in 1994 that a European directive finally imposed negotiations on the establishment of EWCs with information and consultation rights in transnational companies. This legislation was complemented in 2000 by a regulation and a directive on the European company (SE), which imposes negotiations on employee involvement including board level participation. The third part of the initial Commission project, transnational collective bargaining, has developed in the last ten years without a legal basis. It will be subject of another session of this conference.

There are several similarities between the EWC directive and the SE directive. They share a common model of voluntary negotiations with a special negotiation body (SNB) backed by minimal subsidiary provisions in case of failure of the negotiations. The main differences concern the initiative for these negotiations (employee representatives for the EWC, management for the SE) as well as the time constraint (three years for the EWC, six months for the SE).

The stream will try to make an assessment of both forms of workers participation. How have EWC and SEs spread over the years? What is the quality of these agreements? What is the impact of the participation rights for the defence of workers' interests in practice? How were strategic decisions of the company influenced, in particular in the case of transnational restructuring? How are unions involved in these fields? What will be the impact of the 2009 revision of the EWC directive when it comes into effect in 2011?

7. Joint session ISA/RC10 and ESA/RN17: Evolutions in labour and employment relations dedicated to the late Franz Traxler

Organized by Bernd Brandl & Isabel da Costa

The organization of labour has always been sensitive to crises and has faced fundamental changes in the past. The impact of previous crises on organized labour has frequently been perceived as dramatic particularly as regards the evolution of employment and restructuring. Communications in this session will focus on the implications of the current economic crisis for the interaction between policy and organized labour taking into account past experiences and past changes: will labour relations undergo restructuring processes on a scale similar or even larger than the alterations caused by shocks of 1929 or the oil crisis of the 1970s? To what extent will industrial relations affect and be affected by policy responses to the crisis? How has the public sector been affected in different countries? At what levels have what changes been more often addressed – local, sector, region, national, European, international? What hypothesis and methods have researchers, analysts and/or actors used to address these issues? What kind of new issues have emerged with the recent crisis?

The joint session will also include communications dedicated to Franz Traxler's contribution to the understanding labour and employment relations.

DEADLINES:

* **Abstract proposals** indicating in which conference theme to be included preferably should be sent to : rc10conference2011@gmail.com before **15 February 2011**

* The Scientific Committee will notify its **acceptance** of the abstracts to authors by **15 March 2011**

* **Full papers** should reach the same electronic address by **15 June 2011**

Please don't hesitate to contact us via the electronic address if these deadlines should be a problem for financial demands to your institution

10th ESA CONFERENCE, GENEVA, 7th - 10th September 2011

SOCIAL RELATIONS IN TURBULENT TIMES

RN 17 – INDUSTRIAL RELATIONS, LABOUR MARKET INSTITUTIONS AND EMPLOYMENT

Call for papers

The consequences of the recent financial crash and the following economic crisis on organized labour, i.e. on industrial relations, employment and labour market institutions, is frequently seen as dramatic. However, industrial relations were always heavily exposed to financial and economic shocks and crises. For example, the shocks of the 1970s altered post-war labour relations radically, albeit with notable differences in pace and shape across countries. On the other hand, industrial relations and labour market institutions influenced the way in which this policy shift took place. The interrelationship between crises, turbulent times and industrial relations gives reason to discuss the implications of the crisis for the interaction of industrial relations with the economy and society. In line with the conference theme, RN 17 is interested in the following questions in context with the current crisis: will industrial relations undergo restructuring processes on a scale similar or even larger than the alterations of the past? To what extent will industrial relations and labour market institutions affect the policy responses and their effects?

In order to explore the theme of the conference as well as other current debates in the field of industrial relations, labour market institutions and employment, this call for papers intends to focus on the following areas:

1. Work and employment in (turbulent) times of the crisis
2. Labour markets: segmentation and social inequalities. The role of trade unions
3. Macro concertation in Europe in times of the crisis: welfare and collective bargaining
4. Restructuring and workplace labour relations: reorganisation processes and negotiations
5. The emergence of a European system of industrial relations: critical current debates
6. Perspectives for the European social model
7. New challenges to interest representation (RN17 and RC10)
8. The resurgence of conflicts: individual and collective forms of labour disputes

We expect to receive theoretical and empirical (both qualitative and quantitative) papers. Cross-national papers are especially welcome. Please submit your abstracts through the conference website (www.esa10thconference.com), using the online abstract submission form. The abstract submission platform opens on 10th January 2011 and the deadline for submissions is 25th February 2011. Papers for presentation will be selected by the RN coordinators on 6th April 2011. For further information and registration, please contact the conference secretariat (www.esa10thconference.com).

Stream number 7 is jointly organised by ISA RC10 and ESA RN17

Mirella Baglioni and Bernd Brandl

Email: mirella.baglioni@unipr.it ESA RN17 Coordinator

Email: bernd.brandl@univie.ac.at ESA RN17 Vice-coordinator

Past events

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A PRESENTATION ON PATHWAYS TO WELLBEING
WITH
Associate Professor Janet McIntyre
Dr Denise de Vries

“Wellbeing is an idea whose time has come” and this has implications for managing complex needs.

Participation helps to match policy with practice. The process enables users to say what works why and how and then to guide decisions that match their specific needs.

Providers are able to track patients and to provide specific services to meet safety needs, social inclusion needs (purpose, sense of belonging, employment, training, self esteem) whilst dealing with the barriers and turning points for the better and worse that crop up in every day life.

TO BE HELD ON
THURSDAY, 14 OCTOBER

Flinders University Victoria Square

Room 2, Level 1, 182 Victoria Square, at 10.00am - 12 noon

All welcome • Morning tea provided • RSVP: 8 October

Further information: Janet McIntyre 8201 2075

Email: janet.mcintyre@flinders.edu.au

CRICOS No: 00114A

Invitation to publish papers in the following journals:

We welcome the submission of papers :

1. Systemic Practice and Action Research - submission and details at <http://www.springerlink.com/content/104295/>
2. Systems Research and Behavioural Science Submission and details at <http://mc.manuscriptcentral.com/srbs>
3. Indonesian Social Science Review email your contributions to Dr Edy Prasetyono , University of Indonesia
edpr60@ui.ac.id Manuscripts should be 4000 words max , double spaced with an abstract of 250 words and 4 -5 key words
4. Journal of Globalisation uchitel www.socionauki.ru the editors are Leonid Grinin , Volgograd Centre for Social Research , Andrey Korotayev, Russian State University for Humanities, Victor de Munck, State University of New York , James Sheffield , University of Wellington. Manuscripts to be sent to Jim.sheffield@vuw.ac.nz .
5. Action Learning and Action Research Journal - submission and details: <http://www.alara.net.au/publications>

Letters and research notes from members

Let us use more our ISA RC10 Internet forum!

On September 17 it will be two months after the official end of ISA Gothenburg conference and on December 29 it will be two years since the creation of our ISA RC10 internet forum at <http://isarc10internetforum.wikispaces.com/> . These two dates induced me to propose once more to all members and friends of ISA RC10 interested in participation, organizational democracy and self-management to use this Forum in the future more than so far.

Everybody who visits <http://isarc10internetforum.wikispaces.com/> can find for herself or himself that ISA RC10 internet forum indeed offers possibilities for almost instantaneous updating of news and for debating issues of common interest on its many pages and their discussion parts, from [self-reflection](#), [members](#), [statutes](#), [rc10 boards](#), through [networks](#), [conferences](#), [RC10 newsletter](#), [related journals](#), [courses](#), [projects](#), [publications](#), to [job ads](#), [in memory](#), [virtual meetings](#),... All this was not possible on the page which the most inventively created Michal Palgi at <http://www.yvc.ac.il/en/rc10/> just because this page did not contain the inbuilt interaction facilitating software

In this text I would like to concentrate on the presentation of the interactive communication and virtual participation possibilities that wikispaces offer for virtual conferencing.

The page at <http://isarc10internetforum.wikispaces.com/Conferences> contains software possibilities for planning forthcoming RC10 events and uploading of contributed papers to both [past](#) and [future](#) conferences. This would enable accumulation of rich data bases which could be useful to both face to face participants as well as to interested public in general, especially those who can not attend conferences in person. Participants could read the papers accepted for presentation in advance, helping presenters to highlight during the sessions only the main points of their argument, leaving more time for discussion of points of convergence and divergence with respect to other presented papers within the particular thematic session. The rest could read the uploaded drafts of final papers and comment them before, during and after Conferences in the discussion section of the relevant session's sub-page, increasing thus the rate of realization of planned sessions and their quality.

Out of 13 pages opened for past conferences, only three of them are so far used not just for the announcement, call for papers or final program for respective event, but also for uploading papers and/or conducting virtual discussion. The richest with content so far is the page reserved for ISA 2010 Gothenburg conference at <http://isarc10internetforum.wikispaces.com/XVIIth+ISA+World+Congress+of+Sociology> Even here, however, out of 15 originally planned ISA RC10 proper and joint sessions, only 7 contain uploaded abstracts and/or drafts of full papers, while only two of them contain as well the attempts at using the respective session sub pages for the announcement of the accepted papers, discussing the format of the session or commenting the drafts of full papers. Only one of them contains the attempt to conduct the post conference

evaluation of the session and future plans' discussion. The accent is on the word "attempt" since the content of the proposed themes for discussions are the most often just viewed by sub-page visitors, but left without any answer so far.

I would very much appreciate the reaction from You, the reader of this text, answering what is in Your opinion the main reason for this insufficiently participatory attitude of ISA RC10 members and friends. I am fully aware that it does consume some time to participate, but how can we earnestly advocate the use of information technology for supporting participation, organizational democracy and self-management, if we ourselves are not ready to do what it takes to practice them? Why do we tend to perpetuate in our midst some kind of class division of labor, reserving the repetitive work of uploading data to technical personnel, while appropriating for ourselves the creative part of interpreting data? Why do we tend to hide ourselves behind the claim that we do not know how to do it, before ever attempting to learn how to do it, thus failing to give our own contribution to overcoming of class division of labor?

The aim of this text will be fulfilled if it induces us, 24 present and many more potential ISA RC10 internet forum members, to use in the future interactive communication possibilities of our ISA RC10 Internet Forum more than we have done so far.

[Vera Vratuša](#)

creator and organiser of <http://isarc10internetforum.wikispaces.com/>

Pictures from the conference

Books and Articles by RC10 Members

Identity, Democracy and Sustainability

Identity, democracy and sustainability by *Janet McIntyre-Mills with Denise de Vries*

Published by Kurt Richardson of ISCE Publishing at
<http://emergentpublications.com/about.aspx>

Focusing thought

To achieve a sustainable future we need to rethink our rights and responsibilities in terms of an expanded sense of space and time and a wider sense of solidarity.

We will need to think in terms of the next generation of life on this planet and how we can care for it.

To this end I explore identity, democracy and sustainability in the wake of the convergent social, economic and environmental challenges facing society.

I argue that it is possible to do things differently.

She makes a case for why the reliance on unregulated markets cannot provide a corrective to problems caused via the operation of the market and why we need to “work towards reconceptualizing the market to reflect the value of the planet”. She highlights in this regard that “the politics of environment and social justice spans [local and national] boundaries and so learning to operate on a broader stage is very important”. She urges that now is the time to create this learning because “we face social, economic and environmental challenges that are unprecedented”. This is the time to create, *inter alia*, legal frameworks across the globe to address greed and the commodification of the powerless and the environment. And now is the time to step up public debates on ethics as part of the process of enhancing our reasoning capability, including our empathy and humility in relation to the complexity of challenges being faced.

The book offers us a range of conceptual tools (language) as well as examples that might be used to inspire new visions that can underpin our efforts to, as she puts it, “change direction” – that is, it explores possibilities for thinking and acting which in my view are indeed inspirational.

Norma R.A. Romm
August 2010

New racism: revisiting researcher accountabilities by Norma Romm Springer. Dordrecht.

In a deteriorating environment globally, how do we redefine our human, physical and social structures to create a more economical, political and social balance that diminishes the influence and power of "Silo'ed thinking" that leads to our making decisions that undermine an ethic of care? The book is timely because it addresses the manner in which people become categorised as 'us and them' in terms of binary oppositions and attendant competition for resources and cost saving. This in turn leads to the erosion of social justice and ethical standards. Romm offers a way of exploring how new racism is linked to learned behavioural consciousness where "Difference" closely aligns itself with individuality and identity - to the detriment of possibilities for thinking and acting more holistically.

Bevin Wilson , Yunggorendi, Flinders University & Associate Prof Janet McIntyre-Mills (International Studies and Politics, Flinders University).

The Ambivalent Character of Participation by Garibaldo, Francesco / Telljohann, Volker (eds.)

New Tendencies in Worker Participation in Europe

Frankfurt am Main, Berlin, Bern, Bruxelles, New York, Oxford, Wien, 2010. 715 pp., num. fig. and tables

Labour, Education & Society. Vol. 20

Editor in charge: Francesco Garibaldo

Print: ISBN 978-3-631-58943-4 hb.

SFR 138.00 / €* 94.80 / €** 97.50 / €88.60 / £ 79.70 / US-\$ 137.95

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Book synopsis

Participation is a social process, which is basically part of an exchange relationship. Thus, it is principally pluralist and ambiguous in its meaning. As a consequence, the reconciliation of voices needs innovative approaches to support balanced participation experiences. *The ambivalent character of participation* intends to provide a look at new initiatives in the various fields of workplace participation. Leading international scholars examine the role of institutional contexts for participation, the development of new forms of interest organisation as well as the relationship between organisational performance, participation practices and quality of working life. The contributions are not limited to taking stock of new experiences in the field of workplace participation, but also contribute to designing a new research agenda.

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Whittall: Giving employees a voice? Lessons from the new employee forums in the UK - Paul Oehlke: Strategies of improving organizational performance through workplace participation - Report from Stream II - Elise Ramstad: Role of workplace practices and supporting development process and institutional condition in the promotion of performance and quality of working life - Jan Kees Looise/Nicole Torka/Jan Ekke Wigboldus: Participation and organizational performance - Norbert Kluge/Sigurt Vitols/Peter Wilke: Good corporate governance and the function of obligatory employees' involvement: the concept of a sustainable company - Patricia Nieto Rojas: Employee financial participation in Spain - Wilfried Kruse: Workplace quality as a «contested ground»: comments on the ambivalence of workplace participation today - Davide Antonioli/ Massimiliano Mazzanti/Paolo Pini: Innovation, industrial relations and working conditions - evidence from two Italian local production systems Loris Lugli/Stefano Tugnoli/Ires Emilia-Romagna: Innovation and work quality. A field research - Karina Becker/Ulrich Brinkmann/Thomas Engel: «Hybrid Participation» - the missing link? The role of expert employees and support groups for the works councils in Germany - Ralf Niemann: Direct participation as a way to safeguard a plant? The example of a German steel company - Tuomo Alasoini: Workplace innovation and development in finland: Examining the workplace development programme TYKES - Paul Berckmans: «Quality of Working Life» on the agenda of Flemish regional policy - Romain Chevallet: Employee participation in ninety-five investment projects - Experience and action priorities for public policies based on observations of SME practices - Friedhelm Keuken: Improvement of the performance of SMEs and their employees by participation of employees in the Region North Rhine-Westphalia, Germany - Basic ideas, project examples, support structures and results - Ulrich Klotz: Making better use of potential to innovate! - some food for thought in the «Year of Innovation» - Valeria Pulignano: Employee participation in Europe: Propositions for designing a new research agenda - Report from Stream III - Annika Lantz/Peter Friedrich: Participation at inter-company level. Trade union cooperation to enhance voluntary and non-voluntary mobility in the valuechains - Rainer Greca: Managing the supply chain - corporate social responsibility or corruption and exploitation? - Nikolaus Hammer/Steve Davies/Glynne Williams: Construction subcontracting and international trade union cooperation: What role for european industrial relations? - Lauge Baungaard Rasmussen: From a reactive to a proactive approach of interactive leadership - Ole Broberg: Workspace design: Participation in collaborative design processes - Werner Fricke: Experiences on how to enhance participative and innovative capacities of employees in action research processes – Tuomo Alasoini/Asko Heikkilä/Elise Ramstad/Pekka Ylöstalo: Promotion of participatory workplace practices through a publicly-funded programme: Experiences from Finland - Davide Dazzi: Employee involvement in health and safety at work - György Széll: Workers' participation - How to develop further the European Social Model. **About the author(s)/editor(s)** Francesco Garibaldo is an industrial sociologist and former director of the Institute for Labour in Bologna (Italy). He worked for several years for trade unions and is vice-president of the Research Committee on Participation, Organizational Democracy and Self-Management RC10 of the International Sociological Association. Volker Telljohann is senior researcher at the Institute for Economic and Social Research of Emilia-Romagna (IRES ER). He is an industrial sociologist and secretary general of the international network Regional and Local Development of Work and Labour (RLDWL).

Another world of work is possible

Draft proposal for an international research network and book project, Stockholm, November 11, 2010- Many of us have been working over the years with case studies and surveys about quality of work and of products, organization, management, participation and democracy in working life. Some of us have at the same time taken an interest in the possibilities of combining work quality with productivity and competitiveness of companies and organizations as well as the preconditions for examples of such ‘decent work in productive organizations’. I propose that we unite our forces and that we cooperate in collecting, documenting, analyzing and publishing our common results on the possibilities of ‘another world of work’ or rather of ‘other worlds of work’, of ‘futuribles dans le monde du travail’ (de Jouvenel). We should document our case studies in a standardized form, bring some of them together in a publication. We should also for nations and/or regions write and publish background papers making it possible to understand the societal preconditions and strategies making decent and productive work possible. Finally two volumes and/or special issues of suitable journals should summarize our results for on the one hand the scientific community, on the other hand for the general public and for policymakers in politics, companies and labour unions. Anyone participating will have access to all collected material and will be able to make their own analyses and publications, in dialogue with the network and project coordinators. Work to be done: To begin with we will use studies we already made, and summarize and write them up using a common format. Additional field work might be needed in some cases, e.g. to update. We might consider supplementing case studies with a common survey of limited size. Financing ‘from below’: To begin with work must be done as part of ordinary jobs and/or in spare time. Participants will be encouraged to seek local funding. As our project takes I will try to find some funding for common workshops. This is a first draft. Work remains of course to be done on e.g. theoretical perspectives (which must be quite open), possible delimitations/standardizations as to choice of cases/industries to study, guidelines for writing up cases and for possible surveys etc.etc. Inspiration for this proposal comes from many sources. Two of them are - The international motor vehicle programme, and their book ‘The machine that changed the world’ – interesting background reports but a very ideological and empirically very weak book; we will write two well argued and empirically sound summary books, for the scientific world and for the general public. The way of working informally and from below, with limited resources, is positively inspired by the Cornell based network and project on the Global call center industry (GCC), with Rose Batt there as primus motor. I participated in the Swedish subproject. The GCC project demonstrates the feasibility of a project like the one proposed here. I have discussed this idea with many colleagues over the last few years and met a very positive response. Lately I have discussed with my colleague and friend Anders Boglind, who is willing to work with me on building up and coordinating the network and project. Anders holds a PhD in Sociology from Göteborg, and he had managerial positions within competence and management at Volvo Cars. As the project takes off we plan to create an international advisory committee. Hoping that this proposal will be of interest to many colleagues. Please announce your willingness to participate, and feel very welcome to comment upon and suggest how this draft and project can be further developed.

Åke Sandberg-www.akesandberg.se , Dept. of Sociology, University of Stockholm, S - 106 91 Stockholm

Invitation to participate in forum

'With the assistance of academics and students, Flinders University researcher Chris Williams continues to collaborate with organisers of the World Social Forum 2010. Chris provides the following advance information:

'From 28-31 October 2010, the World Education Forum will assemble in Palestine, with simultaneous activities in Ramallah, Haifa, Gaza, Jerusalem and Beirut (Lebanon). Based on the success of pilot activities in July 2010, the Social Forum – Extended (sfex) group is assisting with remote connections to key sessions, and related activities of the Palestine Forum. Internet media to be used for external connections is likely to include on-line chat rooms, twitter, Facebook and Skype, and these arrangements are being scoped and finalised on the Asian Discussion Forum space, <http://openfsm.net/projects/asian-discussion-forum/summary>.

Event organisers have established 15th September as the deadline for attendees and external participants to propose seminars, workshops, plenary sessions and the like. After that date, participants are welcome to join events according to the Schedule of Events/Timetable that will be promulgated. People interested in participating can ask questions of the organisers of the World

Education Forum in Palestine on <http://openfsm.net/projects/wef-in-palestine-process/project-home>. Preliminary event information will soon be released, at <http://www.wef-palestine.org/>.'

Interactive Design and Evaluation for Democracy and Sustainable Futures

Welcome to the fully on line subject! It will be taught over 13 weeks.

Staff: Convenor: Assoc Prof Janet McIntyre-Mills

Lecturers: Dr Ken Bausch with Tom Flanagan and Prof Aleco Christakis

Syllabus summary

The subject gives an explanation of why participation is relevant for design, accountability and representation, in order to address complexity. The process of participatory design engages the participants and is guided by decision making principles to a) enhance accountability and b) to manage diversity and risk. The syllabus goes beyond using 'triple bottom line decisions' and involves representatives of local people who are to be affected in the decision making process in developing indicators of social, cultural, political economic and environmental concerns. The process aims to ensure that ideas are tested out discursively and respectfully so that "*baskets of options*", not "*packages of one size fits all*" (to use Chambers well known phrase) are developed. The aim of the discursive design process is to narrow the gap between perceived needs and policy outcomes.

Aims

The subject aims to develop public sector policy makers and managers who are able to think critically and systemically through engaging with stakeholders who are to be affected by policy and management decisions. The aim is to understand the potential and pitfalls of user-centric design, participatory governance and democracy. The subject will enhance theoretical and methodological literacy to address complex governance challenges and to increase their critical understanding of the potential and pitfalls of policy positions and processes. They will be able to work across sectors and disciplines. The subject will enable the participants to work with diverse stakeholders to explore options to complex design challenges. It is suitable for people working in the social and natural sciences who wish to be able to address so-called complex, wicked policy challenges more effectively.

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A Conversation
with
Danny Burns

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Professor Danny Burns

on his recent book

‘Systemic Action Research:

A strategy for whole system change?’

Danny Burns is Professor of Social and Organisational Learning at the University of West England and Director of the SOLAR (Social and Organisational Learning in Action Research). He is about to take up a position at the Institute of Development Studies at the University of Sussex as team leader of the power, participation and social change team.

His previous publications include the following: Poll tax rebellion (1992); The politics of decentralisation: revitalising local democracy (1994); Manual aid and self help (1997); Community self help (2004); Making participation meaningful (2004); and What works in assessing community participation (2004).

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