

# 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

No. 44

September, 2005

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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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# The RC10 Officers

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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 members,

Here is a newsletter very rich in relevant information thanks to the very fruitful collaboration from all of you.

I need some help from each of you for a very wide diffusion of this newsletter, namely for the many coming congresses and meetings and namely for the coming ISA congress in Durban. Our committee is deeply engaged, as you can see from the newsletter and to diffuse it is a way to support this common effort.

Thank you very much for cooperation.

Francesco Garibaldo

## From the Chair

Dear Colleagues,

This newsletter concentrates mainly in preparations for the International Sociological Association World Congress that will take place in Durban, July 2006. We have a number of sessions lined up but still are not sure how many will be allotted to us. The provisional program appears in this newsletter but might be changed. We will integrate all accepted papers in one of our sessions. **Please send your abstracts** to the session chair and to the president ([palgi@yvc.ac.il](mailto:palgi@yvc.ac.il)) as soon as possible but not later than October 30<sup>th</sup> 2005. The proposals should be approximately 250 to 350 words. The call for papers is also posted on the ISA website but its update takes a bit longer [http://www.ucm.es/info/isa/congress2006/rc/rc10\\_durban.htm](http://www.ucm.es/info/isa/congress2006/rc/rc10_durban.htm)

The final sessions to be included in the Congress will be decided by the board according to paper proposals, their relevance to RC10 and according to our membership number (ISA's decision). So please encourage people to join RC10 via the ISA website, it will help. If you have any questions or comments, please do not hesitate to email me.

I am pleased to let you know that we are now in the process of renewing some of our subcommittees. As soon as I will have further information I will let you know.

RC10 had 8 very successful sessions and a business meeting in the IIS Congress in Stockholm in addition to tours organized by our ex-president Ake Sandberg. You will find short reports on some of them in this newsletter.

**In this newsletter you will find a call for candidates for the board of RC10. Please send your suggestions – we need them for the well functioning of the committee!**

Many members need to renew their ISA membership at the end of 2005. Please do so. If you do not know your status you can either write to the treasurer (Litsa Nicolau-Smokoviti or directly to ISA).

I hope you all had restful yet fruitful summer holidays.

**Michal Palgi,**  
President, ISA-RC10

## Call for Candidates

According to our statutes we have to elect every four years a new board. Every RC 10 member in good standing has the possibility to propose up to ten candidates – including him-/herself. Proposals should reach Michal Palgi not later than **30 October 2005**.

Michal Palgi  
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## Call for papers for RC10 sessions in the World congress

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

#### Session 1

##### **Challenges of globalisation to democracy and participation**

Special session on the Congress theme

Organisers: Michal Palgi, Emek Yezreel College, Israel, [palgi@yvc.ac.il](mailto:palgi@yvc.ac.il), Gyoergy Szell, University of Osnabrück, Germany, [gszell@uni-osnabrueck.de](mailto:gszell@uni-osnabrueck.de) Dasarath Chetty, University of Durban-Westville, South Africa, [tdchetty@pixie.udw.ac.za](mailto:tdchetty@pixie.udw.ac.za), Walter Frantz, UNIJUI, Brazil, [wfrantz@unijui.tche.br](mailto:wfrantz@unijui.tche.br)

English / Spanish / French

#### Session 2

##### **Social existence, social rights and the welfare question today**

Organiser: Bruce Wilson, RMIT University, Australia, [wilson@rmit.edu.au](mailto:wilson@rmit.edu.au)  
English

#### Session 3

##### **Social services, participation and user involvement**

Organiser: Edward Zammit, University of Malta, Malta, [ezam1@um.edu.mt](mailto:ezam1@um.edu.mt)  
English

#### Session 4

##### **Participation in various cultural areas and communities**

Organisers: Julia Rozanova, Russian Academy of Sciences, Russia, [jrozanova@mail.ru](mailto:jrozanova@mail.ru) and Richard Harris, University of Texas at San Antonio, USA, [richard\\_harris@monterey.edu](mailto:richard_harris@monterey.edu)  
English

#### Session 5

##### **Privatisation and democratisation. Challenges for social existences**

Organisers: Litsa Nicolaou Smokoviti, University of Piraeus, Greece, [lnicola@otenet.gr](mailto:lnicola@otenet.gr) and Volkmar Kreissig, IBB Minsk, Belarus, [volkmar@ibb.com.by](mailto:volkmar@ibb.com.by)  
English

**Session 6****Employee involvement and productivity**

Organiser: Johann Maree, University of Cape Town, South Africa,  
[maree@humanities.uct.ac.za](mailto:maree@humanities.uct.ac.za)

English / French

The question whether employee involvement improves enterprise performance is a vexed one, especially when it comes to representative worker participation rather than direct employee involvement. George Strauss (1998:190-219) maintains that participation works if conditions are appropriate while Sagie and Koslowsky (2000:48) argue that "if the ultimate aim is enhancement of performance, participative programs are not necessarily the best means of achieving it."

Then there is the problem of researching the relationship between participation and performance where so many other factors influence the level of performance: technology, skill, work organisation, unions, human resource practices, just to mention a few.

Anybody who wishes to contribute to this ongoing debate and help shed light on it must please submit an abstract by 31 October at the latest to Johann Maree at <[maree@humanities.uct.ac.za](mailto:maree@humanities.uct.ac.za)>

Organizer: Johann Maree, University of Cape Town, South Africa.  
<[maree@humanities.uct.ac.za](mailto:maree@humanities.uct.ac.za)>

**References**

George Strauss, 1998, 'Participation Works - If Conditions are Appropriate,' in Frank Heller, Eugen Pusic, George Strauss and Bernhard Wilpert, Organizational Participation: Myth and Reality. Oxford: Oxford University Press.

Abraham Sagie and Meni Koslowsky, 2000, Participation and Empowerment in Organizations: Modeling, Effectiveness and Applications. Thousand Oaks: Sage Publications.

**Session 7****The impact of participatory / action research on social existences**

Organisers: Ake Sandberg, National Institute of Working Life, Sweden, [ake.sandberg@niwl.se](mailto:ake.sandberg@niwl.se) and Francesco Garibaldo, Institute for Labour, Italy, [f.garibaldo@ipielle.emr.it](mailto:f.garibaldo@ipielle.emr.it)

English / French

**Session 8****Self Management, social existence and personal well-being**

Organisers: Manfred Moldaschl, University of Technology, Germany, [manfred.moldaschl@soziologie.wiso.tu-muenchen.de](mailto:manfred.moldaschl@soziologie.wiso.tu-muenchen.de) and Wolfgang Weber, University of Innsbruck, Austria, [wolfgang.weber@uibk.ac.at](mailto:wolfgang.weber@uibk.ac.at)

English / French

**Session 9****Workers' direct and representative participation in new organisational forms**

Organisers: Bill Harley, University of Melbourne, Australia, [bharley@unimelb.edu.au](mailto:bharley@unimelb.edu.au), and Jan Kees Looise, University of Twente, Netherlands, [j.c.looise@sms.utwente.nl](mailto:j.c.looise@sms.utwente.nl)

English

### Session 10

#### **Participation at global level: Porto Alegre and the World Social Forum**

Participación en el plano global: Porto Alegre y el Foro Social Mundial

Organisers: Azril Bacal, Uppsala University, Sweden, [azril.bacal@soc.uu.se](mailto:azril.bacal@soc.uu.se) and Candido

Grzybowski, IBASE, Brazil, [candido@ibase.br](mailto:candido@ibase.br)

English / Spanish

### Session 11

#### **Transnationalization, organizational forms and participative management**

Organiser: S.L. Hiremath, Gulbarga University, India, [slhiremath@rediffmail.com](mailto:slhiremath@rediffmail.com)

English

### Session 12

#### **Business meeting**

### Session 13

#### **Democracy and organizations in a Globalizing world**

Joint session with Research Committee on Sociology of Organization RC17

Chair : Alain Chouraqui, Université d'Aix-en-Provence, France, [chouraq@univ-aix.fr](mailto:chouraq@univ-aix.fr)

### Session 14

#### **The impact upon human capacities to learn when research processes encourage subject participation as equals**

Organisers: Rhetta Moran, University of Salford, United Kingdom, [r.moran@salford.ac.uk](mailto:r.moran@salford.ac.uk);

Monica Mesquita, Lisbon New University, Portugal, [mmbm@fct.unl.pt](mailto:mmbm@fct.unl.pt) and Francesco

Garibaldi, Institute for Labour, Italy, [f.garibaldi@ipielle.emr.it](mailto:f.garibaldi@ipielle.emr.it)

English / Spanish

#### **Participation and childhood consequences for social existence**

##### **Joint session with Research Committee on Sociology of Childhood RC53**

Organiser: Heinz Suenker, Wuppertal University, Germany, [suenker@uni-wuppertal.de](mailto:suenker@uni-wuppertal.de)

English

#### **The effect of gender participation in public life on the quality of social existence**

##### **Joint session with Research Committee on Women in Society RC32**

Organisers: Michal Palgi, Emek Yezreel College, [palgi@yvc.ac.il](mailto:palgi@yvc.ac.il) and Veena Poonacha, SNDT

Women's University, India, [rcwssndt@bom3.vsnl.net.in](mailto:rcwssndt@bom3.vsnl.net.in)

English

#### **Proposed Integrative Session of Research Committee on Participation, Organizational Democracy and Self-Management RC10, Research Committee on Alienation Theory and Research RC36 and Research Committee on Social Movements, Collective Action and Social Change RC48**

##### **Alienation and social movements: democratic participation and social change in a global world**

Organisers:

Michal Palgi, Emek Yezreel College, Israel, [palgi@yvc.ac.il](mailto:palgi@yvc.ac.il)

Lauren Langman, Loyola University, USA, [LLang944@aol.com](mailto:LLang944@aol.com)

Tova Benski, College of Management, Israel, [tbenski@colman.ac.il](mailto:tbenski@colman.ac.il)

Most social transformation, whether economic such as capitalism, cultural such as the ISA-Joint Proposal, RC 10, 36, 48, 32



Most social transformations, whether an economic change such as the rise of capitalism, a cultural moment such as the Enlightenment, or political changes such as the rise of democratic Nation States have been spearheaded by dedicated minorities whose “radical” views” become the “typical” and commonsense of later cohorts. What people are likely to become members of social movements, how and why do these social actors join together to foster social changes? These questions have been central to sociologists since LeBon told us mobs were irrational and Tarde told us how people imitated others.

One of the most significant changes of the past decades has been the flourishing of democratic movements and popular participation that has been evident in a number of ways from movements for democratically elected governments, to greater gender equality. Indeed we have seen that a major trend of late modernity has been growing democratic participation in governments from Eastern Europe to Latin America. Similarly we might note various movements for democratization of workplaces, family life and even social movement organizations. Yet we also see resistances to democratization ranging from reactionary nationalisms to religious based demands for regressive laws. How and why do we explain such contradictory trends of the present age characterized by a globalized economy dependent on leading edge technologies technologies? We would suggest that alienation, yet an enduring moment of rational capitalism, dialectically fosters both democratic participation and reactionary authoritarianism. Moreover, in recent years, it has become essential to consider the changing role of gender as more and more women either organize social movements or participate in wider social movements (Mujeres de Plaza de Mayo, Women in Black, International Women’s conference) In this session, RC 10, 36, 32 and 48, each much concerned with these trends, plan to join together and suggest some answers to these questions of the relationships between alienation and social movements for democratic participation-with special attention the growing role of women in such movements.

Note: The six best proposals for integrative sessions will be selected in December 2005. For more details see <http://www.ucm.es/info/isa/congress2006/plenary/integrative.htm>

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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](mailto:isa@cps.ucm.es) if you are duly registered at ISA and RC10. If not, do so to secure RC10 sessions at the Congress. ISA membership form is available at [http://www.ucm.es/info/isa/memb\\_i/index.htm](http://www.ucm.es/info/isa/memb_i/index.htm)

# Report from RC10 Events

## Reports from the 37<sup>th</sup> World Congress of the International Institute of Sociology (IIS) Stockholm 5-9 July 2005

### Research Committee 10 “Participation, Organisational Democracy & Self-management” International Sociological Association

*Sessions on Social Change, Organisational Democracy & Participation*

Co-ordinator: György Széll, University of Osnabrück (Germany) [gszell@uos.de](mailto:gszell@uos.de)

#### *1) Social Change and Organisational Democracy (ISA RC 10 Session)*

*Friday, 8 July 2005, 16-17.30 hours*

*Chair: György Széll, University of Osnabrück (Germany)*

- “Social Change and Organisational Democracy”  
György Széll, University of Osnabrück (Germany)
- “Organizational Analysis in the Study of Family Policy Commitments”  
Zhanna Kravchenko, Södertörns Högskola & Stockholm University (Sweden)  
[zhanna.kravchenko@sh.se](mailto:zhanna.kravchenko@sh.se)
- "The Role of Voluntarism in Lithuania: Challenges and Perspectives after 1990"  
Ernesta Butkuvienė, Kaunas University of Technology (Lithuania)  
[ernestabut@email.lt](mailto:ernestabut@email.lt)
- "Social Change and Organizational Democracy – The Case of the Kibbutz"  
Michal Palgi, Emek Yezreel College (Israel) [palgi@yvc.ac.il](mailto:palgi@yvc.ac.il)
- "Government, Management and Participation in the Enterprise"  
Juan Monreal, University of Murcia (Spain) [jmonreal@um.es](mailto:jmonreal@um.es)

#### *2) Social Change and Participation (ISA RC 10 Session), Session A*

*Thursday, 7 July 2005, 14.15-15.45 hours*

*Chair: Eskil Ekstedt, Stockholm University (Sweden) [Eskil.Ekstedt@niwl.se](mailto:Eskil.Ekstedt@niwl.se)*

- “Urban Strategies Combating the Spatial Concentration of Poverty: Between Participation and Efficient Regulation” Alexander Hamedinger, Vienna University of Technology (Austria) [Hamedinger@srf.tuwien.ac.at](mailto:Hamedinger@srf.tuwien.ac.at)
- “Subjectivisation of Work as a New Form of Participation”  
Rainer Zoll, University of Bremen (Germany) [zoll@uni-bremen.de](mailto:zoll@uni-bremen.de)
- “Participation and Influence in Participative Institutions” Mario Fuks and Renato Perissinotto, Universidade Federal do Paraná (Brazil) [mariofuks@uol.com.br](mailto:mariofuks@uol.com.br)
- “Double Rule and Multiple Roles: The Interorganizational Organization”  
Miry Levin-Rozalis & Dorit Tubin, University of Ben-Gurion, Sheva (Israel)  
[rozalis@internet-zahav.net](mailto:rozalis@internet-zahav.net)

#### *3) Social Change and Participation (ISA RC 10 Session), Session B*

*Thursday, 7 July 2005, 16-17.30 hours*

*Chair: Michal Palgi, Emek Yezreel College (Israel) [palgi@yvc.ac.il](mailto:palgi@yvc.ac.il)*

- “Democratization and Organized Workers in Korea: the case of the Tripartite Committee” Kwang-Yeong Shin, Chung-Ang University (South Korea)  
[kyshin@cau.ac.kr](mailto:kyshin@cau.ac.kr)

- "Political Taste in Late Modernity" Gitte Sommer Harrits, Aarhus University (Denmark) [Harrits@ps.au.dk](mailto:Harrits@ps.au.dk)
- "Music as an Instrument for Social Change: Programs in Bosnia-Herzegovina" Mary Anne Kochenderfer, University of Edinburgh (UK) [ma.kochenderfer@ed.ac.uk](mailto:ma.kochenderfer@ed.ac.uk)
- "Social Change and Participation through Dialogically-Engaged Language Learning" Alan Brady, Kansei Gakuin (Japan) [aybrady@gol.com](mailto:aybrady@gol.com)

The sessions were well attended, and we had fruitful discussions. Although the spectrum of contributions was rather wide, there was a common denominator for all of them: i.e. social commitment and the strive for a praxis-theory relationship. Most of the participants were not RC 10-members yet, however, some of them will be. It was in so far also a great success, as quite a few young and female scientists presented papers. As always time as too short for an in-depth discussion. It is envisaged, if there are enough good papers to publish them in a volume.

## **ALTERNATIVE VIEWS ON GLOBAL DEMOCRATIZATION (A Brief Report)**

### **Antecedents**

The two sessions on global democratization, above, were part and parcel of a total of eight (8) sessions, in addition to a Board/Business meeting, all successfully organized within the Program of the Interim Conference of RC-10 of ISA on "Participation, Organizational Democracy and Self-Management", at the 37<sup>th</sup> World Congress of the International Institute of Sociology (IIS), in Stockholm 5-9 July 2005. In this way we continue a tradition already established at the previous international sociological of ISA 2002 in Brisbane, Australia, addressing this important topic. In itself, the academic engagement of RC 10 on this theme largely reflects the inspiration provided by the emergence of the World Social Forum in Porto Alegre, Brazil. Since 2001, RC 10 has organized valuable joint academic sessions at all the World Social Forums both in Porto Alegre (2001,2002,2003 and 2005) and in Mumbai, India (2004).

Against this background, we contrast two main existing approaches to global democratization: (1) First, a conventional viewpoint, largely diminishing in legitimacy, related to the World Economic Forum of Davos, the G-8 (likely to become G-9, with the eventual inclusion of China), representing the Neoliberal Model of Global Capitalism along with its militaristic and authoritarian tendencies and (2) Second related to the World Social Forum and its emphasis on "Democratizing Democracy," at all levels of social interaction and participation: inter-personal, organizational, national, international and up to the level of planetary citizenship.

Both of our sessions were well attended and stimulated dialogue with the audience as intended. The following interesting presentations and papers in our first session included: "Neoliberal and World Social Forums Approaches to Globalization and Democratization", an introductory theoretical statement by Azril Bacal (Uppsala University), "Globalization, Democratization and Gender" by Docent Hedvig Ekerwald (Uppsala University), which placed emphasis on the social and cultural history of Sweden, to account for its relative achievement of gender equality when compared with global standards.

The second session included: a paper read by Craig Browne (University of Sydney, Australia) "The Shifting Parameters of Democratic Models", which provided a thorough theoretical review of the current debate on democracy, mostly grounded in the political science literature, a paper read by Vladimir Dobrenkov (Dean of the Faculty of Sociology, Moscow University, Russia, and President of the Russian Sociological Association) on "Globalization and Russia". Prof. Dobrenkov analyzes the complexity of globalization while condemning the negative impact of US global dominance, appealing to the international sociological community to do research

contributing to the research of perspectives transferring "globalization for all" and towards a "more human world", as "one of the most vital and important tasks of world sociology." The paper presented by Solen Sanli on "Globalization, Mass Media and Democracy" provided a fascinating analysis of the complexity entailed in the current process of democratization in modern Turkey, through a critical content analysis of news coverage of the Mass Media, contextualized by present Turkish politics forced to articulate the external pressures and demands of the EU and its internal front confronting secularist- vs- Islamist, ethnic problems (the Kurdish question) and the Middle-East Regional Conflict (particularly concerning the unstable political situation in neighbouring Iraq).

*Azril Bacal,*

Convenor (Uppsala University, Board Member RC 10)

Uppsala, 10 August 2005

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### **New Interdisciplinary Research in Economic and Organizational Democracy: The >node< Research Programme**

Chair: **Wolfgang G. Weber** – University of Innsbruck, Institute of Psychology

The following papers were presented:

- W. G. Weber & M. Hartl:  
"New Orientations for Democracy in Europe - A Brief Description of the >node< Research Programme"
- J. Flecker, M. Krenn, U. Papouschek & H. Eichmann:  
"Work Beyond Boundaries and Chances for Participation"
- S. Pernicka:  
"Working Society and Industrial Democracy in Future Europe"
- W. G. Weber, A. Iwanowa, C. Unterrainer & B.E. Schmid  
"Organizational Democracy – Resources of Organizations for Social Dispositions Fostering Democracy (ODEM)"

The unifying theme of this session was the discussion of projects that are exploring the chances for the retention or expansion of direct participation and institutionalised organizational democracy under the threads of radical-capitalistic globalisation. First, the interdisciplinary Austrian research programme >node< (New Orientations for Democracy in Europe, <http://www.node-research.at>) was presented. With respect to the European Union, its central questions revolve around the possibilities and options for the realisation of modern democracy and the potential actors that could organise and support the European democratic process. >node< aims at discovering and describing alternatives to permit a rethinking of the options and possibilities of democracy in the European Union. Among 23 funded projects with about 190 researchers, including partners from 12 countries, four research projects belong to >node< Research Theme 3 "Democracy in the knowledge-based working society", dealing with participation and organizational democracy. Referring to the project report of Manfred Krenn (FORBA Vienna) on work beyond boundaries and chances for participation, the ambivalence of the ongoing process of the transformation of paid service work (software development, multimedia and IT-enabled services, social services), e.g. atypical employment, cooperation networks, flexible working hours and new forms of work organisation was

discussed. Chances for a liberation of rigid, restrictive work corsets and for an enlargement of direct participation on the one hand are confronted with a decline of workers' readiness to organise themselves within the unions and with a diminishing system of social security. It becomes clear, that these new forms of direct participation are not identical with organizational democracy because of a new risk potential that go along with these new forms of work.

The contribution of Susanne Pernicka (Univ. of Vienna) referred to these basic problems providing elements of a theoretical framework that comprise hypotheses on both, the organizing capacities of unions and works councils on the one hand and the need for interest representation of dependent self-employed workers on the other hand. Furthermore, first empirical results from Austria and Germany were presented referring to prospective self-employed union members orientations. A considerable amount of undermining of the workforce can result from dependent, individualised self-employment. Three types of self-employed workers' identities arise: (I) Rational Calculation, (II) Normative Engagement, (III) Emotional Affection. The session participants discussed consequences for an effective collective interest representation of these very different orientations.

The ODEM project (presented by Wolfgang G. Weber, Birgit E. Schmid and Christine Unterrainer from the University of Innsbruck, in cooperation with RC 10 president Michal Palgi) deals with other forms of self-employment. A great variety of about 25 democratic enterprises (e.g. workers' co-operatives, self-governed firms, employee-owned enterprises) from Austria, Italy (South Tyrol), and Southern Germany in different economic contexts is investigated. First findings demonstrate that the structure of organizational democracy (substantial possibilities to participate in operational, tactical, or strategic decision-making) and the requirements imposed on employees through socio-moral atmosphere are positively associated with the following outcome variables: 'prosocial work behaviour', 'prosocial perspective-taking' as well as with 'empathy', 'solidarity at work', 'social responsibility', standards of 'humanitarian-egalitarian ethic', 'democratic (vs. authoritarian) orientation' and 'self-efficacy to promote justice in the world'. Against the background of these results the weight of individual vs. collective decision-making was discussed between the session participants.

To sum up, different forms of workers' orientations and complementary organisational frames to defend (self-) employees' interests within and beyond the unions are arising. Without denying fundamental threads for the workforce session participants considered new chances of unionism and solidary behaviour, too.

## A Letter from Frank Heller

I have recently been interested and concerned about two aspects of RC10's field. One is the way the literature has shifted terminology. There is now a strong tendency to substitute the term "empowering" for what was previously called participation, involvement etc. For instance the Institute of Work Psychology in Sheffield has switched terminology without changing the meaning. Sheffield is probably the most important single centre working in this field in the UK and gets substantial grants from the Economic and Social Research Council. On consequence of this switch is that the list of references is shorter, being largely confined to other published material under the new term.

The other subject of current interest is the importance of research using multi-discipline, multi-method designs. This is still a controversial subject. Our journal "Human Relations" had, since the beginning in the 1940's, the important subtitle: "Towards the Integration of the Social Sciences". Recently some people have been critical of this approach and the 2005 issues of Human Relations have been published without this subtitle. As a member of the Editorial Management Committee of Human Relations, I have now published my position on this topic: 'Towards a Future Integrated Social Science' (Human Relations Volume 58 No. 4 pp. 419-22). My short argument is followed pp. 423-427 by a counter argument from the Editor Paul Willman and Yiannis Gabriel: 'For dialogue rather than integration' Members of RC10 may wish to comment on this conflictual position.

Dr Frank Heller

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The Tavistock Institute  
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First Draft

## Call for Papers RC10 Events

Invitation to the

**Fifth International Congress of the Work & Labour Network**  
**"Education, Science & Labour – Perspectives for the 21<sup>st</sup> Century"**

Osnabrück, Germany, 20 - 24 September 2006

Director Prof. Dr. György Széll  
Organised by the Volkshochschule Osnabrück  
in co-operation with VAUST  
[Association Work, Environment, Society & Technology] Osnabrück & the University  
of Osnabrück, Department of Social Sciences



probably supported by \*

*the European Commission, the European Foundation for the Improvement of Living & Working Conditions, the Hans Böckler Stiftung, the Lower Saxony Ministry for Science & Culture, the International Labour Office, the European Trade Union Institute, Research Committee 10 "Participation, Organisational Democracy & Self-Management" of the International Sociological Association (RC 10) & l'Association Internationale des Sociologues de Langue Française (AISLF)*

**Venue:** Volkshochschule Osnabrück & University of Osnabrück, Germany

The fifth RLDWL Congress will take place in the City of Osnabrück, in the Northwest of Germany. Osnabrück is the German environmental capital and City of Peace Culture (Westphalian Peace Treaty from 1648; [www.osnabrueck.de](http://www.osnabrueck.de))

The conference takes place at the occasion of the passage of György Széll into the position of a professor emeritus on 1 October 2006.

All communication should be addressed to the vice-chair of the organisation committee:

*Carl-Heinrich Bösling*  
VHS Osnabrück,  
Bergstr. 8  
D-49076 Osnabrück/Germany  
Tel. +49-541-323-  
Fax +49-541-323  
[boesling@vhs-osnabrueck.de](mailto:boesling@vhs-osnabrueck.de)

and to the Secretariat of the International Network for Regional & Local Development of Work & Labour:

*Volker Telljohann*  
Institute for Labour Foundation  
Via Marconi, 8  
I-40122 Bologna/Italy  
Tel. +39.051.6564211 Fax +39.051.6565425  
[v.telljohann@fipl.it](mailto:v.telljohann@fipl.it)

For more information on the RLDWL-network please visit our webpages  
<http://www.fipl.it/progetti/rldwl/index.html>







**Friday, 22 September 2006**

**From 9.00 hours: Registration & Bookshop** at the University of Osnabrück, Hörsaalzentrum, Kolpingstr. 7

**9.30 – 13.00 hours: Three parallel Future Workshops on “Education”**

*English – Chairs, introduction & summary:* Prof. emer. Dr. Litsa Nicolaou-Smokoviti, University of Piraeus, treasurer RC 10 and former Vice-Rector & Prof. emer. Dr. Cornelis Lammers, University of Leiden, NL (former President RC 10)

*Keynote:* Prof. emer. Dr. L. Freeman Dhority, University of Massachusetts at Boston, USA

*Speakers:* Prof. Dr. Masanori Naito, Hitotsubashi University, Tokyo

Prof. Dr. Helmut Loiskandl, Tokiwa University, Mito/Japan & University of Queensland, Australia

*French – Chairs, introduction & summary:* Prof. Dr. Juan Monreal, University of Murcia, former rector et minister & Dr. Rainer Schweers, GTZ

*Keynote:* Prof. Dr. Jean-Michel Berthelot, University Paris Sorbonne V

*Speakers:* Prof. Dr. Jacek Wodz & Prof. Dr. Kataryna Wodz, University of Katowice  
Dr. Désirée Nana, Ouagadougou, Burkina Faso

*German – Chairs, introduction & summary:* Prof. Narihiko Ito, Chuô Universität, Tokio, Präsident der Internationalen Rosa Luxemburg-Gesellschaft & Prof. Dr. Heinz Sünker, Universität Wuppertal, Sekretär RC 10

*Keynote:* Prof. Dr. Li Hanlin, Chinese Academy of Social Sciences

*Speakers:* Prof. emer. Dr. Artur Meier, Humboldt Universität, Berlin (former Vice-president ISA)

Prof. Dr. Walter Frantz, Universität Ijuí, Brasilien

Prof. emer. Dr. Horst Siebert, University of Hanover

Prof. Dr. Nüssl von Rhein, Board, Volkshochschulverband

Prof. Dr. Cheng-chun Lu, Director, Department of Sociology, Soochow University, Taipei

Prof. emer. Dr. Helmut Müssener, Universität Stockholm

Prof. Dr. Tomonaga Tairako, Hitotsubashi University, Tokyo

Dr. Ursula Aumüller-Roske, Lower-Saxony Ministry for Social Affairs & Women, Hanover

Dr. Rainer Werning, Cologne, Germany

*11.00 - 11.30 hours: Break*

*13.00 - 15.00 hours: Lunch*

**15.00 - 18.30 hours: Three parallel Future Workshops on “Science”**

*English – Chairs, introduction & summary:* Prof. Dr. Thoralf U. Qvale, Scientific Director, Work Research Institute, Oslo & Dr. Frank Heller, Tavistock Institute, London

*Keynote:* Prof. Dr. Michael Daxner, Carl von Ossietzky Universität Oldenburg, Germany (former president of the CvO University)

*Speakers:* Prof. emer. Dres. Ken'ichi Tominaga, Tokyo University, Japan

Prof. Dr. Oguz Barboruglo, Sanbanci University, Istanbul

Prof. Dr. Anup K. Dash, University of Orissa, India

Prof. Dr. Hisayoshi Mitsuda, Bukkyo University, Kyoto

Shuji Yamada, Bunkyo University, Kanagawa, Japan

*French – chair, introduction & summary:* Prof. Dr. Pina Lalli, Alma Mater Studiorum, Bologna & Dr. Daniel Bertaux, CNRS, EHESS, Paris (former Vice-president ISA)

*Keynote:* Prof. emer. Dr. Marcel Bolle De Bal, Université Libre de Bruxelles, ancien président de l' AISLF

*Speakers:* Prof. Dr. Guy Rocher, Université de Montréal, former vice-minister & founding membre of AISLF

*German – Chairs, introduction & summary:* Prof. Dr. Arno Rolf, Universität Hamburg & Prof. Dr. Marga Prühl, Verwaltungshochschule Speyer & Bundesinneministerium

*Keynote:* Prof. emer. Dr. Udo E. Simonis, Wissenschaftszentrum Berlin

*Speakers:* Prof. Dr. Ulrich Teichler, University of Kassel, Germany (former Vicepresident of the University)

Dr. Norbert Müllert, München, Germany

Dr. Werner Kampeter, German Embassy Tokyo/Friedrich Ebert Foundation & PD Dr. Eun-Jing Lee, University of Halle-Wittenberg & Seoul

Prof. Dr. Michael Hartmann, TH Darmstadt, Germany

Prof. Dr. Wolfgang Krüger, Universität Wuppertal, Germany

Prof. Dr. Klaus Brake, Berlin, Germany

Prof. Dr. Savvas Katsikides, University of Cyprus

Dr. Andrea Korthoff, Osnabrück

16.30 - 17.00 hours: Break

### **19.00 hours: Dinner with Music**

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## **Saturday, 23 September 2006**

### **9.30 - 13.00 hours: Three parallel Future Workshops on “Labour”**

*German – Chairs, introduction & summary:* Prof. Dr. Gerhard Bosch, Vice-director Institut für Arbeit & Technik, Gelsenkirchen & Prof. emer. Dr. Rainer Zoll, Universität Bremen

*Keynote:* Prof. Dr. Peter Henicke, President, Wuppertal Institute, Germany

*Speakers:* Prof. Dr. Hans-Wolf Sievert, Sievert AG, Osnabrück

Prof. emer. Dr. Friedrich Fürstenberg, University of Bonn, Germany (former president of IIRA)

Prof. Dr. Siegfried Greif, University of Osnabrück

Prof. Dr. Eberhard Schmidt, CvO University Oldenburg

Prof. emer. Dr. Rudi Schmidt, University of Jena, Germany

Dr. Frederik Rakar, University of Sussex, UK

Dr. Stefan Hochstadt, FH Dortmund, Germany

*English – Chairs, introduction & summary:* Dr. Francesco Garibaldi, Istituto per il Lavoro, Bologna & Prof. Dr. Akihiro Ishikawa, Chuo University, Tokyo (board member RC 10)

*Keynote:* Prof. Dr. Åke Sandberg, Swedish Centre of Working Life, Stockholm (former President RC 10)

*Speakers:* Prof. Dr. Eun-Jin Lee, Kyungnam University, Masan, South Korea

Prof. Dr. Csabó Makó, Hungarian Academy of Sciences

Prof. Dr. Linda Clarke & Prof. emer. Dr. Jörn Janssen, University of Westminster, UK



## Registration Form

- I will participate at the Congress “**Education, Science & Labour**”  
Osnabrück, 20 – 24 September 2006

Title, Name \_\_\_\_\_  
 Organisation \_\_\_\_\_  
 Address \_\_\_\_\_  
 City/Country \_\_\_\_\_  
 Phone \_\_\_\_\_ Fax \_\_\_\_\_  
 e-mail \_\_\_\_\_

I will attend the following plenaries & future workshops:

1. Opening  2. “Education”  3. “Science”  4. “Labour”  5. Final

- I intend to present a Paper. (deadline 1 August 2006)

Title: \_\_\_\_\_

- I will take part in the sightseeing on 21 September 2006 in the morning  
 I will take part at the visit of the Felix Nussbaum House on 21 September 2006 in the morning  
 I will take part in the sightseeing on 24 September 2006 in the morning  
 I will take part at the visit of the Felix Nussbaum House on 21 September 2006 in the morning

I will take part at lunch on  21 September  22 September  23 September

I will take part at dinner on  20 September  21 September  
 22 September  23 September

I have remitted the participation fee of

- 200 € for **non-members** of RLDWL  150 € for **members** of RLDWL

by bank order to VHS Osnabrück, Sparkasse Osnabrück/Germany  
 BLZ 265 501 05 KTO-NR. 544544 Code RLDWL  
 [SWIFT: NOLADE22 via Norddeutsche Landesbank Hannover]

- I will only be able to pay after arrival  
 I apply for waiving of the registration fee

I have reserved a hotel room at

- Remarque Hotel  Hotel Walhalla  Klute Hotel

- I apply for a **grant** to cover travel & accommodation costs & waiving of the registration fee  
 \* **Reasons:** \_\_\_\_\_

Place, Date \_\_\_\_\_ (Signature) \_\_\_\_\_

**Please send to: Carl-Heinrich Bösling, VHS Osnabrück,  
 Bergstr. 8, D-49076 Osnabrück/Germany**

**Fax. +49-541-323-4347; email: [boesling@vhs-osnabrueck.de](mailto:boesling@vhs-osnabrueck.de)**

\* The organisers will apply to the European Commission and other institutions to sponsor the conference, to make travel grants available.

## Hotel Reservation

Please make your hotel reservation directly at one of the following hotels, where we have reserved a contingent at special conference rates, **not later than 15 August 2006**:

Hotel Remarque \*\*\*\*\* Tel. +49-541-6096-0, Fax +49-541-6096-600; email:

Standard single room 95 € incl. breakfast buffet

Double room 118 € incl. breakfast buffet

Hotel Walhalla \*\*\* Tel. +49-541-3491-0, Fax -144; email:

[Single room € ?\*]

Hotel Klute \*\*\* Tel. +49-541-45001 Fax 45302; email:

[Single room € ?\*]

I would like to have a

Single room

Double room

Non-smoking room

for the following nights:

20 September 2006

21 September 2006

22 September 2006

23 September 2006

Title, Name \_\_\_\_\_

Organisation \_\_\_\_\_

Address \_\_\_\_\_

City/Country \_\_\_\_\_

Phone \_\_\_\_\_

Fax \_\_\_\_\_

e-mail \_\_\_\_\_

Place, Date \_\_\_\_\_

(Signature) \_\_\_\_\_

\* Including Breakfast Buffet

# Conferences

Conference in Stockholm May 21-24 - 2007



Welcome to Stockholm May 21-24 2007. This conference will be of interest to those RC10 members interested in ICT technology, work and organization. There is detailed information on the conference website [www.wwcs2007.se](http://www.wwcs2007.se)

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## MEMBERS ACTIVITIES (or whatever headline you are having) Contact info and recent publications

### *Åke Sandberg*

[to editor or Ake, if you cannot make the letter A with a ring over it]  
continues his work at Arbetslivsinstitutet (the National Institute for Working Life) but has now also a part time position as professor of 'ICT, organization and working life' at the KTH.Royal Institute of Technology in its School of Computer Science and Communication. His research is conducted within the MITIOR programme that he manages (Media, ICT and Innovation in Organization and Work). Contact info and a few recent publications are found below. His reader with critical and labour perspectives on new forms of work and management, in Swedish 'Ledning för alla', is currently being revised and translated and will be published in English.

Åke Sandberg (Aake), professor Mobile +46 (0)706 70 88 33

Arbetslivsinstitutet / NIWL (MITIOR programme, Work health dept)

SE-113 91 Stockholm

[ake.sandberg@ali.se](mailto:ake.sandberg@ali.se)

Phone +46(0)8 619 69 73

<http://person.arbetslivsinstitutet.se/pdb/personpresentation.aspx?PersID=445&sb=1&lang=en>

KTH School of Computer Science and Communication

HCI, SE-100 44 Stockholm

[akesan@kth.se](mailto:akesan@kth.se)

Phone +46(0)8 790 92 72

<http://cid.nada.kth.se/en/>

### *Recent books*

- IT-företagen i Kista (ICT-companies in Kista Science City, with English summary; 2005)
- <http://www.arbetslivsinstitutet.se/publikationer/detaljerad.asp?ID=1514>
- Interactive Media in Swedish Organisations (2004)
- [www.arbetslivsinstitutet.se/publikationer/en/detaljerad.asp?ID=1462](http://www.arbetslivsinstitutet.se/publikationer/en/detaljerad.asp?ID=1462)
- Interactive Media in Sweden 2001 (2002)
- [www.arbetslivsinstitutet.se/publikationer/en/detaljerad.asp?ID=1078](http://www.arbetslivsinstitutet.se/publikationer/en/detaljerad.asp?ID=1078)

[http://www.kth.se/eng/about/organization/schools/computer\\_science\\_communication/index.html](http://www.kth.se/eng/about/organization/schools/computer_science_communication/index.html)

# News from RC10 Members

## MASTER ONLINE COMUNICACIÓN EN LAS ORGANIZACIONES



### PRESENTACIÓN

El propósito de este Master es dar una formación teórica y práctica de alto nivel para la resolución de problemas comunicativos en las organizaciones. En la sociedad moderna las organizaciones son necesarias porque ayudan a resolver los problemas más importantes de la convivencia y la consecución de fines cada vez más complejos.

Pretendemos con este curso dar una explicación actualizada de la realidad de las organizaciones, consideradas como extensiones del hombre para alcanzar objetivos difíciles, haciendo un especial hincapié en los aspectos comunicativos. Esto hace preciso una formación que tenga presente ambos campos.

Fundamentalmente nuestros objetivos son dar una puesta al día en conocimientos teóricos sobre comunicación y organizaciones; además de conseguir una experiencia profesional en los problemas cotidianos en este ámbito.

Proyectamos que el Master, dunque desarrolle un aspecto fundamental de modo on-line, incluya un trabajo de investigación o práctico. De este modo, intentamos, hacer más fructífero y enriquecedor el conocimiento adquirido durante el curso, mostrando el alumno su destreza y aptitudes en la investigación y práctica propia. La dirección facilitará toda la asistencia requerida para que los alumnos sean adecuadamente asistidos, dirigidos y guiados por los profesores.

PARA MAYOR INFORMACION:

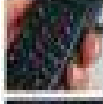
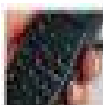
<http://www.campusred.net/intercampus/mastercomorg/zonansi.htm>

<http://www.infonegocio.com/aiso/cepyc.htm>

Contacte con nosotros: [master.com-org@ccinf.ucm.es](mailto:master.com-org@ccinf.ucm.es) - Teléfono: (+34) 91 311 0830

### CRONOGRAMA

- 🕒 PRE-INSCRIPCIÓN: MAYO – SEPTIEMBRE 2005
- 🕒 INICIO DEL CURSO: 17 OCTUBRE DE 2005
- 🕒 FINALIZA: 30 JUNIO DE 2007
- 🕒 COSTE: 4.500 EUROS (PARA LOS 2 AÑOS)
- 🕒 SE ADMITIRÁN SOLAMENTE 30 PARTICIPANTES, QUE SE IRÁN SELECCIONADO SEGÚN PETICIONES



### CONTENIDO

#### I CURSO (32 Créditos)

MATERIAS OBLIGATORIAS:

1. Sociología de las Organizaciones I: Historia Social y Teoría
2. Sociología de las Organizaciones II: Aspectos centrales y problemas básicos
3. Sociología de la Comunicación I: Nueva Sociedad de la Información y Comunicación
4. Sociología de la Comunicación II: La comunicación y sus efectos

#### II CURSO (33 Créditos)

MATERIAS OPTATIVAS (A ELEGIR 3, DE 8 CRÉDITOS CADA UNA):

- Opinión pública, comunicación política y nuevas tecnologías
  - Medios comunicativos e Internet
  - Diseño y evaluación de proyectos de investigación en comunicación
  - Comunicación pública
  - Nuevas tendencias en la Comunicación de las Organizaciones
  - Comunicación externa corporativa y publicitaria
  - Cultura y construcción de las organizaciones
  - Cambios en el trabajo en las nuevas sociedades
  - Comunicación de crisis y control de conflictos potenciales
  - Estructura y cambio en las organizaciones
  - Valores y ética en las empresas y las organizaciones
- TRABAJO FINAL (9 CRÉDITOS)

A realizar en Madrid (se considerarán otras propuestas).

INSCRIPCIÓN: <http://www.ucm.es/dir/2572.htm>

DIRECTOR: Dr. Antonio Lucas Marín

Universidad Complutense de Madrid

Facultad de Ciencias de la Información

Departamento de Sociología VI

<http://www.ucm.es/info/socvi/>

E mail: [lucas@ccinf.ucm.es](mailto:lucas@ccinf.ucm.es) - Teléfono: (+34) 91 394 2154



# Books and Articles by RC10 Members

## Doing research with refugees

*Issues and guidelines*

Edited by **Bogusia Temple and Rhetta Moran**

Forthcoming - Publication date: Tuesday 31 January, 2006

This book is the first specifically to explore methodological issues relating to the involvement of refugees in both service evaluation and development and research more generally. It builds on a two-year seminar series funded by the ESRC and attended by members of a range of statutory and voluntary organisations, as well as academics and refugees themselves. The participants jointly drew up a set of good practice guidelines that are re-produced in the book for the first time.

Key features include:

- a focus on the methodology for active involvement of refugees;
- a discussion of barriers to involvement;
- suggestions for overcoming barriers;
- analysis of existing practices and ideas for change;
- implications for policy, research and practice.

Doing research with refugees is essential reading for anyone working with in the field. This includes academics, researchers, health and social care providers and voluntary organisations. Refugees themselves who are interested in their role in service evaluation, development and research will also find the book of interest.

**Bogusia Temple** is Reader in Research Methodology at the University of Salford. She has extensive research experience with service providers, service users and community groups in health and social care.

**Rhetta Moran** is Senior Research Fellow at the University of Salford and has many years experience of action research with practitioners and service users.

### Contents

Contents: Introduction ~ Bogusia Temple and Rhetta Moran; Refugees as researchers: experiences from the European Union (EU) project 'Bridges and fences: paths to refugee integration in the European Union' ~ Elizabeth Mestheneos; Limited exchanges: existing approaches to involving people who don't speak English in research and service development ~ Bogusia Temple and Rosalind Edwards; Participatory research processes about health with Somali refugee people seeking asylum ~ Rhetta Moran, Zeinab Mohamed and Hermione Lovel; Home/lessness as an indicator of intergration: interviewing refugees about the meaning of home and accommodation ~ Priya Kissoon; The community leader, the politician and the policeman: a personal perspective ~ Manawar Jan-Khan; Complexity and community empowerment in regeneration ~ Felicity Greenham with Rhetta Moran; Refugee voices as evidence in policy and practice ~ Kirsteen Tait; Challenging barriers to participation in qualitative research: involving disabled refugees ~ Jennifer Harris and Keri Roberts; Why religion matters ~ M. Louise Pirouet; Action learning: research that helped me to rediscover my integrity ~ Anna Maria Miwanda Bagenda.

**Details:** 208 tbc pages HB 234 x 156 Hardback ISBN 1861345984

[https://www.policypress.org.uk/catalog/product\\_info.php?cPath=10084&products\\_id=778](https://www.policypress.org.uk/catalog/product_info.php?cPath=10084&products_id=778)



**A process of political education in the participation in the debate about regional development. The Regional Development Council's experience with organization in Rio Grande do Sul**

*Walter Frantz*

Abstract

The subject regional development and its difficulties are a central point of today's political debate. Discussion does not happen only in the theoretical field, but includes most different experiences. The challenges arising from the development practice demand the field of politics, economics, culture and education. Development practice expresses interests and organizes – not always harmonizing - powers that nevertheless constitute energies that enforce participation for their critical capabilities they can develop, for the opportunity of an “practical education” for those who have a constructive political motivation.

Development is a complex social phenomenon that includes all the senses and significances of life. It begins with the instruction of the subjects involved and surely constitutes one of the social places of the best learning, a place of privileged political education, especially for political difficulties faced.

The experience of organization made by the Regional Development Councils (COREDES) in the State of Rio Grande do Sul constitutes a process of political education in the sense of an expansion of public politics field. It is an educational experience turned to democratic formation of citizens. The experience of COREDES means a qualification of a political process as expression of democracy that, by the way, would get the essence of the bureaucratic and technical public administration. And therefore actions of public administration in public politics might get rather an expression of the society than of the economy. So democracy will be a basic element of regional development

N.B.: Original publication in portuguese: REDES, v.9, n.2, may/august 2004, p.7-29 (Santa Cruz do Sul, RS/Brazil: EDUNISC).

## **Education and power in the rationality of the cooperation**

*Walter Frantz*

Cooperation is an action that derives from an act of political will of individuals that begin to identify by common necessities or interests. They develop a rational behavior of association in their relations of identification, performing a process that bears forms of organization and instrumentalization of their interests and objectives. The cooperative behavior of the associates in the cooperative company must be organized rationally, by norms, rules and contracts. The *association* is the place of the agreements, the debates; the *organization* is the place of the rules, the contract and the cooperation. Through the communication in the association's space they organize themselves and structure their instruments of cooperative action, unchaining educative processes and constructing power relations. To organize a cooperative means to build up power, especially in the economic relations with the market. While building power to find practical solutions for their problems, the associates induce to a learning process: they manipulate information, they learn and build knowledge. Thus they educate themselves in the social and economic relations of cooperation and competition. To educate oneself to political power with the purpose to put up a new "social order" is a basic stage of the cooperative organization process.

N.B: Original publication in Portuguese: *Perspectiva Econômica*, v. 38, n. 121, jan/mar 2003, p. 15-40 (S.Leopoldo, RS, Brazil: UNISINOS).

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

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ Country: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

---

I am applying herewith to become a *new* member of RC 10

I wish to *renew* my membership in RC 10

**Payment** (Please tick only *one* of the two )

I am paying RC 10 fee directly to RC 10 (below) and ISA fee to the ISA

I am paying both fees via the ISA

Place and Date:

Signature:

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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:

**Litsa Nicolaou-Smokoviti**

43, Marathonodromou Ave., Psychiko, 15452 Athens, GREECE

Email: [lnicola@otenet.gr](mailto:lnicola@otenet.gr); Tel. +30 210 6713902; Fax: +30 210 6719697

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