

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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Membership:

RC-10 members have the right to: Participate in Board elections; Propose themselves or others for Board membership; Participate and vote in business meetings of the RC-10; Participate in all other activities of the RC-10, and Receive the RC-10 Newsletter.

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

This issue of the newsletter comes after a while but it is very rich of news and reports so it can be said that the time gap was useful. Probably it can be avoided for the time being to repeat the experiment so I ask you to help me by sending to me and the President news and reports copiously and as soon as possible.

This year and the next will be years full of events for us so it will be useful to make available the outcomes of the different events to a broad audience.

From the Chair

This is the first newsletter to be published in 2005. In it you will find our tentative program for the next World Congress that will be held in Durban, South Africa in 2006. As you will see in the program we are suggesting 13 sessions of RC10 and two integrative sessions, one with RC53, Research Committee on Sociology of Childhood and one with RC32, Research Committee on Women in Society. Another integrative session with RC36 (Alienation theory and Research) and RC48 (Social Movements, Collective Action and Social Change) titled "Alienation and Social Movements: Democratic Participation and Social Change in a Global World" is still under consideration. We will be able to carry out these plans if we have enough members that are also ISA members in good standing. So please take the time and **check your ISA membership**. The following letter from the treasurer further clarifies this point.

We are planning to have an interim conference of RC10 at the next International Institute of Sociology Congress that will take place in Sweden in July of 2005 where we will have 6 sessions. The program is presented in this newsletter. Gyoergy Szell, former RC10 president is organizing some sessions in the next ESA meeting in Torun, Poland (see the call for papers in the following pages).

In this newsletter Wolfgang Weber presents the "Organizational Democracy – Resources of Organizations for Social Dispositions Fostering Democracy (ODEM)" project that he initiated. The first findings from this project will be presented in our interim conference in the IIS Congress.

Two reports from RC10 sessions are given in the following pages. The first is a report from the RC10 session at the 1st European Competitive Intelligence Symposium organized by ESCEM (Ecole Superieure de Commerce et de Management Tours-Poitiers). Its title was "Participation, Employee Intelligence and Organizational Effectiveness". This first attempt of collaboration with ESCEM was very successful and we hope for its continuation. The second is a report from the RC10 session in the World Social Forum in Porto Alegre that addressed the interrelated themes of global participation, democratization and culture of peace.

This newsletter gives information about some of our members' publications, books and articles.

We urge you to send your abstracts to the session organizers soon. This will give them time to assess and react to your abstracts.

I hope you are all in good health and ready for the coming events. Your feedback and other input will be appreciated.

Michal Palgi,
President, ISA-RC10

De la presidencia

Este es el primer boletín nuestro publicado en 2005. En el cual encontrarán nuestro programa tentativo para el siguiente Congreso Mundial de Sociología que se llevará a cabo en Durban, Africa del Sur, en 2006. Como pueden ver en el programa, estamos sugiriendo 13 sesiones del RC 10 y dos sesiones conjuntas, una con el RC 53 (CI sobre Sociología de la Niñez) y la otra con el RC 32 (CI sobre Mujeres en la Sociedad). Estamos aún considerando otra sesión conjunta con el RC 36 (Teoría e Investigación sobre la Alienación) y el RC 48 (sobre Movimientos Sociales, Acción Colectiva y Cambio Social) con el título de “Alienación y Movimientos Sociales: Participación Democrática y Cambio Social en un Mundo Global”. Estaremos en condiciones de implementar estos planes si contamos con suficientes miembros que estén también al día con su membrecía y pagos en el ISA. Por ello les pedimos que tomen el tiempo necesario para verificar vuestra membrecía en el ISA. La siguiente carta de la tesorera clarifica más este punto.

Estamos planeando una conferencia interna del RC 10 durante el próximo Congreso Mundial de Sociología del Instituto Internacional de Sociología, que se llevará a cabo en Julio 2005, en Estocolmo, en el cual tendremos seis (6) sesiones. Cuyo programa está incluido en el presente boletín. György Szell, anterior Presidente del RC 10 está organizando algunas sesiones en el próximo encuentro del ISA en Torun, Polonia (ver el consiguiente llamado para enviar papers en las próximas páginas).

Wolfgang Weber presenta en el presente boletín un proyecto iniciado por él con el título de “Democracia Organizacional – Recursos de Organizaciones para Disposiciones Sociales que impulsan la Democracia” (ODEM). Los primeros hallazgos de este proyecto serán presentados en nuestra conferencia interna, durante el congreso del IIS.

En las próximas páginas se presentan dos reportes de sesiones del RC 10. El primero se refiere a la sesión del RC 10 presentada en el Primer Simposium de Inteligencia Competitiva, organizado por la Escuela Superior de Comercio y Manejo Empresarial Tours-Poitiers (ESCEM), cuyo título fué: “Participación, Inteligencia de los Empleados y Efectividad Organizacional”. Este primer intento de colaboración con el ESCEM fué muy exitoso y esperamos que tengan continuidad en el futuro. El segundo es un informe de la sesión del RC 10 en el Foro Social Mundial 2005 de Porto Alegre, Brazil, dedicado a la discusión de los temas interrelacionados de la participación global, democratización y la cultura de paz.

Este boletín contiene información sobre publicaciones, libros y artículos de algunos de nuestros miembros.

Les urgimos a enviar sus abstracts a los organizadores de las sesiones tan pronto les sea posible. Ello les dará tiempo y oportunidad para evaluarlos y responder a los mismos.

Espero que la presente os encuentre con buena salud y prontos a participar en nuestros próximos eventos. Vuestras reacciones al presente boletín y otras contribuciones vuestras serán muy bienvenidas.

Michal Palgi,
Presidente, ISA-RC10

Message du Président

Celle ci est la première lettre du 2005. Ici Vous trouvez le tentative d'un programme pour le prochain Congrès Mondial qui aura lieu à Durban, Afrique du Sud, en 2006. Comme Vous pouvez vérifier on suggère 13 sessions de travail de RC10 et 2 sessions intégratives, une avec RC53, Commission de Recherche en Sociologie de l'enfance et une avec RC32, Commission de Recherche en Femmes dans la société. Une autre session intégrative avec RC36 (Théorie de l'Aliénation et Recherche) et RC48 (Mouvements sociaux, Action collective et Changements sociaux), intitulé « Aliénation et Mouvements sociaux: participation démocratique et changements social », est encore à considérer.

On pourra continuer travailler sur ce plan si on aura assez de membres qui sont aussi ISA membres. Donc Je Vous invite à **vérifier votre ISA membership**. La lettre qui suivie du trésorier pourra éclaircir cet point.

On considère d'avoir une *interim* Conférence du RC10 pendant le prochain Congés Mondial de Sociologie, qui aura lieu en Suede, en Juillet 2005 ou on aura 6 sessions.

Le programme est présenté avec cette News Lettre. M. Gyoergy Szell, premier Président de RC10, est en train d'organiser des sessions dans le cadre du prochain ESA meeting à Torun, Pologne (Voir *call for papers* dans cette Lettre).

Dans cette newsletter Wolfgang Weber présente son nouveau projet "Organizational Democracy – Resources of Organizations for Social Dispositions Fostering Democracy (ODEM)". Les premiers résultats du projet seront présentés pendant notre *Interim* conférence dans le IIS Congrès.

Deux reports des sessions RC10 sono présentées dans les pages suivantes. Le premier RC10 report au 1^{er} European Competitive Intelligence Symposium organisé par ESCEM (Ecole Supérieure de Commerce et de Management Tours-Poitiers). Le titre est "Participation, Employee Intelligence and Organizational Effectiveness". Le premier tentative de collaboration avec ESCEM a été un succès et J'espère que ça va continuer. Le deuxième est un report de la session RC10 au World Social Forum de Porto Alegre, qui adresse thématique diverses et intégrés de la participation globale, démocratisation et culture de paix.

Cette Newsletter donne des information sur le publication de quelqu'un de notre membres, livres et articles.

Je Vous prie de Nous envoyer bientôt vos abstracts ainsi qu'on puisse organiser les sessions et qu'on aie assez de temps pour réagir aux abstracts.

J'espère que Vous êtes prêt pour les prochaines événements. Vos remarques et suggestions seront appréciés.

Michal Palgi,
Président, ISA-RC10

Letter from the Treasurer

Dear colleagues,

Greetings from Athens!

It is time to remind to those of you who have not settled as yet their financial obligations to Research Committee 10 for the year 2005 to please do so as soon as possible. As we all know, membership fees are the main source of income for our RC and a very decisive factor for our presentation in the World Congresses.

According to Izabela Berlinska's and Michal Palgi's letters, we must make a concerted effort to keep our good standing as a RC with the ISA, and even increase our membership number, in order to be entitled to organize the proposed number of sessions at the forthcoming ISA World Congress in South Africa next year. Since the total number of sessions allowed will be determined on April 15, 2005 on the basis of the number of ISA members in good standing that each RC has at that date, it is very crucial for our RC10 to have all members in good standing.

If you have already settled your financial obligations for the year 2005, please disregard my above reminding. Those of you who still have to pay their dues, please use the attached MEMBERSHIP APPLICATION & RENEWAL FORM RC 10 and return it to me (and cheque) at your earliest convenience, as follows:

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Some of you who in the past preferred to be members of RC10 without officially registering to ISA (and paying additional dues), would probably like to reconsider their status with ISA, taking into account the privileges of their increased membership as well as the need to support our professional association.

I look forward to hear from you and to see you in one of our forthcoming meetings and the World Congress

With friendly regards,

Litsa Nicolaou-Smokoviti
Treasurer, RC10

Report from RC10 Events

1st European Competitive Intelligence Symposium in Poitiers Report from the joint Session of RC10 and ESCEM

Participation, Employee Intelligence and Organizational Effectiveness

Chairs:

Litsa Nicolaou-Smokoviti - University of Piraeus/Dean, European Campuses ESCEM and **Eric Stevens** - ESCEM.

Discussant: **Michal Palgi** - Emek Yezreel College/ President of the International Sociological Association Research Committee 10 on Participation, Organizational Democracy and Self-Management.

Session no. 7 was the first attempt to initiate cooperation between ESCEM and the Research Committee 10 on Participation, Organizational Democracy and Self-Management of the International Sociological Association.

The following papers were presented: S. Paroutis & L. Nicolaou-Smokoviti:

"Internal Aspects of Competitive Intelligence. The case of employee participation and information sharing"; V. Pekka-Economou & I. Fafaliou: "How new management tools facilitate organizational competitiveness in modern firms?"; K. & E. Petridou: "Adding Value to Organisation's Emotional Intelligence focusing on Developing Employee Culture. A case study analysis of a Greek privatized Company"; M. Palgi: "Organizational Change and Perceptions of Justice"; Ch. Lavy: "Culture, dialogue and perception change in the Israeli-Palestinian conflict".

The main ideas that were raised in our most interesting and challenging workshop were that organizational change, attitudes or perceptions of change, and competitive intelligence can be achieved through information and knowledge sharing, i.e. participation of all concerned and this will result in competitive advantages.

Our starting point was the definition of the Society of Competitive Intelligence Professionals (SCIP), for CI. It defines it as "a systematic and ethical program for gathering, analyzing and managing internal and external information that can affect a company's plans, decisions and operations". In our workshop it was argued that information sharing and worker participation in decision-making can contribute to the competitive intelligence of the organization. Our focus was on gathering and analyzing the internal information that will bring about better worker cooperation and better knowledge and understanding of the organization and the under currents within it.

Thus it was shown that organizational change will enhance the competitiveness of the organization if it is done after sharing and gathering the relevant information from all parties in the organization, analyzing it and taking actions accordingly.

The change actions that were suggested in our session were the result of the competitive intelligence activities of the organizations researched and achieved through several participative schemes. The changes mentioned were:

Strategy change, changes in the organizational objectives and structure, changes in the targeted markets, changes in the training targets of managerial and non-managerial personnel, changes that enhance cooperation with different groups (within and outside the organization) so as to improve the competitive ability of the organization.

It was also maintained that these changes will be implemented with least resistance if the information gathered is shared by all involved and the decisions on the change agreed upon.

To sum, it was suggested that corporate intelligence specialists should keep in mind that much information can be found within the firm. Also it was suggested that one of the most important ways of promoting information sharing within the firm is the new institution of European works council which seems to have many prospects for the future.

Reporter: Michal Palgi.

RC10 session in the World Social Forum 2005 in Porto Alegre - Brazil

Continuing with our established tradition of RC 10 participation at the World Social Forums since 2001, Prof. José Vicente Tavares and I had organized three joint sessions, along with the Paulo Freire Institute and other congenial organizations, such as the International Peace Research Association (IPRA). In the end, due to registration problems, we collapsed all of three of them into one, addressing the interrelated themes of global participation, democratization and culture of peace, which was moderated by me. Our panel included: Dr. David Adams, (distinguished researcher in the realm of human violence), previously responsible for the Culture of Peace Program at UNESCO, Alexandre Virginio Silva, a fellow sociologist (of education), who presented the case study of Alvorada, a peripheral city of Porto Alegre, based in his outstanding experience as director of municipal education during the past 8 years. In addition to my task as moderator, I was able to inform about the concern and research interests of RC 10 and to establish the theoretical links between democratic participation and the construction of a culture of peace. I could state in short, that we had a well attended session with a very active dialogue with the audience.

Concerning the democratic reorganization of the IS of RC 10, we decided with Prof. Tavares to take the first procedural steps during the next international conference of the Latin American Sociological Association (ALAS), taking place in Porto Alegre, Brazil, late July 2005. In that respect we have already informed and obtained the preliminary support of the main two national sociological organizations in Brazil and CLACSO (the Latino American council of social sciences). Additionally, I was able to converse with Prof. Walter Frantz by phone and became assured of his continuing understanding and support on these sensitive organizational matters.

I want to reassure our RC 10 members, about the continuing democratic transparency and the plurality of views presented at the FSM 2005, as in all previous occasions, within a widely shared chart of principles, which opposes, on the one hand, the neo-liberal project of globalization associated with the World Economic Forum of Davos, with a focus on market economics, while postulating a project of globalization based on "social concerns of inclusivity, democratization (human rights), solidarity, peace and equality. Other ISA research committees present directly or indirectly at the WSF 2005 were "Sociologists without Borders" and RC 05 (on ethnic and racial relations). Immanuel Wallerstein, former ISA president, participated in various sessions of the WSF 2005 as a panelist.

Warm regards,

Azril Bacal

RC 10 Board member

The Co-operative Movement: Topic at the World Social Forum

Walter Frantz

The World Social Forum experienced its first convention in 2001. It was created as a new political manifestation in opposite to the World Economy Forum. The World Economy Forum and The World Social Forum obviously belong to the same contradictory social process. I believe that it's not possible to claim one is positive and the other one is negative. Maybe it is possible to build positive things from both by processes capable of releasing humans from suppression and a situation composed by the controlled and the rulers. This is a hard challenge for the next decades. It may be one of the hardest challenges for the whole next century.

From the 27th to the 31st of January 2005 its 5th convention was held. Except for the last one, that took place in India, all its other conventions took place in Porto Alegre. In Brazil, the forum has been criticized and praised since its beginning. These different opinions are due to misinformation, trading interests or dreams after a better world. There should always be a dialogue before any radical opinion. Everyone must dialogue about mankind's future. Dealing with contemporary problems, it's our duty to participate and be political and socially responsible for the main decisions.

I took part in all the forums except when it took place in India,. What I noticed was the same thing that happened in the 70`s, in Germany, when I was a student there. In that time, there were demonstrations against traditional politics of manipulation. It was specially related to the environmental movements and the students used to say that crazy and ignorant destructions were happening. Obviously, at that time, there were different opinions about the environmental problems, however, due to the seriousness of these problems, hanging started to happen.

It is not to be denied that the forum is an expression of an effort to build possibilities for a better world. Nowadays, there are only a few people that still believe that the environment is not in danger. Moreover, the social contradictions are so blatantly and deep, that it's no longer possible to deny the necessity of changes. The world social forum brings to us the hope of the necessary changes. To hope immediate results on the basis of the events, however, would mean immaturity. But we are all in view of the facts invoked to alter to change. This change must begin in everyone itself. Without this, nothing new happens and everyone keeps feeling not to be responsible for the environmental and social disasters that request our actions.

The world social forum must be an event capable of building something new, better than the traditional, based on the democracy in all the aspects of our lives. The utopia contained in this space must produce the energy that leads to a place of truth, in which it is no more possible only to dream with a better future, but achieve dreams and necessities, so that everybody can have opportunities of social justice.

The forum represents a new political reality, full of hopes, but with big challenges to all those ones who want to build a new world through democracy. The forum can turn into an opportunity for the creation of a new communication net in favor of changes related to another globalization that does not exclude or abuse solidarity and cooperation. It can start a world-wide social movements in favor of cooperation and peace. It can produce a world-wide identity as necessary political strength for the solution of the present political challenges. It can become a new opportunity to a political- educative development. Within the dynamics of the forum, a broad pedagogic process has found new conceptions and methods, linking new ideas that reformulate social dreams of a better world.

Nevertheless, it's important not miss the real present and future possibilities of the event. The world social forum can turn into a place of learning, teaching, based on the dialogue, capable of hearing the voices of the excluded people. It can have a pedagogic meaning to something new. It's increasing the value of the education and cooperation to build a new world. And the forum is related to it, showing different experiences to build new things with cooperation, participation and organizational democracy in self-administration.

People, groups and organizations bring their dreams, hopes and experiences in the space of the forum. The world social forum tried from its beginning to stimulate everybody. It needed a society capable of overcoming all the contradictions that still many people are subjugated to, suffering political, economical, cultural and social exclusions.

Surely, the achievement of this ideal won't come easily to the mankind. However, for its achievement, the world social forum is a very important place. It is the beginning of a long way that carries luck in itself, as all the great dreams do. For this, we should avoid linking parties with the forum, in order to have an open circle. There are many different organizations that identify themselves with ideologies and political beliefs in favor of a new social structure, based on dreams of a bigger social justice.

The world social forum means an important action for organization of the mankind. It is an event of international network. The world social forum contains the dynamics of the positive aspects of the phenomenon of the globalization. Maybe it's a new opportunity to the development of solutions for so many social problems in a time when economy and politics are still based on competition and individualism as well as on rationality and interests of the capital.

The world social forum since its beginning considered essential cooperation and solidarity. Several of its activities had the cooperative nature as the object or, said differently, the human being and their habitat. In 2005, besides many different activities regarding cooperative cooperation, there was a special event: The Cooperative Planet that was carried by official organizations of the co-operative movement. The event clarifies the acknowledgment of the world social forum's importance for the debate on the mankind's big questions, among them the cooperative practice.

In view of the contemporary difficulties and challenges, the cooperative nature, as a social power, can turn into the center of the population's economy, especially regarding the local development. The cooperative nature can develop into a place of communication about the production and distribution practice, from which new ways of economy, new social and human relations and a new political culture can be built. It is through the cooperative nature that we can increasingly look for the construction of a plural economy: not only based on the capital interests, but also based on the necessities and interests of mankind.

Projects of RC10 Members

Organizational Democracy

Resources of Organizations for Social Dispositions Fostering Democracy (ODEM)

Project Director: Prof. Dr. Wolfgang G. Weber, University of Innsbruck,
Institute of Psychology, Innrain 52, A-6062 Innsbruck
Project Team: Mag. Birgit E. Schmid, Mag. Christine Unterrainer,
Dr. Anna N. Iwanowa, Dr. Kerstin Rieder
Contact: Univ.-Prof. Dr. Wolfgang G. Weber

Content: Do we live within a “halved democracy”? Transnational economic interests increasingly determine the design of democracy within the European countries, regions, communities and organizations. Will there be opportunities for “freedom, equality and brotherhood/sisterhood” as a basis of each democratic system? Decision-making within the world of labour has an impact on welfare and societal solidarity. Thus, a sustainable development of society has to promote democratic attitudes at work. The ODEM Research Team explores whether *democratic principles of organizations* on the level of the organization, the work group, and the individual task are interrelated to the readiness of employees and co-operative members *to act democratic and socially responsible*, e.g.

- to demonstrate social perspective-taking on a higher level
- to show egalitarian-humanist value orientations,
- to make moral judgments,
- to show prosocial work behavior (not only in the management-oriented sense of OCB),
- or to demonstrate affective commitment.

The theoretical framework of the project ODEM focuses on the socialization of democratic principles through working life. We want to examine which fractals of democratic decision-making and social responsibility for the community exist in the practices of enterprises. And we ask what they contribute to the development of democracy in the process of European integration.

Research Methods: A variety of democratic and other socially oriented enterprises from the *Euroregions* Austria, Italy (Southern Tyrol, Trentino), and Southern Germany will be included in the cross-sectional study. Research will refer to different organizations in various economic fields: enterprises in the field of industrial production, trade and handcraft; social, cultural and interactive service work; information and communications technology and cooperatives. For the examination of the research questions several methods will be combined: verified (semi-) standardized questionnaires (about N=300 employees), structured interviews (about N=25) with representatives of enterprises, associations and networks and analysis of documents.

Co-operation Partners:

International Institute for Research on Cooperatives in the Alp Region (IGA), Austria
The Institute for Research of the Kibbutz and the Cooperative Idea, Israel
(Prof. Dr. Michal Palgi, Chair of Gender Studies, Emek Yezreel College, and President of the RC10 Participation, Organizational Democracy and Self-Management of the ISA)
Dr. Paul Oehlke, Deutsches Zentrum für Luft- und Raumfahrt e.V., Bonn, Germany
(Political Scientist, Programm Innovative Arbeitsgestaltung und Zukunft der Arbeit)

Start of the Project: 03-2004 End of the Project: 03-2006

ODEM is part of the research programme >node< (New Orientations for Democracy in Europe) of the Austrian Federal Ministry for Education, Science and Culture (bm:bwk): www.node-research.at

Call for Papers RC10 Events

XVI ISA World Congress of Sociology

Durban, South Africa, 23-29 July 2006

The Quality of Social Existence in a Globalising World.



Research Committee on Participation, Organizational Democracy and Self-Management RC10

For each of the following sessions, please find below the title of the session, the allowed languages, and the name(s) of the suggested co-ordinator(s) and co-chair(s).

E = English, S = Spanish, F = French

- 1. Opening session - Challenges of globalization to democracy and participation**
Michal Palgi palgi@yvc.ac.il, György Szell gszell@uni-osnabrueck.de, Dasarath Chetty tdchetty@pixie.udw.ac.za, Walter Frantz wfrantz@unijui.tche.br.
E/S/F
- 2. Social existence, social rights and the welfare question today.**
Bruce Wilson wilson@rmit.edu.au.
E
- 3. Social services, participation and user involvement**
Edward Zammit ezam1@um.edu.mt
E
- 4. Participation in various cultural areas and communities**
Julia Rozanova jrozanova@mail.ru, Richard HARRIS Richard_Harris@monterey.edu
E
- 5. Privatization and democratization – challenges for social existences**
Litsa Nicolaou Smokoviti lnicola@otenet.gr, and Volkmar Kreissig volkmar@ibb.com.by
E
- 6. Cooperatives and the quality of social existence**
Leslie Brown leslie.brown@msvu.ca, Peter Leisink P.Leisink@fsw.ruu.nl
E
- 7. The impact of participatory/action research on social existences**
Ake Sandberg ake.sandberg@niwl.se, Francesco Garibaldi f.garibaldi@ipielle.emr.it
E / F
- 8. Self Management, social existence and personal well-being**
Manfred Moldaschl Manfred.Moldaschl@soziologie.wiso.tu-muenchen.de and Wolfgang Weber wolfgang.weber@uibk.ac.at
E/F
- 9. Workers' direct and representative participation in new organizational forms.**
Bill Harley bharley@unimelb.edu.au, and Jan Kees Looise j.c.looise@sms.utwente.nl
E
- 10. Participation at global level: Porto Alegre and the World Social Forum**
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11. Transnationalization, Organizational Forms and Participative Management

S. L. HIREMATH slhiremath@rediffmail.com

E

12. Employee involvement and productivity

Jacques Belanger Jacques.belanger@rlt.ulaval.ca, and Johann Maree
maree@humanities.uct.ac.za

E/F

13. The impact upon human capacities to learn when research processes encourage subject participation as equals

Rhetta Moran R.Moran@salford.ac.uk and Monica Mesquita mmbm@fct.unl.ptl

E/S

14. Participation and childhood consequences for social existence

Joint session with RC53, Research Committee on Sociology of childhood

Heinz Suenker suenker@uni-wuppertal.de

E

15. The effect of gender participation in public life on the quality of social existence

Joint session with RC32, Research Committee on Women in Society.

Vera Vratusa vvratusa@dekart.f.bg.ac.yu, Veena Poonacha (RC 32)

rcwssndt@bom3.vsnl.net.in

E

16. Business meeting

Potential paper givers should send paper proposals to session chairs before October 31, 2005.

Please do not hesitate to contact RC10 president for any questions at: palgi@yvc.ac.il.

The above list of sessions is tentative since the number of session given to Research Committees depends on membership. We urge you to check with ISA Secretariat isa@cps.ucm.es if you are duly registered at ISA and RC10. If not, do so before March 15, 2005 to secure RC10 sessions at the Congress. ISA membership form is available at http://www.ucm.es/info/isa/memb_i/index.htm



THE 37TH WORLD CONGRESS OF THE INTERNATIONAL INSTITUTE OF SOCIOLOGY
STOCKHOLM SWEDEN 5-9 JULY 2005

Program of the
Interim Conference of ISA RC10
on Participation, Organizational Democracy and Self-Management

At the 37th World Congress of IIS Stockholm
(5-9 July, 2005)

Call for papers:

SESSION TITLE	CONVENER
Global Democratization	Azril Bacal Uppsala University Azril.Bacal@soc.uu.se
Globalization, Union Involvement and Participation	Litsa Nicolaou-Smokoviti University of Piraeus lnicola@otenet.gr
New Interdisciplinary Research in Economic and Organizational Democracy: The node Research Programme	Wolfgang G. Weber University of Innsbruck wolfgang.weber@uibk.ac.at
Social Change and Organisational Democracy	György Széll University of Osnabrueck gszell@uni-osnabrueck.de
Social Change and Participation 1	György Széll University of Osnabrueck gszell@uni-osnabrueck.de
Social Change and Participation 2	György Széll University of Osnabrueck gszell@uni-osnabrueck.de

Registration and hotel bookings can be made directly on the Congress Bureau Registration/
Accommodation, Stockholm Convention Bureau at the following email address:
IIS2005@stocon.se



Session “Globalization, Union Involvement and Participation”

Convener: Litsa Nicolaou-Smokoviti

- 1. Globalization and Capitalism: What’s the Problem?**
Severyn Bruyn, Boston College, Dept of Sociology - e-mail: bruyn@rcm.com &
Litsa Nicolaou-Smokoviti, University of Piraeus, Dept of Business Administration - e-mail: lnicola@otenet.gr
- 2. Globalization, the New Economy and the Renewed Interest in Trade Unions’ Involvement and Participation: What can we expect for the future?**
Irene Fafaliou, University of Piraeus, Economics Dept - e-mail: fafaliou@unipi.gr &
John Donaldson, University of Leicester, Faculty of Law - e-mail: jed5124@fsbdial.co.uk
- 3. Globalization, Welfare State Transformation and the Unions**
Demosthenis Daskalakis, University of Athens, Dept of Primary Education - e-mail: ddaskal@primedu.uoa.gr .
- 4. Does globalization affect participation? Recent evidence from small and medium-sized enterprises: The Greek case**
Litsa Nicolaou-Smokoviti, University of Piraeus, Dept of Business Administration - e-mail: lnicola@otenet.gr &
Spiros Paroutis, University of Piraeus, Dept of Business Administration - e-mail: spiros@unipi.gr.
- 5. Trade Union Participation in European Multi-Level Governance: Towards Networked Trade Unionism?**
Andy Mathers, e-mail: Andrew.Mathers@uwe.ac.uk &
Graham Taylor, Ph.D., University of the West of England, Bristol, School of Sociology - e-mail: gt007f4891@blueyonder.co.uk .
- 6. The role of unions in establishing gender equality in labor relations in the era of globalisation**
Eleni Nina-Pazarzi, University of Piraeus, Dept of Business Administration - e-mail: enina@unipi.gr.
- 7. Factors affecting success in management: A case of gender participation in Greek business organizations**
George Halkos, University of Thessaly, Dpt of Economics - e-mail: halkos@uth.gr
Ilias Kevork, University of Thessaly, Dpt of Economics - e-mail: kevork@uth.gr .
- 8. Globalization, Multiculturalism and Hybridity: An Exploratory Study in Emerging Medical Pluralistic System in al-Ain, AUE**
Mohammed Tabishat, United Arab Emirates University, Sociology Program - e-mail: Tabishat@uaeu.ac.ae
- 9. Chaim Lavy**, Bar-Ilan University, Interdisciplinary Dept of Social Science - e-mail: lavych@mail.biu.ac.il .

Prof. Dr. Litsa Nicolaou-Smokoviti
43, Marathonodromou Ave., Psychiko, 15452 Athens GR
Tel: +30-210-6713902 Fax: +30-210-6719697 e-mail: Nicola@otenet.gr



Session: “New Interdisciplinary Research in Economic and Organizational Democracy: The ‘node’ Research Programme”

Convener: Wolfgang G. Weber
University: University of Innsbruck;
E-mail : wolfgang.weber@uibk.ac.at

1. New Orientations for Democracy in Europe - A Brief Description of the >node< Research Programme
Wolfgang G. Weber and members from other >node< project teams
University: University of Innsbruck and Vienna
E-mail : wolfgang.weber@uibk.ac.at
2. Work Beyond Boundaries and Chances for Participation
Joerg Flecker, Manfred Krenn, Ulrike Papouschek, Hubert Eichmann
University: FORBA Vienna
E-mail : flecker@forba.at
3. Working Society and Industrial Democracy in Future Europe
Susanne Pernicka
University: University of Vienna
E-mail : susanne.pernicka@univie.ac.at
4. Organizational Democracy - Resources of Organizations for Social Dispositions Fostering Democracy (ODEM)
Wolfgang G. Weber, Anna Iwanowa, Birgit E. Schmid, Christine Unterrainer
University: University of Innsbruck
E-mail : ODEM@uibk.ac.at
5. Tetrasociology as New Interdisciplinary Research in Organizational Democracy and Management
Leo M. Semashko, Tatiana A. Makarova
University: Public Institute of Strategic Sphere St. Petersburg, State Polytechnic University St. Petersburg
E-mail : semashko4444@mail.admiral.ru



Session “Social Change & Organisational Democracy

Convener: György Széll

University: Osnabrück; gszell@uos.de

1. **Social Change & Organisational Democracy**
György Széll
University: Osnabrück
E-mail : gszell@uos.de
2. **Organizational analysis in the study of family policy commitments**
Zhanna Kravchenko
University: Södertörns högskola/Stockholm University
E-mail zhanna.kravchenko@sh.se
3. **Strengthening Citizenship. Effects of an Unconditional Basic Income on Political Communities. A Sociological Approach**
Sascha Liebermann
University: Dortmund
E-mail : Sascha.Liebermann@udo.edu
4. **The Role of Voluntarism in Lithuania: Challenges and Perspectives after 1990**
Ernesta Butkuvienė
University: Kaunas University of Technology
E-mail : ernestabut@email.lt
5. **Social change and organizational democracy - the case of the kibbutz**
Michal Palgi
University: Haifa
E-mail : palgi@yvc.ac.il

Reserve/Distributive Papers

Government, management and participation in the enterprise

Juan Monreal

University: Murcia



Session “Social Change & Participation 1”

Convener: György Széll

University: Osnabrück; gszell@uos.de

Chair: **Eskil Ekstedt**

University: Stockholm

E-mail: eskil.ekstedt@arbetslivsinstitutet.se

1. **Social Change & Participation**

Alain Chouraqui

University: Aix-Marseille III

E-mail : chouraq@univ-aix.fr

2. **Urban Strategies combating the spatial concentration of poverty: between participation and efficient regulation**

Alexander Hamedinger

University: Vienna University of Technology

E-mail : Hamedinger@srf.tuwien.ac.at

3. **Subjectivisation of work as a new form of participation**

Rainer Zoll

University: Bremen

E-mail : zoll@uni-bremen.de

4. **Participation and Influence in Participative Institutions**

Mario Fuks & Renato Perissinotto

University: Curitiba

E-mail : mariofuks@uol.com.br

5. **Double Rule and Multiple Roles: The Interorganizational Organization**

Miry Levin-Rozalis & Dorit Tubin

University: Ben-Gurion, Sheva

E-mail : rozalis@internet-zahav.net



Session: “Social Change & Participation 2”

Convener: György Széll

University: Osnabrück; E-mail : gszell@uos.de

Chair: Michal Palgi

University: Haifa

E-mail : palgi@yvc.ac.il

1. **Democracy, Participation and Sustainable Livelihoods: the Case Study of Participatory Natural Resource Management in Pakistan**
Khurram Iqbal
University: of Agriculture, Faisalabad, Pakistan
E-mail : kiqbal_fsd@yahoo.com
2. **Political Taste in Late Modernity**
Gitte Sommer Harrits
University: Aarhus
E-mail : harrits@ps.au.dk
3. **Conductorless Orchestras: Road to Success or New Utopia? Towards a Theory of Organizational Trust**
Dmitry Khodyakov
University: Rutgers
E-mail : dkhodyakov@sociology.rutgers.edu
4. **Music as an Instrument for Social Change: Programs in Bosnia-Herzegovina**
Mary Anne Kochenderfer
University: Edinburgh
E-mail : MA.Kochenderfer@ed.ac.uk
5. **Social change and participation through dialogically-engaged language learning**
Alan Brady
University: Kwansei Gakuin
E-mail : aybrady@gol.com



**European Sociological Association
7th Congress “Rethinking Inequalities”**

Nicholas Copernicus University, Toruń/Poland - 9-12 September 2005
First Call for Papers for the Stream „Work & Organisation“

Co-ordinators: Francesco Garibaldo & György Széll

(Foundation Institute for Labour (IpL), via Marconi, 8, I-40122 Bologna/Italy
phone: +39-051-656-4211; fax +39 051 6565425, www.ipielle.emr.it or www.fipl.it)
(University of Osnabrück, Dept. of Social Sciences, D-49069 Osnabrück/Germany
Tel. +49-541-969-4614/Fax +49-541-969-4600; email: gshell@uos.de)

Session 1: Work, organisation & inequalities

Chair: György Széll (gshell@uos.de) & N.N., Keynote speaker: Friedrich Fürstenberg
University of Bonn/Germany f.fuerstenberg@uni-bonn.de

Session 2: On social classes back again?!

Chair: Francesco Garibaldo, Institute for Labour, Bologna/Italy f.garibaldo@ipielle.emr.it & N.N.

Session 3: Trade Unions and Employers Associations

Chair: Béla Galgoczi, European Trade Union Institute, Brussels/Belgium bgalgoczi@etuc.org & Rainer Zoll, University of Bremen/Germany zoll@uni-bremen.de

Session 4: Labour supply and labour demand – the role of local and regional policies

Chair: Juan Monreal, University of Murcia/Spain jmonreal@um.es & N.N.

Session 5: The New Economy – the neo-liberal agenda on work

Chair: Eskil Ekstedt, National Institute of Working Life, Stockholm/Sweden
eskil.ekstedt@arbetslivsinstitutet.se & N.N.

Session 6: New trends in the sociology of work and in organisational theory

Chair: Anne Inga Hilsen, Norwegian Work Research Institute anne.inga.hilsen@afi-wri.no & N.N.

Session 7: Gender

Chair: Michal Palgi, University of Haifa, Israel palgi@research.haifa.ac.il
& Elda Guerra, Bologna/Italy elda.guerra@tin.it

Session 8: New developments in Central & Eastern Europe

Chair: Akihiro Ishikawa, Institute of Social Research, Chūō University, Tokyo/Japan
janosik@mxz.mesh.ne.jp & MAKÓ Csaba (Institute of Sociology, Hungarian Academy of Sciences, Budapest/Hungary mako@socio.mta.hu)

Session 9: Facilitating regional learning processes in a competitive environment: regional socio-economic and cultural developments in three accession countries and three member states

Chair: Jacques Vilrocx (TESA, Vrije Universiteit Brussel/Belgium jacques.vilrocx@vub.ac.be & N.N.

Session 10: Poster session & Business meeting

Chair: György Széll & Francesco Garibaldo

Books by RC10 Members

Francesco Garibaldo, Andrea Bardi (eds.)

Company Strategies and Organisational Evolution in the Automotive Sector: A Worldwide perspective

Peter Lang – 2005

This book comes out during a phase of crisis and transformation for the automobile industry across the world; this crisis is particularly acute in Europe and the United States. This book is written especially for the non-specialist with more than a passing interest in the sector, such as experts of other sectors, trade unionists, representatives of the corporate world, and policymakers and public managers who deal with industry, commerce and public planning. The authors provide up-to-date information and assessments of what is actually taking place, with particular attention paid to the sub-supply companies.

The book focuses on four European countries, Germany, Spain, Sweden and Italy, each of which is significant for its different experiences. Finally, three important non-European situations, the United States, Brazil and Japan, are examined.

Contents: organizational change in the automotive sector; supply chain restructuring processes; regional development and globalisation strategies; mega-suppliers, supply parks and modularisation; teamworking implications on manufacturing performance and worker outcomes.

This book is a collection of writings from 13 authors, including contributions from Ulrich Jürgens, Giuseppe Calabrese, Mario Sergio Salerno

György Széll, Carl-Heinrich Bösling, Johannes Hartkemeyer (eds.)

Labour, Globalisation & The New Economy

Peter Lang – 2005

The dominant form of globalisation, i.e. financial globalisation, is the biggest challenge for employees and their representations of interest. If it remains largely unregulated, not only the natural resources will be destroyed, but also social sustainability will be prevented. The negative effects of this development are first of all to be felt on the local and regional level. It is here, therefore, where counter initiatives and strategies have to start. The quality of life and working-life has not necessarily increased through globalisation and the New Economy, though the possibilities of improved communication via email and Internet were positively acknowledged. The biggest challenge is the increasing inequality on a global scale, which is produced so far by the New Economy. As education contributes to enlarge this gap, it has to be adapted to the new social needs to overcome this polarisation. The ongoing development must be reversed: Real needs demand more spending for public than for private consumption. Intermediate organisations can play a positive role in this process.

Torben Elgaard Jensen and Ann Westenholtz (eds.):
**Identity in the Age of the New Economy:
Life in Temporary and Scattered Work Practice**
Edward Elgar Publishing, 2004

Authors: *Paul duGay, Torben Elgaard Jensen, Liz McFall, Gill Ursell, Lars Strannegård, Ola Bergström, Ellen van Wijk, Peter Leisink and Ann Westenholtz*

Identity in the Age of the New Economy is a multi-faceted view of contemporary employment and identity that questions a number of the myths related to the so-called new economy, knowledge society or network society. It argues that one of the most striking things about much contemporary theorising on work and identity is the epochalist terms in which it is framed: changing forms of identity and subjectivity are assumed to be consequences of a shift to an entirely new economic, social and cultural era, signaled by concepts such as postmodernity, risk society, network society or new economy.

- The book deviates from the epochalist claim and follows the path of recent years' sociological/social-psychological analyses of identities, presenting detailed empirical studies of relational identities in scattered and temporary work practices. The authors demonstrate how identities are endogenous variables, focus on highly educated contingent employees and direct the analyses from the politics of interests to the politics of identities.

Exploring the nexus between identity and the organisation of work life, this wide-ranging, multi-disciplinary book will be of great interest to both academics and practitioners in the fields of human resource management, industrial relations and psychology. It will also appeal to those with an interest in organisation theory.

'I am very glad that I had the opportunity to read and review this manuscript. It has a clear and important message and is written with infectious enthusiasm and commitment. Work and organizational identity theory is attracting a great deal of attention. There is plenty of room in this expanding field for a book that is as well conceived and as well positioned as this one. The book's timely theoretical argument is well supported by six richly detailed ethnographic and historical case studies.'

– Brad Jackson, Victoria University Wellington, New Zealand

Hedva Sarfati
**Welfare and Labour Market Reforms -
A new Framework for Social Dialogue and Collective Bargaining ?**
European Journal of Industrial Relations, Vol 9, No. 3, 2003, pp. 265-282.

Abstract - The article examines the challenges raised for the social partners and collective bargaining by recent and planned reforms of the welfare state. These reforms were necessitated by major changes in the labour market and the socio-economic context over the past three decades. The article highlights these changes as well as their policy implications. It shows how governments' policy has been constrained by a broad range of factors: notably, high unemployment, low labour force activity rates, growing female participation in the labour market, changes in the family structures, demographic ageing, the shift to a post-industrial economy, the spread of economic liberalisation and the European Growth and Stability Pact. While there is no unique formula to address the complex issues involved in welfare reform, a comprehensive policy mix is required and seems only feasible through patient consensus-building among all stakeholders, Particularly the social partners. This is the lesson of successful reforms and appears to be the major challenge for preserving social cohesion and reviving collective bargaining.

Key words: Labour market trends – welfare reforms – role of social partners – social dialogue – European Union

Hedva Sarfati
**Gender, discontinued careers and low activity rates –
the challenges and responses in a long life society**
Relations industrielles/Industrial Relations, vol. 59, No. 2, 2004, pp. 379-415.

Abstract - While long life society constitute a progress in terms of healthier, better and longer lives, it is also associated with higher pension and health expenditures to an extent that threatens the long term adequacy and sustainability of existing welfare systems. It therefore requires adaptation of society and of social institutions and policies, in particular the labour market and the welfare systems, to stem or even reduce the growing dependency ratios of the population. In this context, the gender dimension is crucial for any policies that aim at improving the effectiveness of labour markets and social and economic inclusion. This article thus starts by signalling the six main changes that have occurred in the labour market and the workforce, which concern in particular women in all age groups. It then highlights the main responses of the welfare systems to these changes, emphasizing activation measures indicating their successes and shortcomings – illustrated by the Danish and UK experience. It concludes by suggesting policies that may enhance female activity and employment rates, from both the labour supply and demand perspectives.

Key words: Labour market trends– OECD countries – active labour market policies – gender – reconciling work and family responsibilities – incidence of educational attainment – atypical jobs – development of the services sector

Harley, B., J. Hyman and P. Thompson (eds)

Participation and Democracy at Work: Essays in Honour of Harvie Ramsay

London: Palgrave.

The book will be launched at the International Labour Process Conference in Glasgow early in April.

Fishman, G.; McLaren, P.; Sünker, H. and Lankshear, C. (eds.):

Critical Theories, Radical Pedagogies, and Global conflicts.

Lanham: Rowman & Littlefield (367pp.; paperback 34.95 \$)

Pérez Adán, José and Ros, Javier:

Sociología del Desarrollo Sostenible,

Edidep, Valencia, 2005.

Pérez Adán, José:

Repensar la Familia,

Internacionales, Madrid, 2005.

MEMBERSHIP APPLICATION & RENEWAL FORM RC 10

PERIOD 2005 - 2008

International Sociological Association

Research Committee 10: "Participation Organizational Democracy and Self-Management"

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