

# 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:** All corrections with regard to membership and members addresses should be sent to the treasurer, Litsa Nicolaou Smokoviti, Greece (see address below).

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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

Dear colleagues,

I am pleased to share with you the Spring Issue of the RC10 Newsletter. As always, the issue is very rich thanks to the news and contributions you have sent. This issue also reports on some important forthcoming events within RC10 – don't miss the section about the ESA Conference in Glasgow, and the section about the planning for ISA RC Forum in Barcelona, September 5-8, 2008. The section Communication from RC10 Members brings lots of relevant information about conferences, events, and publications that may be of interest to RC10 members and those who are interested in joining the Committee.

I will look forward to your feedback and welcome any suggestions and comments about the Newsletter. And please, start sending to me the new materials for the Fall 2007 issue. I hope the Newsletter may be helpful to you and your research in many ways. Happy reading!

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## **A letter from the RC10 President**

Dear colleagues and friends,

This latest newsletter contains information about the RC10 work that has been done in the last few months and information about future work. We would like to draw your attention to some great events planned for 2007 and 2008 in which our Research Committee is participating, especially the ESA Conference at the beginning of September this year in Glasgow, and the mid-term conference, which is part of a wider ISA event for all Research Committees, in September 2008 in Barcelona.

I strongly hope that we will be able to both consolidate and expand the work of our Research Committee. This seems to me to be of special importance in a time when democracy is under siege worldwide, where the decline of political classes worldwide undermines democracy, and the participatory competencies of people are compromised. We know that participation is at the heart of democracy and that the democratization of all institutions, organizations, and everyday life is the pre-condition for a substantial democratic life for everyone. Therefore I think we face a special responsibility in these times with respect to our scholarly work.

Best regards and venceremos,

**Heinz Sünker,**  
President, ISA-RC10

## **Message du Président, ISA-CR10**

Chers collègues et amis,

La présente Newsletter contient des informations sur le travail du CR10 effectué dans les quelques derniers mois, et des informations sur son travail à venir. Nous aimerions attirer votre attention sur quelques grandes manifestations programmées pour 2007 et 2008 et auxquelles notre Comité de Recherche participe, en particulier la Conférence de l'Association Européenne de Sociologie début septembre de cette année à Glasgow, et la Conférence de mi-mandat, qui fait partie d'une manifestation plus large de l' AIS pour tous les Comités de recherche, en septembre 2008 à Barcelone.

Je souhaite vivement que nous soyons capables à la fois de conforter et de développer le travail de notre Comité de recherche. Cela me semble d'une importance particulière dans une période où la démocratie est assiégée dans le monde entier, où le déclin de la classe politique sape partout la démocratie, et les capacités participatives des gens sont compromises. Nous savons que la participation est au cœur de la démocratie et que la démocratisation des institutions, des organisations et de la vie quotidienne est la condition d'une vie démocratique réelle pour chacun. C'est pourquoi je pense que nous sommes devant une responsabilité particulière dans cette période au regard de notre travail académique.

Avec mes meilleurs sentiments, et venceremos.

**Heinz Sünker,**  
Président, AIS-CR10

(Translated by Dr. Alain Chouraqui)

## Saludos del presidente del RC-10

Queridas y queridos colegas y amigos,

Esta última edición de nuestro boletín contiene información acerca de la labor del RC-10 en los últimos meses y también sobre nuestra agenda de trabajo futura. Nos gustaría llamar vuestra atención sobre algunos de los grandes eventos planeados para el 2007, en los cuales participa nuestro comité de investigación. Especialmente en lo que se refiere a la conferencia de ESA en los inicios de Septiembre en Glasgow. También cabe mencionar la conferencia de medio término del ISA con todos los comités de investigación en Barcelona, en Septiembre del presente año.

Espero con vehemencia que estaremos en condiciones de consolidar y expandir el trabajo de nuestro comité de investigación. Tarea que adquiere una especial importancia en un período en el cual la democracia está sitiada a nivel mundial. Una etapa histórica en la cual el declive de las clases políticas desfavorecidas erosiona la democracia, al disminuir drásticamente su potencial de intervenir y participar en el proceso político. Sabemos que la participación conciente y crítica de los ciudadanos constituye la base y corazón de la democracia, en todas las instituciones, organizaciones y en la vida cotidiana de las personas. Siendo esta participación ciudadana la pre-condición para una democracia digna de su nombre para todas las personas de este mundo.

Por lo tanto, nos espera un gran reto, una gran tarea y una gran responsabilidad en lo que se refiere a nuestra labor académica en los difíciles tiempos en que vivimos.

Cálidos saludos y "Venceremos",  
Heinz Sünker,  
Presidente, ISA-RC10

(traducción de Azril Bacal)

## Forthcoming RC10 events

### EUROPEAN SOCIOLOGICAL ASSOCIATION CONFERENCE, GLASGOW, 3-6 SEPTEMBER, 2007

The web site of the conference is:  
[www.esa8thconference.com](http://www.esa8thconference.com)

#### **Research stream: work and organization(Call for Papers)**

*Please note: The Call for Papers was originally forwarded to RC10 members on January 15, 2007 on behalf of Dr Francesco Garibaldi and Dr Anne-Inge Hilsen*

We are witnessing a growing tension between people engaged in the labour sphere and citizenship; a clear case in point is represented by economic immigrants and/or people in a weak position in the labour market. They are participating in the creation of wealth of the hosting nation but they have no citizenship at all or a diminished citizenship. There are many institutional and cultural drivers of such a situation but there is also a specific reason deeply rooted in the actual configuration of the division of labour in our societies, a good case in point is the practice of creating a long chain of interconnected production centers – outsourcing – with a different degree of social and labour protection and with a huge variety of labour conditions. The deregulated scenario of the economic fabric is somehow related to the diminished or missing citizenship of immigrants and/or people in a weak position in the labour market? In other words can be maintained, for immigrants and/or people in a weak position in the labour market, the Thomas Humphrey Marshall's statement that the birth of the rights to civil citizenship for the working classes were rooted in the fully- fledged collective bargaining right, which in turn gave momentum for the use of civil collective rights to state the fundamental claims to the elements of social justice, that is the passage of an important process from the political sphere to the civil one of citizenship?

Secondly we are witnessing a growing public pressure, by governments all over the world, to consider social conflicts as an obstacle on the way to competition among nations. Society as a whole must participate in the competition game as a team in a sport race. The role of conflict as the best and the more effective way of assuring at the same time social cohesion and social justice in a democratic regime is under threat. This general new cultural and political attitude is very strong when economic organisations are at stake. Is there any empirical evidence that this is a cultural bias? In other words the immediate focusing on competition is self-defeating on the long run because of the jeopardisation of the labour status? Is there any empirical study on the unforeseen consequences of these strategies?

Broad participation in the workplaces and social dialogue at a national level are necessary elements in creating sustainable economic growth with more and better jobs and greater social cohesion. Rather than seeing conflicts as a problem, research approaches based on broad participation and social dialogue allows the actors of work life to negotiate agreements to cooperate in spite of conflicting interests and unequal power relations. Diversity in work life is important to innovation, development and learning, and conflicts arising from diversity needs to be addressed also in our research approaches. Action research is such a research approach and should be further explored in this context.

In the context of globalisation processes market principles have gained new strength also with regards to the regulation of labour relations. The threat of relocation, offshoring and outsourcing processes has led to a changed balance of power between capital and labour. The increasing segmentation of the labour market is one of the results of the changed balance of power. At the level of labour and employment relations we are faced with new tendencies in collective bargaining, interest representation and participation. In a growing number of cases collective bargaining becomes a tool of competition losing its function of solidarity and fostering itself segmentation processes, interest representation gets undermined by outsourcing

processes, representative participation is substituted by unilateral decision-making or direct participation and the latter becomes a tool in the context of competition strategies and is limited to certain groups of employees. The question, therefore, is whether today there are any possibilities to overcome the negative effects of labour market segmentation by recomposing interest representation, by finding new ways of creating solidarity, by innovating collective bargaining strategies and, finally, by extending and developing further existing models of participation?

The call for papers on work and organisation invites empirical as well as theoretical contributions to the discussion. We especially invite papers around topics such as:

- The new division of labour and the actual citizenship status of immigrants and young people and of people with a weak labour market position
- The new division of labour and the problems of interest representation, participation and collective bargaining
- Youth and the new division of labour
- New forms of collaboration in regional development and innovation
- Cross-generational communication and learning in the workplace
- Promoting active ageing and inclusion of older workers in work life
- Organisation theory, organisational change and action research

Conveners: Anne Inga Hilsen, Work Research Institute, Oslo ([anne.inga.hilsen@afi-wri.no](mailto:anne.inga.hilsen@afi-wri.no)) and Francesco Garibaldo, director, Foundation "Institute for Labour (IPL)", Bologna ([f.garibaldo@fipl.it](mailto:f.garibaldo@fipl.it)).

## **DRAFT PROPOSAL FOR RC10 PARTICIPATION AT THE ISA RC FORUM IN BARCELONA, 5-8 September, 2008**

### **RC10 Program Theme: "Subordinate vs. Emancipatory Modes of Participation in a Globalizing World"**

#### **1) Participation, self-management and organizational democracy in the public and in the private sphere: changes/decline and their root causes.**

Potential Convenor/organizer: Francesco Garibaldo, Isabel Da Costa, Vera Vratusa.

Brief session description: In the climate of growing interest for social responsibility and accountability of organizations and concerns about the decline of participation, self management and organisational democracy, this session seeks to address the root causes of transformation of participation and self management in both the public and the private sphere world over, from the perspective of various stakeholders, ranging from the workplace to global governance.

*Session format:* The session will be organized as a panel that may include papers by RC10 members, and invited papers from colleagues who work in this area (who are not yet RC members, but may consider joining RC).

#### **2) Participation, self-management, democracy and their challenge(r)s in international perspective.**

Potential Convenor/organizer: Azril Bacal.

Brief session description: This session seeks to address the encompassing challenge of reinventing "participation" (which is not a disguise for "subordinated" participation), for "democratizing democracy" as suggested by Boaventura de Souza Santos. The papers



would critically analyse whether democracy may be coopted by plutocratic dynasties, and how democracy may deliver the justice and dignity implied in the "democratic promise". The papers would consider ways in which self-management relates to "planetarian localism" as the material and ideological grounds for grassroot democracy and planetarian identity and citizenship.

*Session format:* The session will be organized as a panel that may include papers by RC10 members, and invited papers from colleagues who work in this area (who are not yet RC members, but may consider joining RC).

### **3) "Participation reconsidered: Its conceptual meaning, ideology and practice under a new light".**

Potential Convenor/organizer: Litsa Nicolau-Smokoviti. Co-chair/discussant: Prof. Dr. Demosthenis Daskalakis.

Brief session description: The topic is broad enough to include a discussion of theoretical, ideological and practical issues related to participation in various sectors of social life, with reference to the international experience. The analysis of present and expected socioeconomic and political trends will permit the formulation of assumptions about forthcoming developments in the meaning and application of active and responsible participation and organizational democracy.

*Session format:* The session will be organized as a panel that may include papers by RC10 members, and invited papers from colleagues who work in this area (who are not yet RC members, but may consider joining RC).

### **4) Children and young people - participation or object of concern? Joint Session RC10-RC53 (Sociology of Childhood).**

Potential Convenor/organizer: Heinz Suenker.

Brief session description: This session seeks to address the questions about participation among children and youth in international perspective, bearing in mind the experiences and research from different parts of the world, including, but not limited to, Asia, Africa, Europe, and Latin America.

*Session format:* The session will be organized as a panel that may include papers by RC10 and RC53 members, and invited papers from colleagues who work in this area (who are not yet RC members, but may consider joining RC).

### **5) The twin challenges of representation and accountability for sociological praxis Joint Session RC10-RC51 (Sociocybernetics).**

*Potential Convenor/organizer: Janet McIntyre.*

Brief session description: Governance is bandied around as good governance but there is a need to hear and to take into account how governance is defined by those who are at the receiving end of the decisions. This joint session seeks to explore the issues of democracy, governance and sustainable futures using the insights from Socio Cybernetics approach. The papers will focus on the importance of ensuring that those at the receiving end of decisions are part of the decision making process. The papers will explore issues of representation, accountability, identity, and social justice and engage with the current research on discursive democracy. Papers that embrace multidisciplinary perspectives are encouraged, including such fields as, but not limited to, informatics and engineering, public health and cultural studies.

*Session format:* The session will be organized as a panel that may include papers by RC10 and RC51 members, and invited papers from colleagues who work in this area (who are not yet RC members, but may consider joining RC), including colleagues from such organizations as, but not limited to International Systems Sciences and Australian and New Zealand Systems Society.

**6) Joint Session RC10-RC30 (Sociology of Work) and/or RC36 (Alienation Theory and Research). Title – to be confirmed**

*Potential Convenor/organizer: Azril Bacal.*

Brief session description: to be confirmed.

We have had successful joint sessions with RC-36, whose former chair, our colleague and friend Prof. Lauren Langman, at Loyola University, has also become member of RC-10.

Can also explore the question with Dr. Enrique de la Garza at UAM (and his colleagues) in Mexico, an old colleague and friend, who organized and chaired the Asociación Latinoamericana de Sociología del Trabajo.

*Session format:* The session will be organized as a panel that may include papers by RC10 and RC30/RC36 members, and invited papers from colleagues who work in this area (who are not yet RC members, but may consider joining RC).

**7) Joint Session RC10-RC32. Provisional title: Women's Participation/Exclusion in Public and Private Contexts.**

*Potential Convenor/organizer: Michal Palgi, Esther Ngan-ling-Chow, Julia Rozanova.*

Brief session description: to be confirmed.

*Session format:* The session will be organized as a panel that may include papers by RC10 and RC32 members, and invited papers from colleagues who work in this area (who are not yet RC members, but may consider joining RC).

**Report from International Labour Process Conference, Amsterdam  
April 2-4, 2007**

By Julia Rozanova

RC10 Board Members Dr Ake Sandberg and Julia Rozanova recently participated and presented papers at the 25<sup>th</sup> International Labour Process Conference that was held in Amsterdam from April 2-4, 2007. Julia Rozanova gratefully acknowledges the support of RC10 in covering her conference registration fee. This conference is an annual gathering of labour process, labour movements, industrial relations, critical human resource management, and critical organizational studies researchers, predominantly from the UK but also from Europe and other countries. This year the Conference was organized by the Amsterdam Institute of Advanced Labour Studies (AIAS). There was also a workshop for graduate students preceding the Conference. The discussion led by Professor Paul Thompson from the Strathclyde University focused on what the critical component of 'critical' research into labour relations means, and how to achieve it in graduate school. Following that Dr. Kea Tijdens from the University of Amsterdam spoke about the challenges and opportunities for obtaining research funding, the various sources of funding for different research activities, and the rules of writing good applications for funding.

The Conference was organized around six streams, with sessions in each stream running parallel on all three days of the Conference. The streams were respectively "The Labour Process Debate / Impact and Nature of IT", "Industrial Relations and Trade Unions", "Labour Markets / Changing Employment Relations", "Customer Service, Public Sector, Skills", "Workers Participation and Involvement / Employment Relations and Production Concepts", and "Power and Inequality at Work: Gender and Ethnicity at Work". Dr. Ake Sandberg presented a paper written in collaboration with his PhD student Helena Norman, entitled "Digital and Print Journalism: Quality of Work and Products". Their paper was based on the study they have conducted in Stockholm, interviewing journalists regarding the processes and the outcomes of their work. The organization of the Conference by streams assured continuity of discussion, since the

participants interested in specific streams could attend the sessions in this stream throughout the Conference. But as is inevitable at conferences, it was not possible to attend all the sessions one would have liked to attend because they were scheduled simultaneously. Thus as always, the participants had to make some difficult choices regarding which session to attend, if the papers they wanted to hear were part of different streams and different sessions. The Program with the list of streams, sessions, the titles of papers and the presenting authors is available at the Conference website <http://www.uva-aias.net/files/aias/authors%20in%20streams%20with%20ID.pdf>

The stream that I was particularly interested in and attended was “Power and Inequality at Work”. The papers by Jean-Baptiste Berry, Maarten van Klaveren, Helen Masterman-Smith, Claudia Weinkopf, Kea Tijdens, and other colleagues provided interesting and provocative insights into experiences of structural inequalities, low pay, and various kinds of discrimination of workers in temporary agencies, in food retail, and other ‘precarious’ spheres of part-time and temporary employment in different countries that include but are not limited to, Australia, France, the Netherlands, the United States, and Germany. It was the similarities between the countries and experiences of inequality and discrimination that were more striking than the differences. My paper that was originally part of the stream “Labour Markets / Changing Employment Relations” was presented as part of the “Power and Inequality at Work” stream, for timing reasons. In my paper I focused on the portrayals of older workers in the Canadian media, and ways in which specific privileged group of older workers (high-skilled, high-powered employees and top-level managers in various spheres) are constructed as role models who work by choice, in order to achieve personal fulfilment, and who epitomize the ‘new old age’ and ‘aging well’ normative expectations. In contrast, the issues of older workers who continue working past the official retirement age due to financial necessity are downplayed by the media and thus marginalized in the public discourse. An exceptionally interesting paper that was part of the “Power and Inequality at Work” stream was presented by Dr. Wasila Elashag, who spoke about overt and tacit, formal and informal gender-based inequalities of opportunities at workplace experienced by professional women in the Libyan context. This paper was extremely interesting and inspiring, not least because the audience greatly appreciated the effort made by Dr. Elashag, a female academic, to undertake a research project on an unconventional topic in a male-dominated work-related context. It was indeed a profoundly inspiring example of how academic curiosity and the quest for discovery can overcome structural barriers, discrimination and the lack of opportunity with amazing scholarly results.

A wonderful part of the Conference was the discussions – formal during the Sessions, and informal during the breaks and meals, when colleagues exchanged ideas about their research, shared hypotheses, and discussed possibilities for further collaboration. It was also a time when I conducted some recruiting for RC10. I am pleased to report that I have discussed the possibility of returning to RC10 of its long-standing member Dr. Maarten van Klaveren, who used to be active in RC10 for many years and had collaborated with Dr. Ake Sandberg, but then due to extreme busyness and many various commitments lost contact with RC10 for several years. I hope that Dr. Klaveren is going to return to RC10, and RC10 community is very much looking forward to welcoming him back. I also strongly encouraged Dr. Wasila Elashag to consider joining RC10, since her research interests seem to be a good fit with the work done by the Committee. Last but not least, I have encouraged some young academics to join RC10, in particular Marta Kahancova who is finishing her doctoral work at the University of Amsterdam and who presented a paper “Trade Unions and Variation of Workplace Employment Practices in Europe”. Marta has already started getting involved with RC10 and she presented a paper at one of RC10 sessions during the Durban World Congress of Sociology in 2006. Her work is extremely interesting; it embraces cross-national comparisons of workplace practices and trade unions in Europe, and would be a great fit with RC10. I have added the emails of these colleagues to the Newsletter

distribution list, to enable them to learn about the current work of RC10, which will help them make an informed decision about joining RC10. Our Research Committee would be certainly delighted and honoured to welcome them, and we hope to do it soon!

## **Communication from RC10 members**

### **MESSAGE FROM DR. WALTER FRANTZ (CALL FOR PAPERS)**

UNIJUI - Universidade Regional do Noroeste do Estado do Rio Grande do Sul, situated in southern Brazil, among its different academic programs, offers the master's degree in Education, that has three research lines: 1.

Curriculum and teacher instruction 2. Ethical, political and pedagogical dimensions of education 3. Popular education in social movements and organizations. This program edits the periodical *Contexto & Educação*, endorsed in the Periodical List of the federal institution CAPES - Coordenação de Aperfeiçoamento de Pessoal de Nível Superior, of the Brazilian Department of Education. This review publishes scientific texts on education under the view of other sciences. It comes in view two times a year.

On April 23 - 25 comes off the II Brazilian-German seminar on sustainable development. A challenge to Education. It is promoted by UNIJUI, the master program in Sciences Education, Department of Education, Department of Social Sciences, and by the University of Osnabrück, Department of Social Sciences, Lower Saxony, Germany. Newsletter RC10 number 48, November 2006, on page 12, refers to the event. Prof. György Széll will be discourses at the seminar opening. The seminar has about 140 papers enrolled.

Review's editors also would like to publish scientific texts on education, sustainable development, participation, organizational democracy and self-management of RC10 members in its edition number 77. The first 10 incoming and accepted papers will be published. Eventually remaining papers will follow in the next publications of the review. Texts should have about

12 pages. They will be published in English and Portuguese/Spanish.

Translation, if necessary, will be done by translators indicated by the editorial committee. Deadline for the reception is June 30, 2007.

#### ***For further information please contact:***

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Professor da UNIJUI

Research line: Popular Education in Social movements and organizations

### **MESSAGE FORWARDED ON BEHALF OF DR. VERA VRATUSA-ZUNJIC**

#### **SEARCH FOR PARTNERS IN RC10 COMMUNITY FOR COLLABORATION IN MULTI-NATIONAL RESEARCH PROJECT AND FUNDING COMPETITION**

As the deadlines for the first calls for project proposals under FP7 - Seventh Framework Programme (2007 - 2013) approach in early May, let me repeat and elaborate my proposal from RC 10 NEWSLETTER No. 40, from January 2003, for

cooperation among RC10 members in carrying out a multi-national research on general attitudes towards ideas of participation and ownership restructuring.

New incentive to reiterate my proposal first given at the occasion of Durban Congress, now that ESA and ISA meetings are ahead of us, gave the 2003 representative local survey findings indicating the existence of the discrepancy between the preferences of the relative or absolute majority of respondents concerning models of privatisation and participation in Serbia on the one hand, and the related legislative regulation and praxis on the other (Vratusa, V. 2005: Attitudes Toward Privatisation in Serbia at the End of the Twentieth and the Beginning of the Twenty First Centuries - conclusions, <http://www.veravratusa.org/strat05privconcl.doc>).

Simultaneous prerequisite and expected result of the collaborative research of ownership structure and participation is the construction of a common research instrument. It would enable systematic collection, including through different forms of participative action research, of comparable and longitudinal data on attitudes toward the actually dominant forms of social reproduction and on the preferred forms of the organization of ownership and participation in decision-making social relations in the future.

The proposed international research should present the relevant primary and secondary data gathered in selected European countries and Serbia since 2003, in the attempt to answer the question whether this gap between attitudes toward optimal ownership structure and participation in decision making on the one hand, and real development processes on the other, exists in other European and world countries as well, and whether the clash between the desired and the real diminishes or increases.

The main aim of the proposed international research is to contribute to the critical reflection on social relations' transformation strategy that increases the satisfaction of needs and emancipatory participation of the majority of population, instead the profits and power of the few.

If you are interested in this proposal to research comparatively participation and ownership restructuring and apply for funding within FP7 Cooperation Work Programme: Theme 8 - Socioeconomic Sciences and Humanities - SSH, please use the Internet forum (<http://web.f.bg.ac.yu/moodle/mod/forum/discuss.php?d=232>) which I have opened in the upper left corner of the site of the electronically supported master course Action Research (<http://web.f.bg.ac.yu/moodle/course/view.php?id=6>) as the dynamic interaction enabling milieu for our collaboration on its realisation.

Vera Vratusa  
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## MESSAGE FORWARDED ON BEHALF OF DR. AKE SANDBERG

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*The Arbetslivsinstitutet / NIWL is being gradually closed down and completely on June 30, 2007, following a government decision.*

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### **MESSAGE FORWARDED ON BEHALF OF DR. JANET MCINTYRE**

Conferences of interest to members of RC10

**Enhancing the wellbeing of people and communities through action research and action learning**

*The Action Learning, Action Research & Process Management Association (soon to be called ALARA) Annual Conference is being held at*

*Tauondi College, Adelaide, South Australia*

9 & 10 August 2007

Topic areas include education, environment, health and Aboriginal ways of knowing and doing

- ✿ A multi-disciplinary conference focussing on collaborative ways of knowing and experiencing action research and action learning.
- ✿ For community groups and services, youth, health, arts, education, universities, environment, land care, business, urban, rural and remote areas etc
- ✿ An interactive conference with a range of themes, disciplines and learning, teaching and information sharing styles including:
  - Special interest yarning groups
  - Peer reviewed articles
  - Poster sessions
  - Meeting Place stalls

For more information on closing dates for papers and presentations please see website [www.alarpm.org.au/public/home](http://www.alarpm.org.au/public/home) or contact

Donna <a href="mailto:admin@alarpm.org.au">admin@alarpm.org.au</a> Action Learning, Action Research and Process Management  Tel: (07) 3342 1668	Merridy Malin <a href="mailto:merridy.malin@ahcsa.org.au">merridy.malin@ahcsa.org.au</a> Aboriginal Health Council of South Australia Inc. 78 Fullarton Road, Norwood SA 5067
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Publications that may be of interest to members of RC10

Publication of the C.West Churchman Legacy and Related Works Series, volumes 1-3 are available from Kluwer- Springer or from Amazon. They are entitled:

**Rescuing the enlightenment from itself: critical and systemic implications for democracy’.**

It comprises 16 chapters (approx 400 pages) submitted by thirteen colleagues, representing critical and systemic thinking in Australia, USA, Norway, France, South Africa and Greece. This co-edited volume applies critical thinking and practice to contemporary issues internationally. Civil rights, human rights and worker rights are discussed in terms of a sustainable social and environmental future. C.West Churchman Series, Vol. 1. Springer .London. ISBN -10 0-387 27587-8, ISBN -10: 0387-27589-4(e book). The book comprises 16 chapters by thirteen colleagues, representing critical and systemic thinking in Australia, USA, Norway, France, South Africa and Greece. This co-edited volume applies critical thinking and practice to contemporary issues internationally. Civil rights, human rights and worker rights are discussed in terms of a sustainable social and environmental future. I wrote chapters based on current research on democracy, human rights, governance and also cases studies on complex health, housing and social wellbeing issues.

**Wisdom , Knowledge and Management Volume 2 by Emeritus Professor John, P. van Gigch with McIntyre-Mills,J. and contributions from colleagues**

Aleco Christakis and Ken Bausch contributed on the basis of their praxis through their Global Agoras website and through their book “ How People Harness their Collective Wisdom and Power”. Notable chapters include van Gigch in conversation with West Churchman and a chapter by Stafford Beer contributed by Allena Leonard.

**Systemic Governance and Accountability: working and re-working the conceptual and spatial boundaries of international relations and governance.** Volume 3 of the ‘C. West Churchman and Related Works Series’ by McIntyre-Mills, J. with contributions and vignettes from colleagues.

The book is summarized below:

**A way to address the divides across evidence, political will and practice?**

Key words: Expanded pragmatism, ethics, accountability and feedback logic

‘Policy and evidence, what is the connection?’ asks Graycar (2006). Evidence can be put forward by researchers, but without political will policy does not change. Therefore the most important issue for those who wish to shape policy is to help policy makers make the connection that badpolicy and practice does not hurt others, it hurts us- if not today or tomorrow certainly within a generation or two.

Understanding the role of values, emotions and consciousness is vital for teaching accountable policy and practice. Emotions are central to policy making. This point is made by Greenfield (2002) in her work ‘The Private Life of the Brain’. Making connections is the basis for consciousness. The more connections we can make, the better our thinking, our policy processes and our governance outcomes will be. A process that helps to enhance connections is based on Ashby’s law (1956) of socio-cybernetics and the principle of subsidiarity (namely that policy needs to be made **at the lowest level possible and by those who are to be at the receiving end of the**

**decision**) (see Singer 2002, McIntyre-Mills 2006 et al , McIntyre –Mills 2006 forthcoming). The complexity of the decision matches the complexity of the people who will be at the receiving end of the decision.

The elegance and simplicity of this argument is that it draws together complexity and the principle of Occam's razor. It is based on systemic, feedback logic that tests out ideas in such a way that the experts are those who actually have lived experience of what works, why and how! This could be the way forward to enhance complex policy making. It is the subject of a current Australian Research Council Linkage Grant between an Aboriginal NGO and the Dept of Health, but it has much wider governance implications (McIntyre-Mills forthcoming 2006).

Seeing the world in bounded conceptual (disciplinary), organisational and geographical silos supports limited, compartmentalised thinking and practice. Accountability is about the big picture, not the interests of one department or organisation at the expense of others. The old fragmentation approach is 'divide and rule'. The new systemic approach is based on 'link and thrive'.

**Responsibility and blame** can be apportioned to others. It is very useful for powerful decision makers in the public and private sectors who think merely in terms of the next board meeting or the next election. But the bureaucrat's or CEO's who can think of all life will shape the future in a more positive manner. Once we are mindful that the consequences of our actions cannot be quarantined we become systemic practitioners. Feedback and not linear logic underpins the physics of the universe. This is the 'boomerang affect' (See Ulrich Beck in Risk Society 1992). Beck stresses -as does Tim Flannery (2005)- that pollution knows no boundaries nor does social injustice. Even if we could protect ourselves through national boundaries, barriers of class or privilege- eventually the impact of our social and environmental actions will affect us. Pay back or feedback cannot be ruled out of policy decisions. Social and environmental pollution spreads and affects us (eventually) irrespective of our socio-economic power or where we are located. We can protect ourselves for a while, but as Flannery and Beck demonstrated we shape the society and the climate . We can design our futures (Banathy 1996). Thinking in terms of one political term is absurd when generational futures are at stake.

Thinking in terms of the nation state and citizenship is equally absurd when planetary futures are at stake. Idealism is based on the moral imperative. Pragmatism is based on understanding the consequences of our actions. **Expanded Pragmatism** is about being mindful or conscious of the implications -not just for some stakeholders-**but for all life in the short and long term**. Social and environmental accountability is not just for the green and good it is for everyone who wants a future for their grandchildren! Thus the moral imperative underlines thinking of the consequence if we want to survive.

A different approach to accounting and accountability stresses that idealism and pragmatism (an expanded, rather than a narrow form) are one and the same (McIntyre-Mills et al 2006). Conceptual, spatial and temporal accounting considers feedback for testing out ideas and their implications for now and the future. Systemic governance is more than network governance across state market and society. It is a new form of accountability based on where to draw the line of inclusion or exclusion, based on social and environmental concerns.

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## **MESSAGE FORWARDED ON BEHALF OF DR. AZRIL BACAL/ MARCO BERLINGUER**

Dear all,

First of all welcome all into the "Labour and Globalization" group organized in the WSF process website ([www.wsfprocess.net](http://www.wsfprocess.net)).

We remember you that this is a space created after the assembly "Labour and Globalization" held in the WSF of Nairobi the 24th of January 2007.

Also we remember you that the assembly ended with an appeal for the creation of a Global network on Labour in the WSF process.

In synthesis, the essential assumptions of the appeal are: the willing to give more centrality and visibility to the labour issues in the WSF process; the conviction that for scaling this gap, it is necessary to facilitate the emerging of a new and enlarged concept of labour; and, finally and connected, that it is necessary to strengthen the communication and the relationships among trade unions, new social movements and centres of research engaged on issues related to the labour.

The full text of the appeal is anyway available in the web space of the group.

In the website you also find the instructions for joining the group "Labour and Globalization" as a new participant. You can send them to people you would like to invite in the group and that still aren't registered.

If you are having technical problems, don't hesitate to contact me ([marco.berlinguer@transform.it](mailto:marco.berlinguer@transform.it)) or Pierre George ([pierregrg@gmail.com](mailto:pierregrg@gmail.com)).

This email is sent from Italy collectively by all the structures that promoted the assembly in Nairobi and that created a common space of coordination labelled "Lavoro in Movimento".

The content of this email is the result of a discussion we started in that framework.

With this email we would like to share with you some basic proposals we thought about the network we are starting to build.

Consider it as a proposal and of course any further comment and proposal will be welcomed.

### 1) Establishing a framework of communication

We consider first of all the network as a space of communication, exchange of information and experiences, and of promotion of debate.

Technically, to allow this, we proposed in the assembly to use the [www.wsfprocess.net](http://www.wsfprocess.net) website and within it the group "Labour and Globalization".

We are facing several problems with this website: it is complex and it needs the registration to be accessible, visible and actively used, so it is not open to the general public. But it has been set up to help the WSF to become a process and not only an event. So, for now we propose to maintain this as our first common space of communication. We'll see in the future if it will be necessary to set up other tools as an alternative or preferably, as a complement.

Anyway, despite the difficulties, we already have 132 people and about 80 organizations inscribed in the group and in this mailing list.

### 2) Articulating the initiative

We think that it is important to develop a global common network, but also that is necessary to articulate this initiative.

This can be done geographically in order to enlarge and spread the network in specific local, national, regional contexts with all their particular conditions. But we can also

spread the network on a thematic basis to follow urgencies, needs and attitudes of each of us. Finally it can mean to articulate the network in different social ambits and circuits, like informal workers, trade unionised workers, centres of research, land workers, precarious workers, women movements, etc.

So we suggest that each of us contributes in this aspect of developing the network, enlarging and rooting it in specific conditions. In this way, through these initiatives, shared through the communication framework of the global network, promoters of different projects will be able to find partners. At the same time, such initiatives will allow to all us to accumulate collectively knowledge, relationships, proposals in specific areas of the wide field that we can consider part of our mission.

### 3) Enlarging the network

This remains a basic task. The global dimension and the enlarged concept of labour that we have made part of the mission of our network requires a continuous enlargement. The enlargement of the network should also be connected with the idea of building a map of the actors that we are and those that we would like to include in our common space. This is an idea we launched in the appeal of Nairobi. To do such a map would be also a tool for connecting and knowing ourselves and for giving a concrete grounding to our strategic reflection as a network.

### 5) Organizing meetings at International level

We suggest to use all the opportunities to meet at the International level to intensify the exchange of knowledge, experiences and to arrive progressively to elaborate common bases of work.

This means that we should use the opportunity offered by International meetings and gathering of social movements. But we also propose in the future to organize specific meetings of the network. In this sense we also discussed the possibility to host a meeting here in Italy at the end of this year or at the beginning of the next. And we also received a similar proposal by the IG Metall in Germany.

### 6) Exchanging strategic reflections

Among the many items (information, experiences, initiatives, researches) that we will be able to share through the network, we propose especially to exchange more strategic reflections about the labour in the context of globalization, the role of the trade unions, the alterglobalist movement, the crisis of political and democratic systems, the relationships with the governmental institutions, emerging economic and democratic alternatives etc.

### 7) Promoting initiatives

in our opinion it is clear that we are a network and not a subject. And our network is already very diverse in its composition and it's going to become even more varied as it grows.

So we have to guarantee an environment in which the diversity and the autonomy of each group is guaranteed and respected. So, the first objective remains to establish a space through which to exchange information, experience and debate. To create such a space is already a great advance.

But it is clear that each of us also can promote proposals and initiatives by the network. It is then up to each group and individual to react as they feel appropriate: ignoring, criticising, or joining and supporting it.

So in our conception, it remains that each organization maintains its own independence and that the network can't be seen as an actor. But also that it is in the nature of this network to create an opportunity of communication and when possible convergence, between trade unions and other subjects and social movements on the common interest of reinforcing the position of the labour in the globalization.

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So, these are our first proposals.

We'll be happy to hear any comment from you and to see the network taking life from now on.

Soon we'll send you further information about a meeting of presentation of the network we held a week ago in Lisbon during the preparatory assembly of the next European Social Forum.

We hope you all in good health and energetic attitude

All the best

Marco Berlinguer

Lavoro in movimento

## **Books and Articles by RC10 Members**

### **HEINZ SÜNKER**

Wuppertal University, Germany

**Politics, Bildung und Social Justice.**

**Perspectives for a Democratic Society**

When the future of mankind is at stake the question of Bildung has to be brought to the fore. Because Bildung, a term which has no equivalent in English is dealing with the foundations of emancipation and liberation in both meanings an individual and a societal one.

Bildung aims at maturity, reflexivity, social judgment, aesthetic and political consciousness and competence of action.

The book analyses the different traditions and approaches relevant for the development of the question of conceptualizing Bildung.

Especially the emphasis on 'maturity' ;political consciousness' and 'competence of action' is a useful one when dealing with the democratic tradition as the alternative to contemporary attempts of neoliberalism leading to the rule of economy and the decline of the public.

The western marxist reading of Bildung in this book shows possibilities of renewing democracy and democratic lives in line with core elements of Bildung including autonomy, self-determination and social regulation. Corresponding with Critical Theory, especially the work of Th. W. Adorno, Bildungs is seen as the tool to defend democracy.

The book is intended for graduate students and academics in educational theory, critical pedagogy, politics, sociology and philosophy.

Educational Futures: Rethinking Theory and Practice volume 4



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# MEMBERSHIP APPLICATION & RENEWAL FORM RC 10

## PERIOD 2007 - 2010

International Sociological Association

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

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Family Name: \_\_\_\_\_ First Name: \_\_\_\_\_

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- 
- I am applying herewith to become a *new* member of RC 10  
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- I am paying RC 10 fee directly to RC 10 (below) and ISA fee to the ISA  
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- 
- I am paying €40 for 2005-2008.  
 As a member from a non-OECD country, I am paying the reduced fee of €20 for 2005-2008.  
 I am paying €120 for lifetime membership.  
 I am already a life member, but I am contributing \_\_€20 \_\_€40 to help meet the current expenses of RC 10.  
 I am applying to be exempted from paying the fee for 2005-2008 because I am unable to pay as explained in the note attached.

**MODE OF PAYMENT TO RC 10**

- I am sending a postal order.  
 I am enclosing a check in Euros.

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Send application form (and cheque) to RC10 treasurer:

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