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# RC 10 NEWSLETTER

## Participation and Organizational Democracy

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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جامعة حيفا

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RC 10 Newsletter Editor – Michal Palgi, Kibbutz Research Institute,  
University of Haifa, Haifa, 31905, Israel; and the Emek Yezreel College  
Tel: +972-6-6488710 Fax: +972-4-8240409 E-mail: [palgi@research.haifa.ac.il](mailto:palgi@research.haifa.ac.il)

**Manuscripts:** Please try to send only electronic versions by disk or email to the above address.

**Membership:** All corrections with regard to membership and members addresses should be sent to the treasurer, Wiking Ehlert in Germany (see address below).

**Research Committee 10 “Participation and Organizational Democracy”  
Of The International Sociological Association**

**President:**

Alain Chouraqui  
LEST/CNRS  
35 Ave Jules Ferry  
F-13626 Aix-en-Provence  
FRANCE  
Tel: + 33 4 42 37 85 25  
Fax: +33 4 42 26 79 37  
Email: [chouraq@univ-aix.fr](mailto:chouraq@univ-aix.fr)

**Vice President:**

Michal Palgi  
Kibbutz Research Center  
University of Haifa  
Haifa, 31905  
ISRAEL  
Tel: +972 6 6488710  
Fax: +972 4 8240409  
Email: [palgi@research.haifa.ac.il](mailto:palgi@research.haifa.ac.il)

**Vice President:**

Dasarath Chetty  
School of Social Sciences  
University of Durban  
Westville  
SOUTH AFRICA  
Tel: +27 31 20 45027  
Fax: +27 31 2621873  
Email: [tdchetty@pixie.udw.ac.za](mailto:tdchetty@pixie.udw.ac.za)

**Treasurer:**

Wiking Ehlert  
Schillerstrasse 18  
D- 4904  
GERMANY  
Tel: +49 541 969 4606  
Fax: +49 541 969 4600  
Email: [wiking-ehlert@t-online.de](mailto:wiking-ehlert@t-online.de)

**Secretary:**

Jan C. Looise  
Fac. of technology & Management  
University of Twente  
Box 217, 7500 AE Enschede,  
THE NETHERLANDS  
Tel: +31 53.4893508  
Fax: +31 53.4892159  
Email: [j.c.looise@sms.utwente.nl](mailto:j.c.looise@sms.utwente.nl)

**Deputy Secretary:**

Volkmar Kreissig  
Wieso-europa  
Rudolf-Breitscheid-Str. 24  
D-09112 Chemnitz  
GERMANY  
Tel: +49 371 308801 or 308800  
Fax: +49 371 308802  
Email:  
[volkmar.wieso@t-online.de](mailto:volkmar.wieso@t-online.de)

**Board Members**

Gyoergy Szell, [gszell@uni-osnabrueck.de](mailto:gszell@uni-osnabrueck.de)  
Raymond Russell, [raymond.russell@ucr.edu](mailto:raymond.russell@ucr.edu)  
Ake Sandberg, [ake.sandberg@niwl.se](mailto:ake.sandberg@niwl.se)  
Leslie Brown, [leslie.brown@mvsu.ca](mailto:leslie.brown@mvsu.ca)  
Litsa Nicolaou-Smokoviti  
Vera Vratusa, [vvratusa@dekart.f.bg.ac.yu](mailto:vvratusa@dekart.f.bg.ac.yu)  
Edward L. Zammit, [ezam1@um.edu.mt](mailto:ezam1@um.edu.mt)

**Alternates**

Azril Bacal, [azril.bacal.fou@linux.soc.uu.se](mailto:azril.bacal.fou@linux.soc.uu.se)  
Severyn Bruyn  
Vladimir Gershikow, [ger@ieie.nsc.ru](mailto:ger@ieie.nsc.ru)  
Antonio Lucas, [lucas@ccinf.ucm.es](mailto:lucas@ccinf.ucm.es)  
Johann Maree, [maree@humanities.uct.ac.za](mailto:maree@humanities.uct.ac.za)  
Richard Ruzicka, [Richard.Ruzicka@ff.cuni.cz](mailto:Richard.Ruzicka@ff.cuni.cz)  
Heinz Suenker, [suenker@uni-wuppertal.de](mailto:suenker@uni-wuppertal.de)

**Membership:**

Members get the RC 10 Newsletter, reduced fees for workshops, proceedings from workshops at reduced price, directory of members, and the possibility to elect and be elected board members of RC 10.

Membership fees for RC 10 are 40 US\$ for 2001-2004 120 US\$ for lifetime. Members from non-OECD countries pay a reduced fee of 20 US\$. Those unable to pay may be exempted from membership fee for a period of four years. Send application and cheque to the Treasurer. For membership in RC 10 for 2001-2004 see the form on the final page of this Newsletter. There is **no** separate mailing list for free copies of this Newsletter.

## FROM THE EDITOR

This has been, in many ways a strange year for me. I have been spending the last few months in Oslo, Norway participating in the work of the Work Research Institute. Doing this, I felt, what theoretically I knew, that there is a difference when you talk about participation in the Norwegian milieu and when you talk about it in the Italian, U.S.A, Israeli or other milieu. When you talk about it as it is in year 2000 and when you talk about it as it was 20 years ago. The same goes for self-management. I looked at this term in the Internet and found out that since the beginning of the 90s the term is almost none existence in its original meaning. Yes, there is a firm calling itself self-management, they teach there how to manage others... This is the reason why it is so important to get reports, information and other input from different cultures and countries on these issues. It gives us insight not only to new ideas but also to different meanings and understanding of similar ideas. I know it is not easy to get organized and write when life is so hectic, but on the other hand this is what makes a group with common interests function.

Some dedicated colleagues provide material for the newsletter, and others deprive us from getting their opinions and news. One of the goals of the newsletter is to give place for people to publicize their writing, understanding, thoughts and doings in the field of our committee. So, it is both a challenge and a benefit to you all to write.

You will notice that in this newsletter there are no regional reports, as I received none even though I requested them.

I have to thank Jan Kees Looise, our secretary, for helping me out and doing the job of copying and sending this newsletter, as I could not do this from over here. I also want to thank Jose Antonio, the editor of the newsletter of the Ibero-American sub-committee for sending me their material and for his cooperation with me. Hope next time we will also get a report of the activities of the sub-committee in English. Also thanks to Azril Bacal for his contribution to the newsletter.

I had several responses to my call for members to give their opinion on distributing the newsletter via e-mail. The overall response was positive, but there were reservations as to people who do not have access to electronic mail. Therefore I would like all those that **do not have access to electronic mail** to write to me and let me know. The others have to send in their e-mails. The advantages of distributing the newsletter via e-mail are well known: it is cheap, it is fast. The disadvantages are also known: not everyone has an e-mail (but now I think almost everyone has access to it), some do not like or do know how to use it, and sometimes there might be problems in opening attachments. The main disadvantages of the mail newsletters are that they consume a lot of work and time for preparation, and are very expensive. I think there is an agreement among RC10 officers that we should take the plunge and start using the net for our newsletter.

I hope you all have a very happy, healthy and peaceful year, that our RC will grow and have interesting events and that you will all send me material for the newsletter...

Michal Palgi

### IMPORTANT / URGENT

Those who do not have access to e-mail please let me know.  
Those who have e-mails, please send me your e-mail address to:  
[palgi@research.Haifa.ac.il](mailto:palgi@research.Haifa.ac.il)

## FROM THE CHAIR

(Original in French)

When writing this letter, my first thoughts are for **our friend Harvie Ramsay**. I unfortunately did not know him on a personal level, but I had enough contacts with him, and I heard enough about him. It is clear for me that everyone who knew him or heard about him was impressed by his academic, social and personal qualities. His involvement in our democratic goals was firm. His professional strictness was unanimously recognised. Basically his moral and social values enlightened his whole life. You will find in this Newsletter the short text which was prepared for his funeral on behalf of RC10. We will miss him.

Our major event this year was **our first RC10 Conference in Africa**. Five exciting days in Durban, on academic and social levels. A lot of interesting papers given by African academics or social actors, as much as by non African colleagues (from Europe, Asia and USA). Many social events bringing us a good understanding of the numerous and sharp challenges in South-Africa, especially about participation and democracy. I think that a good book will appear and will show better than ever that "culture" is not always a fuzzy concept. Above all, a clear success in building bridges with local colleagues, which was our first goal there. From my point of view, one of the lessons there was to confirm the possible synergy between the actors from dominated regions and our academic values and critical mind and posture. Thanks a lot to Dasarath Chetty who nicely organised this event and offered to all of us a so warm welcome; and thanks also to the colleagues who positively answered our special appeal, who understood our challenge there and came to South Africa.

We also held in Durban an important board meeting. Many topics were addressed.

Congratulations and many thanks first to **Volkmar Kreissig** who agreed to be elected as deputy-secretary to help **Jan Kees Looise**, who himself agreed to prepare proposals about the best way for RC 10 to use the web; thanks also to him. One more time, if not already done, please don't forget to send Michal Palgi **your e-mail address** if you don't want to miss this (web) train...

Next RC10 events were approved. We have planned **a very active year 2001, with six RC10 Seminars or Conferences**: in Germany (Munich and Wuppertal), Argentina, Greece, South-Africa and possibly in Prague (details in this Newsletter).

Concerning **our Committee's change of name**, the board took into account some reactions against this change (especially the unanimous wish from the Ibero-American Subcommittee in the Lima conference), and the fact that some members complained for having not received their ballot whereas exactly two-third of the voters approved that change (as requested by our Statutes). The board then decided to propose a kind of compromise to all RC10 members: the RC 10 name could be "**Participation, organizational democracy and self-management**" instead of "Participation and organizational democracy". This compromise on the one hand would keep our roots and, on the other hand, would follow the ongoing scientific discussions inside RC10. The board hopes that the whole membership of RC 10 can be happy with this proposal.

The **relationships with our Subcommittees** were clarified. In particular: *"In order to improve the relationship between RC10 and its Ibero-American Subcommittee, and in order to avoid any sharp statutory decision, the RC 10 board unanimously urges the board of the Ibero-American Subcommittee to use all means to fairly implement better ties with the RC itself, notably (list of requirements) ... RC 10 will therefore be in a position to go on strongly supporting the Subcommittee activities and the use of the Spanish language in RC10 general activities..."* We do hope that a better synergy will thus be built.

About the preparation of **the next World Congress**, which will be the major task for us during the next year, we have to repeat that, following the new ISA regulation, the number of sessions allocated to RC's will depend on the number of ISA regular members in March 2001. So, please **check your ISA membership**, and try to convince new or old RC 10 members to become also ISA full members. (Please note that ISA members are entitled to pay much lower fees in World Congresses). A low number of sessions would lead us to very difficult choices and balances between the speakers, between the various possible topics, the different languages, countries and cultures...

We will also try to build **two joint sessions** with another RC. And a "**focused plenary session**" could be organized with many other RC's. Six of them already sent me a quick positive answer for such co-operation.

Our board considered that the **six general keywords** that structured our sessions in Montreal (i.e. *Globalization, Workplace and industrial relations, Organization, Democracy, Property, Participatory research*) still remain valid, and that they could be complemented. As we did for the Montreal Congress, a few first and provisional items were also listed. Finally, the precise topics of the sessions will be chosen on base of members' proposals and in relation with current debates in our field. You will find details in our "**Call for reaction**", further in this Newsletter.

At the eve of the new Millennium, let me wish the best to each of you for his/her professional and personal projects. Best wishes also for our common scientific, social and democratic goals. Let me say right now my real hope when I see today in Nice so various people using so many kinds of active involvement in order to get more direct and representative participation in the globalization processes. Please forgive these too optimistic views, but Nice is not so far from here...

Alain Chouraqui  
President of ISA/RC 10

## LA LETTRE DU PRESIDENT

Au moment d'écrire cette lettre, mes premières pensées vont à **notre ami Harvie Ramsay**. Je ne l'ai malheureusement pas connu sur le plan personnel, mais j'ai eu suffisamment de contacts avec lui et d'échos à son sujet. Il est clair pour moi que tous ceux qui le connaissaient ou qui en entendaient parler étaient impressionnés par ses qualités universitaires, sociales et personnelles. Il était fermement attaché à nos objectifs démocratiques. Sa rigueur professionnelle était unanimement reconnue. Et ses profondes valeurs morales et sociales ont éclairé toute sa vie. Vous trouverez dans cette Lettre d'information le message préparé pour ses obsèques au nom du CR10. Harvie nous manquera.

Notre principale manifestation cette année fut **notre première Conférence en Afrique**. Cinq jours enrichissants à Durban, du point de vue scientifique autant que social : de nombreuses communications intéressantes par des collègues et par des acteurs sociaux africains, mais aussi par des universitaires non africains (venant d'Europe, d'Asie ou des Etats-Unis); plusieurs visites et rencontres nous permettant de comprendre les défis nombreux et difficiles de l'Afrique du Sud, particulièrement quant à la participation et à la démocratie. Je pense qu'un bon ouvrage en sortira, et pourra montrer mieux que jamais que " culture " n'est pas toujours un concept mou. Avant tout l'établissement de liens avec nos collègues africains fut un vrai succès, ce qui était notre premier objectif. A mes yeux, l'une des leçons de toutes ces rencontres fut la confirmation d'une synergie possible, voire d'une alliance, entre les acteurs des régions périphériques (souvent dominées) et notre milieu universitaire dont les valeurs exigent un recul critique à l'égard des pensées et pratiques dominantes. Grand merci à Dasarath Chetty qui organisa excellemment cette manifestation et qui offrit à chacun un accueil si chaleureux ; merci aussi à ceux qui répondirent à notre appel pressant, qui comprirent les enjeux et qui vinrent en Afrique du Sud.

Une importante réunion de notre bureau eut aussi lieu à Durban. Plusieurs sujets furent abordés.

Félicitations et remerciements d'abord à **Volkmar Kreissig** pour avoir accepté d'être élu Secrétaire adjoint en appui de **Jan Kees Looise**, qui lui-même accepta de préparer des propositions sur la meilleure manière pour le CR10 d'utiliser le web; merci à lui aussi. Une fois de plus, si ce n'est fait, veuillez ne pas oublier d'envoyer à Michal Palgi **notre adresse e-mail** si vous ne voulez pas rater ce train (du web)...

Les prochaines manifestations du CR10 furent approuvées. Nous avons prévu **une année 2001 très active, avec six Séminaires ou Conférences** : en Allemagne (Munich et Wuppertal), Argentine, Grèce, Afrique du Sud et peut-être à Prague (détails dans cette Lettre d'informations) ;

A propos du **changement de nom de notre Comité**, le bureau prit en considération certaines réactions hostiles au changement (en particulier le vœu unanime du Sous-Comité Ibéro-Américain à la Conférence de Lima), et le fait que quelques membres se sont plaints de ne pas avoir reçu leur bulletin de vote alors qu'exactement deux tiers des votants approuvèrent ce changement (conformément à nos Statuts). Le bureau décida donc de proposer à l'approbation de tous nos membres une sorte de compromis: le nom du CR pourrait être "**Participation, démocratie organisationnelle et autogestion**" au lieu de "Participation et démocratie organisationnelle". Ce compromis permettrait d'une part de conserver notre enracinement et d'autre part de s'adapter aux débats scientifiques en cours au sein du CR. Le bureau espère que l'ensemble des membres sera ainsi satisfait.

Les **relations avec nos Sous Comités** ont été clarifiées. En particulier, " *dans le but d'améliorer les relations entre le CR10 et son Sous-comité Ibéro-Américain, et afin d'éviter une sévère décision statutaire, le bureau du CR10 unanime presse le bureau du Sous-comité d'utiliser tous les moyens pour établir loyalement de meilleurs liens avec le Comité lui-même, notamment (liste des demandes)... Le Comité sera alors en mesure de continuer à soutenir fermement les activités du Sous-comité et l'utilisation de l'espagnol dans les activités générales du CR...* ". Nous souhaitons vraiment qu'une meilleure synergie puisse ainsi être établie.

La **préparation du prochain Congrès Mondial** constituera notre tâche majeure l'an prochain. Nous devons répéter que, suivant les nouvelles règles de l' AIS, le nombre de sessions attribuées aux CR dépendra du nombre de membres de l' AIS en mars 2001. **Veuillez donc vérifier que vous êtes en règle avec l' AIS**, et essayer de convaincre de nouveaux ou d'anciens membres du Comité de devenir aussi membres de l' AIS. ( N'oubliez pas que les membres de l' AIS ont droit à des frais d'inscription très réduits lors des Congrès Mondiaux). Un petit nombre de sessions nous obligerait à des choix et à des équilibres difficiles entre intervenants, entre les divers thèmes possibles, les diverses langues, régions et cultures...

Nous essaierons aussi de bâtir **deux sessions conjointes** avec un autre CR. Et une "**session plénière thématique**" pourrait être organisée avec plusieurs autres CR. Six d'entre eux m'ont déjà envoyé une réponse favorable à une telle coopération.

Notre bureau estima que les **six mots-clés généraux** qui firent la structure de nos sessions à Montréal ( *Mondialisation, Lieu de travail et relations professionnelles, Organisation, Démocratie, Propriété, Recherche participative*) restaient valables, mais pourraient être complétés. Comme pour le Congrès de Montréal, une première liste de quelques points intéressants fut élaborée. Les thèmes précis des sessions seront *in fine* choisis sur la base des propositions de nos membres et en relation avec les débats en cours dans notre domaine. Vous trouverez quelques détails dans " l'appel à réactions " inclus dans cette Lettre.

A l'aube du nouveau Millénaire, je présente à chacun de vous mes vœux les meilleurs pour ses projets personnels et professionnels. Meilleurs vœux aussi pour nos perspectives communes, scientifiques, sociales et démocratiques. Permettez-moi de dire " à chaud " mon espoir réel pour la participation lorsque je vois aujourd'hui même à Nice l'implication de gens si divers, aux pratiques multiples, dans le but d'obtenir plus de participation directe et représentative dans les processus d'europanisation et de mondialisation. Pardonnez cet excès d'optimisme, mais Nice n'est pas si loin d'ici...

Alain Chouraqui  
Président du CR 10 de l' AIS

## DEL PRESIDENTE DEL RC 10

((traduccion libre de Azril Bacal del inglés))

Al escribir esta carta, mis primeros pensamientos se dirigen a **nuestro amigo Harvie Ramsay**. Lamentablemente, no tuve el gusto de conocerlo en persona. Sin embargo, mantuvimos relaciones cordiales como colegas durante los últimos años. Siempre escuche comentarios favorables sobre su persona. Quienes tuvieron el privilegio de conocerlo quedaban favorablemente impresionados por sus cualidades académicas, sociales y personales. Su compromiso e involucramiento con nuestras aspiraciones democráticas era muy sólido. Su rigor profesional era igualmente reconocido por todos. Sus valores morales y sociales iluminaron todo el curso de su vida. Ustedes pueden leer en este boletín el texto necrológico preparado por el RC10 con motivo de su funeral. Lo hecharemos de menos.

La primera conferencia regional en África constituyó el evento más importante del RC10 de este año. Fueron cinco días plenos de actividad académica y social. Fueron presentadas muchas ponencias (papers) de gran interés por colegas del mundo académico africano y por otros actores sociales de África, Europa, Asia y de los EE.UU. Los varios eventos sociales y culturales organizados durante la Conferencia nos aproximaron a la posibilidad de comprender los numerosos e severos retos que confrontan en estos momentos a África del Sur. Particularmente, en lo que se refiere a los problemas de la participación y de la democracia. Me permito anticiparles que el libro que será publicado próximamente con los materiales de este congreso pondrá en evidencia y con mayor nitidez que nunca, que el término "cultura" no es necesariamente un concepto vago y difuso. Es necesario destacar, que logramos tener un marcado éxito en la construcción de puentes académicos y personales con nuestros colegas africanos, lo que constituía nuestro objetivo principal en esta reunión. Desde mi punto de vista, una de las lecciones más importantes de esta reunión fue confirmar el potencial sinérgico que resulta del encuentro entre actores sociales representativos e involucrados en las regiones periféricas y dominadas del mundo, con nuestros valores académicos, mentalidad crítica y postura democrática del RC10. Muchas gracias a Dasarath Chetty por su excelente capacidad organizativa, puesta en evidencia en este congreso, en el cual también nos sentimos cálidamente bienvenidos. Nuestro agradecimiento también va para todos los colegas que respondieron afirmativamente a nuestro llamado especial, quienes comprendieron cabalmente nuestro reto, viajando largas distancias y acompañándonos en Durban.

También tuvimos en Durban una reunión de la Junta Directiva del RC10, en la cual abordamos una serie de temas de gran importancia.

En primer lugar, felicitamos y agradecemos a Volkmar Kreissig, quien aceptó ser designado como secretario adjunto de Jan Kees Looise, a quien también agradecemos por su gestión en la preparación de propuestas para mejorar el uso de la página web del RC10. Aprovecho la ocasión, para reiterarles mi pedido que envíen vuestro e-mail a Michal Palgui, para estar al tanto de la red electrónica del RC10.

Se aprobaron los siguientes eventos del RC10, avizorando un año lleno de actividades en el 2001 - con 6 seminarios o conferencias en: Alemania (Munich y Wuppertal), Argentina, Grecia, África del Sur y posiblemente en Praga (ver los detalles en este boletín).

Respecto al cambio de nombre de nuestro comité, la Junta Directiva tomó en cuenta las reacciones de algunos miembros, opuestas a la denominación vigente (consideramos con especial atención el voto unánime de todos los participantes del SI en la Conferencia de Lima en 1999, reclamando el valor histórico y teórico de la autogestión). También escuchamos con respecto a la queja de algunos miembros que alegaron no haber recibido las papeletas del voto a tiempo, a pesar de haber recibido exactamente los dos tercios de los votos requeridos por nuestros estatutos para aprobar la denominación actual. A respecto, la Junta Directiva puso a consideración y aprobó una moción de compromiso: que el nombre del RC10 sea en el futuro "Participación, Democracia Organizacional y Autogestión", reemplazando de este modo el nombre actual de "Participación y Democracia Organizacional". Este compromiso rescata el sentido de nuestras raíces históricas al mismo tiempo que integra el tono del debate científico actual del RC10. La directiva espera de este modo haber resuelto satisfactoriamente el sentir y pensar colectivo de la membresía del RC10.

Logramos en la reunión de Durban esclarecer mejor la relación con nuestros subcomités regionales. En particular, "para mejorar la relación entre RC10 y su Subcomité Iberoamericano, evitando de este modo el tener que adoptar una decisión estatutaria drástica al respecto...la Junta Directiva del RC10 urge por unanimidad a todos los miembros de la Junta Directiva del SI que adopte todos los medios necesarios para mejorar los lazos de relación con el RC10, dentro de un plan de equidad y reciprocidad, prestando atención a la lista de requerimientos discutidos y aprobados por la Junta Directiva...de lograrse resolver satisfactoriamente la situación problemática existente, el RC10 estará en mejores condiciones para apoyar con fuerza las actividades del SI y también el uso del idioma castellano dentro de las actividades generales del RC10..." Es nuestro sincero deseo que logremos construir una mejor sinergia institucional, basados en la buena voluntad de todas las partes involucradas en esta situación.

Respecto a la preparación del próximo congreso mundial de la AIS, tarea que constituye nuestro objetivo principal durante todo el próximo año, les recordamos que de acuerdo con la nueva reglamentación vigente del AIS, el número de sesiones asignadas a los comités de investigación dependerá del número de miembros regulares del AIS registrados hasta Marzo 2001. Por lo tanto, es urgente que cada uno de ustedes verifique su membresía en la AIS, intentando persuadir a nuevos y viejos miembros del RC10 que regularicen su status como miembros plenos del AIS (recuerden que los miembros del AIS pagan menores costos de registro para participar en los congresos internacionales). Un menor número de sesiones del RC10 asignado por el AIS, nos obligaría penosamente a adoptar opciones y balances, muy difíciles de lograr, entre los varios ponentes, temas, idiomas, países y culturas...

También intentaremos construir dos sesiones conjuntas con otro RC. Igualmente pensamos tener "una sesión plenaria focalizada en una temática común" con otros RCs - de los cuales seis (6) ya han enviado su respuesta positiva preliminar.

Nuestra Junta Directiva considera que es útil mantener vigentes las seis áreas temáticas claves que nos permitieron estructurar las sesiones del RC10 en Montreal 98: Globalización, Ambiente Laboral (Workplace) y Relaciones Industriales, Organización, Democracia, Propiedad e Investigación Participativa, dejando el espacio abierto para permitir algunas modificaciones complementarias deseables. Contamos ya con un listado de temas preliminares tal como hicimos para el Congreso de Montreal. Finalmente, los temas precisos de las sesiones para el próximo congreso (2002) serán finalmente escogidos, en base a las propuestas de los miembros que guarden relación con los temas debatidos actualmente dentro de nuestro campo de estudio y trabajo. Encontrarán detalles a respecto en la sección "Call for Reaction" en este mismo boletín.

En vísperas del nuevo milenio, permítanme desearles todo lo mejor para vuestros proyectos profesionales y personales. Igualmente, os deseo lo mejor para vuestros objetivos científicos, sociales y democráticos. Tenemos felizmente hoy en día una base real de esperanza renovada, al ser testigos de la presencia de tantas personas que dejan oír su voz, participando en forma activa, directa y representativa, para influir democráticamente en los procesos actuales de globalización, con motivo de la "Reunión de los Quince de la Unión Europea". Tomen en cuenta el hecho, de estar yo localizado espacialmente tan cerca de Niza.

Alain Chouraqui  
Presidente del RC10/AIS

**The loss of a colleague and friend  
RC 10 board member alternate Harvie Ramsay**

The tragic news of the death of Harvie Ramsay was difficult to take in, difficult to understand and except. Harvie Ramsay died on April 24. He died very suddenly, from a brain hemorrhage on the eve of the Labour process conference in Glasgow.

Harvie was an outstanding colleague at the human level, so deeply and actively involved in both scientific and social fields. He was such a good friend, nice person, and a strong fighter politically and intellectually. It is a great loss to us and to the whole scientific community.

Harvie's funeral took place on Friday 5.5.2000 at Glasgow Cathedral and was followed by the cremation at Linn Crematorium in the south of Glasgow.

Ake Sandberg wrote a few words in the name of RC10 members that were read at the funeral:

*Harvie,*

*We, some of your many, many friends and colleagues in the international community of researchers, share the grief of your close friends and your family. We want to express our grief as well. It is difficult to understand and believe. You have been such an important part of researchers' endeavor to contribute to a better world of work and a better life for working people, men and women, all over the world. And through your work already published and through your way of being, your intelligence and enthusiasm you will be living among us in our thoughts and our work, inspiring us and coming generations.*

*Thank you Harvie.*

## REPORT FROM AN RC 10 CONFERENCE

### *An International Conference of RC 10 on Participation, Globalisation & Culture,*

held in Durban, South Africa (1–5 October 2000).

Dasarath Chetty

The Durban Conference was co-organised by RC 10, the South African Sociological Association, the University of Durban-Westville and the Sankofa Centre for the African Renaissance. The Mayor of Durban, Councillor Obed Mlaba, hosted a reception for the 45 delegates on the first day. Participants from 13 countries in Europe, Asia, North America and Africa then attended the academic sessions at the University of Durban-Westville. Twenty-six papers and one panel discussion constituted the academic sessions.

Despite the general theme of the conference, which was structured such that participation would be optimised, the issues began to gel in a coherent way. Questions relating to the nature of shareholder dictatorship as opposed to stakeholder democracy, the scope for regulated autonomy, the role of science, the role of intellectuals in the working class movement, the marginalisation of immigrants, the relationship between the African Renaissance and Global Culture, and the question of the construction of identity through the media-market-culture interface were all vigorously debated. The proceedings of the conference are currently being edited by György Széll, Dasarath Chetty and Alain Chouraqui and will be published by Peter Lang Publishers, Frankfurt/Bern/Brussels/New York/Vienna, early in 2001.

The conference was significant not only because of the book, which is due to be published, but also because it was the first time that RC 10 met on the African continent. It also provided the Board an opportunity to discuss critical issues and for participants to experience the unique social mix that is Durban. Visits to the Docks, discussions with unionists, the Game Park, the Hindu Temple and Dinner on the Waterfront all served to add to the splendour of the event. Special thanks are due to the National Research Foundation, the University of Durban-Westville and Mr. **P. Hira** for their sponsorship.

## Future RC10 Conferences and Workshops

1. A conference in Munich (16 and 17 February 2001) entitled "**Participation between Markets and Organizational Democracy**" which is offered to scientists organized in networks on Organizational Democracy and in the network for a Good society. The local organizer is Prof. Manfred Moldaschl, and its call for papers is in the web site: [www.soziologie.ws.tum.de/part-democ](http://www.soziologie.ws.tum.de/part-democ)  
Some of the steering committee members are RC10 board members: Alain Chouraqui, Michal Palgi, Ake Sandberg. The workshop is accepted as RC 10 workshop as well. RC 10 members are invited.
2. A joint workshop with the RC on Political socialization and education (part of IPSA, International Political Science Association), titled "**Political Socialisation, Participation and Education in new millennium**" organized by Heinz Suenker (alternate board member) in Wuppertal Germany, 21-24 June 2001.
3. A workshop '**Democracia y participación en las organizaciones en las nuevas sociedades de la información**' of the Ibero-American subcommittee of RC 10, 27-30 June 2001, in San Juan, Argentina
4. An RC10 Seminar will be held in conjunction with the Annual meeting of the South African Sociological Association in Pretoria, early July, 2001. Dasarath Chetty will manage it.
5. A workshop on "**Organizational Democracy and Social Practice**" is being organized jointly by Litsa Nikolaou-Smokoviti (RC 10 board member) and RC 26 (*Socio-technics & Social Practice*) in Lesbos Island (Mithileni) on September 2001.
6. A workshop in Prague titled "**Teachers training and organizational democracy**", initiated by Richard Ruzicka (alternate board member).
7. The XVI<sup>th</sup> World Congress of Sociology "**The social world in the 21<sup>st</sup> century – ambivalent legacies and rising challenges**", in Brisbane/Australia from 7 to 13 July 2002.

## RC 10 CALL FOR PAPERS

### 2nd Announcement Munich 2001

International Conference

## Participation between Markets and Organizational Democracy

Munich, February 16./17., 2001

### Preliminary Program

#### **Friday, February 16**

#### **A sober look back**

Frank Heller, Tavistock-Institute London: „Why has Organizational Democracy Failed?“

Davydd J. Greenwood, Institute for European Studies, Cornell University, Ithaca, New York: "Action Research as Science: Great Expectations but Modest Accomplishments"

Michal Palgi, Kibbutz Research Institute, University of Haifa: „The Kibbutznik's Dilemmas“

Manfred Moldaschl, TU-Munich: „How the Semantics of Participation metamorphosed. From Emancipatory Policies to Marketing?“

#### **What's new? Empirical Findings and Theoretical Interpretations**

Peter Ackers, Loughborough University Business School, Loughborough: 'From Employee Involvement to Social partnership?'

Alain Chouraqui, Laboratoire d'Economie et de Sociologie du Travail (LEST/CNRS: "Towards a Global Model of Regulated Autonomy?")

Rainer Dombos, University of Bremen: „The Civilization of Work through Transnational networks? The Role of Unions and NGOs in the Regulation of Work“

Yitzhak Fried: „The regulatory environment in the U.S. and organizational practices and concepts: A neglected issue in the organizational behavior literature“.

Ursula Holtgrewe, University of Duisburg: „Recognition, Intersubjectivity and Service Work: Struggles in the Internet-Economy“

Uriel Leviatan, Kibbutz Research Institute, University of Haifa: Effects of moving from “Communal” to “Market” or “Hierarchical” principles of conduct in Kibbutzim and the importance of “Internal Congruence“

Ludger Pries, Gelsenkirchen: „Collective workers participation and globalization: mutually exclusive or consistent? The Case of the German Automobile Industry“

Dani Rosolio, Haifa University and Western Galilee Academic College: „Role Conflict of Workers Representative in Board of Directors in Crises Situations: A Case Analysis.“

Denise M. Rousseau-Carnegie Mellon University, Pittsburgh: „Idiosyncratic Psychological Contracts: Is Flexibility Incompatible with Justice?“

Björg Aase Sørensen, Work Research Institute, Oslo: "Privatization in the public sector - a threefold challenge to the unionized workforce".

Uwe Vormbusch, University of Frankfurt: "Good Work in Bad Times? Participative Management between Democratic Practice and Shareholder Pressure."

Christopher Warhurst, University of Strathclyde, Glasgow: „Towards a Progressive Economic Policy? The Case of Post-Devolution Scotland“

Harald Wolf, Göttingen: „The New Spirit of Capitalism and the Spectre of Autonomy“

### **Saturday, February 17**

#### **What to do? (1) Research and Conceptual Perspectives**

Karl Birkhölzer, TU Berlin, and European Network for Economic Self-Help and Local Development: "Social Enterprises and the Third Sector"

Armando Fernandez-Steinko, Universidad Complutense, Madrid: "Time and Space for a Realistic Strategy of Democratization"

Werner Fricke, Friedrich-Ebert-Foundation, Bonn: „Democratic Social Science as a Condition for Industrial Democracy“

Sibylle Heilbrunn, Ruppin Institute for Higher Education, Emek Hefer, Israel: „The Kibbutz and the Incubator Model“

Peter Jansen, Berlin, : "Vocational Training - a Means for the Development of Cooperative and Prosocial Values?"

Paul Singer, University of Sao Paulo: "Self-Management and Market Socialism - Fighting Unemployment in the Context of Neo-Liberal Globalization".

Wolfgang G. Weber, University of Innsbruck: „Threats and Perspectives for Research on Organizational-Democracy“

Thomas D. Zweifel, Swiss Consulting Group, New York: „‘Strategy-in-Action’. A Change Methodology“

#### **What to do? (2) Networks and Initiatives**

Mario von Cranach, University of Bern: „Towards more social **responsibility** in modern economy. The Swiss Network of Social Responsibility in the Economy“

Gisela Notz, Friedrich-Ebert- Foundation, Bonn: „The Committe of Alternative Economy in the Socio-Political Network“

Andreas Pfeuffer, Center für European Social Research, Konstanz (ZEG): „The French Initiative ‚Raisons d’Agir‘: Perspectives for Social Scientists?“

Menachem Rosner, University of Haifa: „Self-Management and the Search for a Good Society. Lessons from the Kibbutz Experience“

Since some presentations are still announced, the final program schedule in a few weeks. **Workshops can still be proposed.** Please find all relevant information about the conference (program, registration, location, links, etc.) at the conference website which is now accessible: [www.soziologie.ws.tum.de/part-democ](http://www.soziologie.ws.tum.de/part-democ)

## **INVITATION and CALL FOR PAPERS**

Round Table Conference at the Wuppertal University (Germany), **June 21-24, 2001** (Joint conference of RC Political Socialization and Education/IPSAs and RC Participation, Self-Management and Organizational Democracy/ISA)

### **POLITICAL SOCIALIZATION, PARTICIPATION AND EDUCATION: Perspectives on the New Millennium**

#### **Subtopics:**

- The State of the Art in Political Socialization and Political Education Research
- Political Socialization and Political Education in the Workplace
- The Welfare State and its Impact on Political Socialization and Political Education
- Political Socialization and Post-Materialism

#### **Paper submission:**

Participants are invited to submit papers on all the themes indicated above. A proposal, including an abstract of not more than 300 words in English, with the title, and the names/addresses of the author(s) should be sent to the chairman of the Scientific Committee, Heinz Suenker, before February, 5th, 2001. The committee will make its decision about approval before March, 5th, 2001. Three copies of the paper itself should be sent to the committee before June, 1st, 2001.

**Registration and Payment:** To register for the conference and hotels you are kindly requested to use the enclosed registration form and send it to the conference secretariat. Please tick all the boxes. You'll receive a letter of confirmation with all information you need. Should you have any questions, please don't hesitate to contact the conference secretariat.

**Registration fee:**

Before April, 15th, 2001                    180 EURO

After April 15th, 2001                    210 EURO

Till June, 1<sup>st</sup>, 2001

It includes participation in the conference sessions, coffee and refreshments, three lunches, the get-together party on June, 21<sup>st</sup> and the Conference Dinner on June, 23<sup>rd</sup>.

**Payment for participation** should be made by banktransfer to the account no. of WISO/Wuppertal (Please arrange it free of charge):

Bank: Stadtparkasse Wuppertal,

Bank code number: 330 500 00

Account number:            960179

**Accommodation:** Hotels in Wuppertal are available at different prices (reduced for participants of the conference): EURO 45,-; 60,-; and 110,- (single room, breakfast included).

**Venue:** Wuppertal University, Gauss-Str. 20, 42119 Wuppertal

(The city of Wuppertal is neighboured to the airport of Dusseldorf, 30 minutes far away by car or train.)

**Organizing Institutions/Conference Secretariat:**

Wuppertal University/Department 3 - Social Pedagogy

c/o Prof. Heinz Sunker, 42097 Wuppertal, Germany

++49-202-4392295/2360 Tel.

++49-202-4392431 Fax

suenker@uni-wuppertal.de

Wuppertaler Institut f. Sozialforschung und Organisationsberatung e.V./Wuppertal Institute for Social

Research and Organization Development (WISO), c/o Silvia Ramsel <ga0229@uni-wuppertal.de>

For further information please contact Heinz Suenker and his team at: Wuppertal University, Department 3 – Social Pedagogy, 42097 Wuppertal, FAX: ++49-0202-439-2431, E-MAIL: [suenker@uni-wuppertal.de](mailto:suenker@uni-wuppertal.de)

**Deadlines:**

Abstract    Feb. 5<sup>th</sup>, 2001

Acceptance of abstracts                    March 5<sup>th</sup>, 2001

Papers    June 1<sup>st</sup>, 2001

Early registration                            April 15<sup>th</sup>, 2001

Conference                                      June 21-24, 2001

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ISA Iberoamerican Subcommittee of Research Committee on  
Participation and Self-Management, RC10  
XIV International Sociological Seminar

**Democracy and Participation in Organizations in the New  
Informational Societies**

San Juan, Argentina, 27-30 June 2001

There will be 4 workshops in Spanish and one in English:

1. Developments and Equity in the New Informational Society
2. Training, Participation and Culture in Organisations
3. Self-management, Participation Experiences and Social Movements
4. Participation and New Technologies in the New Informational Society
5. Participation and Organisational Democracy (papers in English)

Abstracts (maximum 15 lines) shall be sent by January 31, 2001 to:

Cristina Ayza, email: [Cristina@unsj.edu.ar](mailto:Cristina@unsj.edu.ar)

Direccion de Ciencia y Tecnica

Av. Espana 1512 - Sur - Capital

Cp. 5400 San Juan, Argentina

Tel: 54-264-422 3724, Fax: 54-264-422 3717

## PROPOSAL FROM RC 26 FOR A JOINT CONFERENCE

***When publishing this Newsletter, our RC 10 board has to react to this new proposal. Therefore we would very much appreciate to quickly know our members' interests and suggestions about this project: reactions, proposals and abstracts to Litsa Nicolaou Smokoviti, fax (30)1 671 96 97. The dates would probably be early September 2001.***

### FIRST ANNOUNCEMENT AND CALL FOR PAPERS

Pre-World Congress Conference of the ISA Research Committee # 26 Sociotechnics and Sociological Practice  
Jointly with ISA Research Committee #10 Participation and Organisational Democracy

### PARTICIPATION AND SELF-HELP BETWEEN OPPOSITION AND INCORPORATION (provisional title)

"Forming Social Capital, Local Partnerships, Participation and Self-Help between Opposition and Incorporation.  
Culturing Change for new techniques and Social Practices at Local Level."

Countless fields of practice (such as the organisation of work, welfare reform, industrial relations, local economic development, housing, social services, public administration, public safety, conflict resolution, anti-poverty policy, health care) see a swing from top down control and paternalism towards participation and self-help along with a trend towards local solutions. Driving forces behind this swing are varied and include: demands for autonomy, disillusionment with inefficient centralised bureaucracy, and the neo-liberalistic agenda of curtailing the redistributive functions of the state.

When dealing with specific forms of participation, partnerships and self-help, critical researchers and practitioners need to assess whether these actually reduce powerlessness, deprivation and oppression (and increase efficiency when this is an objective), and whether there are gaps between discourse and practice. Or, to what extent is self-control just a cheaper and/or more insidious form of control? When is empowerment an excuse for a cutback in welfare services? Would Machiavelli, writing today, recommend participation? Will the new policies for social inclusion and therefore of participation develop social cohesion and increase employability?

The purpose of the conference is drawing together scholars and practitioners from various substantive fields in order to develop a deeper, cross-cutting understanding of the theoretical and practical dilemmas that surround issues of social development, such as the social economy of participation and self-help.

The Conference will take place in Mytilini, Greece in cooperation with the University of the Aegean.  
Suggested registration Fee EURO or US 120.

#### **Deadline for Abstracts (250-300 words) is March 31, 2001.**

To be sent to: George Tsobanoglou (Secretary RC26), Zaharitsa, 5, GR 117 42 Athens, Greece, fax +30 1 92 39 113, e-mail: [odysseas@hellasnet.gr](mailto:odysseas@hellasnet.gr); copy to Litsa Nicolaou Smokoviti (RC10 board member), fax (30)1 671 96 97

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### **Social Auditing: Call for Cooperation**

The field of activity grouped under the label SEAAR (social and ethical accounting, auditing, and reporting) is gaining more and more attention in co-operative and not-for-profit circles. More than just a tool that can evaluate and keep central an organization's social achievements in relation to its goals and in relation to the priorities held by key stakeholders, social auditing can be very powerful base for change in an organization. For example, moving corporate governance, democracy, and accountability into a position of prominence has ramifications throughout the organization. While some companies prefer to see social auditing as part of an overall public relations plan, others take a different approach.

Dr. Leslie Brown has been involved in a study of three credit unions, the only ones in Canada to have completed and reported on more than one social audit cycle. An upcoming issue of the International Journal of Rural Co-operation will contain an article drawing on that research, "The Co-operative Difference? Social Auditing in Canadian Credit Unions". The Association of Co-operative Educators' Institute 2000 keynote address was on social auditing in the co-operative sector, and credit union diploma students at University College Cork are doing a significant project on the topic of social auditing and credit unions in Ireland. Many co-operative and not-for-profit organizations around the world, especially in the UK, are doing some version of a social audit. Also significant is the fact that a worker co-op (Rising Tide Co-operative) in Moncton, Canada, hosted the first offering of modules from the New Economic Foundation's Social Auditing Accreditation Program. Only co-operatives and community-based not-for-profit organizations were represented in these courses. All this speaks to the likelihood of continuing developments in SEAAR.

If anyone in RC10 is doing research in the area of social auditing, or has any stories they want to share, Leslie Brown would be very pleased to be contacted. e-mail: [leslie.brown@msvu.ca](mailto:leslie.brown@msvu.ca)

# CALL FOR REACTIONS

## (RC 10 TOPICS IN BRISBANE WORLD CONGRESS)

This is a rough **first list of items for RC10 sessions**, as suggested by board members. In order to have an interactive way of building our Programme from the initial steps of elaborating, the board would like to collect your reactions and additions to these first proposals. These items (complemented with other ones suggested in your reactions) will then be organised around a few major topics (including our Montreal keywords: ***Globalization, Workplace and industrial relations, Organization, Democracy, Property, Participatory research***). Sessions will then be built taking also into account possible joint-sessions (with other RC's), ISA congress theme, various languages, cultural and geographical areas and interests:

Each item would indeed be in relation with "participation":

- Social world in the 21st century as ambivalent legacy – risks and challenges (ISA congress theme)
- Civil actors/ NGO's/ local government
- Multilevel regulation
- Financial participation
- Participation in communities of practice
- Social services
- Trade Unions / Industrial relations / HRM
- New social actors
- Participation as a learning process
- Gender problems
- Targets of focused subcommittee(s)

Please let us know, **before April 1st 2001**, your reactions, suggestions and above all your top priority personal interests in contributing to one (or several) item(s), in this list or not. Don't forget to say in what language (English, French or Spanish) you would prefer to be working. Send faxes or e-mails to Alain Chouraqui (addresses and numbers in 2<sup>nd</sup> cover page).

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### ISA deadlines for the XV World Congress of Sociology :

July 7-13, 2002  
Brisbane, Australia

#### **May 31, 2001**

Session topics and names of session organizers should be received from RCs at the ISA Secretariat in Madrid for publication in the ISA Bulletin and on the ISA web Site

#### **January 1, 2002**

Deadline for submitting abstracts of accepted papers (by RCs).

All abstracts to be submitted via the Internet to:

[www.sociology2002.com](http://www.sociology2002.com)

#### **January 1, 2002** Pre-registration deadline

All programme participants (paper givers, session organizers, chairs, discussants, etc.) must register before January 1, 2002. Otherwise their names will not appear in the Programme Book and abstracts of their papers will not be published on Internet.

#### **May 1, 2002**

Deadline for RCs to submit last minute changes of sessions programmes to the Congress Secretariat:

ISA XV World Congress of Sociology

The Meeting Planners Pty Ltd

91-97 Islington Street, Collingwood, Victoria 3066, Australia

Tel: 61- 3-94170888 Fax: 61-3-94170899

Email: [sociology.reg@meetingplanners.com.au](mailto:sociology.reg@meetingplanners.com.au)

#### **June 1, 2002**

Deadline for submitting accepted papers to the Congress Secretariat.

All papers to be submitted via the Internet to:

[www.sociology2002.com](http://www.sociology2002.com)

## REPORT FROM AN RC 10 SUB-COMMITTEE

### INFORME DE ACTIVIDADES DEL SUBCOMITÉ IBEROAMERICANO DEL RC-10 DE LA ASOCIACIÓN INTERNACIONAL DE SOCIOLOGÍA, PARA EL AÑO 2000

#### ACTIVIDADES:

Después de la reunión que tuvo lugar el año pasado en Perú, el Subcomité Iberoamericano del RC 10 de la AIS ha tenido en Barbastro (Huesca, España), entre el 28 y el 30 de junio de este año, su XIII Seminario, sobre “La Participación en las Organizaciones: Un desafío para el nuevo milenio”.

Asistieron al evento unas 200 personas, la mayoría españolas, aunque con una nutrida presencia de colegas de Argentina, Chile, Perú y México. De acuerdo al programa científico del Seminario, y como es habitual desde hace varios años, uno de los grupos de trabajo fue en inglés (Participation and Organisational Democracy). Se presentaron aproximadamente 70 comunicaciones en los tres días que duró el encuentro.

Se presenta a continuación el calendario de las próximas reuniones científicas del Subcomité:

LUGAR	FECHA
San Juan, República Argentina	27 – 30 de junio de 2001
Brisbane (Australia)	2002
México	2003
Valencia (España)	2004

#### PUBLICACIONES

Durante el último año se publicaron dos Boletines: el número 16 (marzo de 2000), y el número 17 (noviembre de 2000).

En este año no se publicó ningún libro del Subcomité. Estamos pendientes de la publicación de las actas del Seminario de 1999 (Lima, Perú). Ya se está trabajando en los materiales de un libro con las Actas de Barbastro, que esperamos pueda estar publicado el primer semestre de 2001.

#### C. REUNIÓN DE LA ASAMBLEA DE MIEMBROS EN BARBASTRO

Adjuntamos, como Anexo de este Informe, el Acta de la Reunión sostenida el 30 de junio pasado. La nueva Directiva fue elegida por la Asamblea, y quedó compuesta del siguiente modo:

Presidente: Antonio Lucas Marín (España)  
Vicepresidente: Carlos H. Gadsden (México)  
Secretario: Alejandro Piscitelli (Argentina)  
Vocales: Manuel da Silva e Costa (Portugal)  
          Angela García Cabrera (España)  
          Azril Bacal (Suecia/Perú)  
          Leila Maria da Silva (Brasil)  
          María Victoria Sanagustín (España)  
          José A. Ruiz (España)  
Anteriores Presidentes: William Moreno (Perú)  
                          Antonio Colomer (España)  
                          Sergio Contreras (Chile)

#### D. MEMBRECÍA

En septiembre de 2000 el Subcomité contaba con **42 miembros** al día en el pago de sus cuotas.

#### E. SITUACIÓN ECONÓMICA

El saldo en la cuenta corriente del Subcomité, a 14 de noviembre, es de **85.046 pesetas** (aproximadamente 450 dólares de Estados Unidos). Esto asegura que el Subcomité pueda seguir publicando su Boletín durante el próximo año.

*An invitation to Join RC 10 (please give it to interested people)*

## What is RC 10?

RC 10 is the Research Committee 10 on “Participation, Organisational Democracy & Self-Management” (PODS) of the International Sociological Association (ISA). It was created in 1978 during the 9<sup>th</sup> World Congress of Sociology in Uppsala Sweden originally under the name “Participation, Workers’ Control & Self-Management”. With some 300 members it is one of the oldest and most dynamic research committees within ISA. Though it is located within a sociological association it is not restricted to this discipline. As the name indicates it is focussed on all aspects of participation, organisational democracy and self-management and not on a discipline. So, scientists and practitioners from many fields and realms come together. This co-operation between theory and practice is a specific feature of RC 10. Members come from all five continents. The basic idea is to create via the network a continuous dialogue to promote PODS. This is done via:

- Regular workshops and conferences – on average 2 to 3 per year
- A number of dynamic sessions in the World Congresses of Sociology, which take place every four years
- Its subcommittees (at the moment the Ibero-American is a very active one)
- Common research projects
- Common publications
- The newsletter and other media.

### Coming events include:

- A workshop on “Participation between Markets and Organizational Democracy ” in Munich/Germany on 16/17 February 2001
- A workshop on “Political socialisation, participation & education in the new millennium” in Wuppertal/Germany from 21 to 24 June 2001
- A workshop ‘Democracia y participación en las organizaciones en las nuevas sociedades de la informacion’ of the Ibero-American subcommittee of RC 10, 27-30 June 2001, in Argentina
- A workshop early July 2001 in Pretoria, South Africa together with the South African Sociological Association
- A workshop on “Organisational Democracy & Social Practice” together with RC 26 *Socio-technics & Sociological Practice* in Mithileni-Lesbos/Greece, beginning of September 2001
- A workshop on “Teacher training & Organisational Democracy” in Prague/Czech Republic (date to be decided)
- The XVI<sup>th</sup> World Congress of Sociology “The social world in the 21<sup>st</sup> century – ambivalent legacies and rising challenges”, in Brisbane/Australia from 7 to 13 July 2002
- The XVII<sup>th</sup> World Congress of Sociology in Durban/South Africa, 2006.

So, everybody – who is striving for the same ideas and principles, to contribute to more democracy and social justice in all realms of life – is most welcome to join this challenging network.

Persons from less developed areas in the world are especially encouraged to apply. We offer the possibility of exemption of membership fees if reasons are given for.

We look forward to welcoming you in our committee

Sincerely yours,

**Alain Chouraqui, LEST/CNRS**

35, ave. Jules Ferry, F-13626 Aix-en-Provence Cedex (France)

Tel (33) 4-42-37-85-25; fax (33) 4-42-26-79-37; e-mail: [chouraq@univ-aix.fr](mailto:chouraq@univ-aix.fr)

- President of RC 10/ISA –

**T. Dasarath Chetty, University of Durban Westville**

Corporate Devt.; Private Bag X54001 Durban 4000,

South Africa

Tel +27-31-204 5027; Fax: +27-31-262 1873

Mobile: +27-82-376 7841; Email : [tdchetty@pixie.udw.ac.za](mailto:tdchetty@pixie.udw.ac.za)

**Michal Palgi, University of Haifa**

Kibbutz Research Institute

Haifa 31905, Israel

Tel. +972-6-6488710 Fax:+ 972-4-8240409

Email: [palgi@research.haifa.ac.il](mailto:palgi@research.haifa.ac.il)

- Vice-Presidents of RC 10/ISA -

# IMPORTANT NEWS FROM ISA

## ISA World Congress 2002 program news

(a letter from Piotr Sztompka, ISA Vice-President for Program)

The information below refers to the sessions of plenary (or sub-plenary rank) which are in the domain of competence of the Program Committee and myself. These sessions occupy the time slot between 9 a.m. until 12 a.m. on each day of the Congress. The afternoons and evenings from 13.30 until 22.00 p.m. are taken by the sessions of Research Committees, Thematic Groups, Working Groups as well as Presentation Sessions of National and Regional Associations and finally, Ad Hoc Sessions. All these are coordinated by the Research Coordinating Committee and the Vice-President for Research, Arnaud Sales. He will give you all information concerning these in due time. Thus, to repeat: all that follows is about plenaries and sub-plenaries only.

The week of the Congress, from July 8 to July 13 is divided in the following manner: On Monday, there is a Presidential Session I "**Global society or fragmented world: Trends in economy, culture and politics**", convened and chaired by Alberto Martinelli, with the cooperation of Margaret Archer.

Next three days focus on the general theme of the Congress: **THE SOCIAL WORLD IN THE TWENTY FIRST CENTURY: AMBIVALENT LEGACIES AND RISING CHALLENGES**. Five more specific themes have been selected, and each will be discussed during three days in three consecutive "thematic sessions". The themes are as follows:

### Theme I: **INEQUALITY AND EXCLUSION.**

Convened by Sujata Patel, Elisa Reis and Goran Therborn

Session 1 (on Tuesday) "**Markets and inequality**"

Session 2 (on Wednesday) "**Knowledge and inequality**"

Session 3 (on Thursday) "**Cultures of exclusion**"

### Theme II: **KNOWLEDGE, CREATIVITY AND COMMUNICATION.**

Convened by Marcel Fournier and Arnaud Sales

Session 1 (on Tuesday) "**Knowledge and social change in contemporary societies**"

Session 2 (on Wednesday) "**The social processes of creativity**"

Session 3 (on Thursday) "**New information technologies, communication and networks: towards new forms of community?**"

### Theme III: **SEXUALITY, FAMILIES AND FORMS OF INTIMACY.**

Convened by Stella Quah, Bernadette Bawin-Legros and Jake Najman

Session 1 (on Tuesday) "**Conceptual and socio-cultural dimensions**"

Session 2 (on Wednesday) "**Conflict and conflict resolution**"

Session 3 (on Thursday) "**Cross-cultural meetings in the context of HIV/AIDS**"

### Theme IV: **THE AMBIVALENCE OF SOCIAL CHANGE.**

Convened by Raquel Sosa Elizaga, Nikita Pokrovsky and Piotr Sztompka

Session 1 (on Tuesday) "**The evolving theory of social and cultural trauma**"

Session 2 (on Wednesday) "**Perceiving and experiencing ambivalent outcomes of change in various countries**"

Session 3 (on Thursday) "**Coping with and overcoming ambivalence**"

### Theme V: **DIFFERENCE AND POLITICS.**

Convened by Nilufer Gole, Jeffrey Alexander and Michel Wieviorka

Session 1 (on Tuesday) "**Towards a sociology of difference**"

Session 2 (on Wednesday) "**Identity and difference**"

Session 3 (on Thursday) "**Pluralism and difference**"

Thus on each of these three days, five thematic sessions at the plenary level will run parallel between 9 and 12 a.m.

On Friday, there will be a set of "Special Sessions" at the plenary level, from 9-12 a.m. devoted to topics which are not immediately and directly related to the general theme of the Congress, but are sufficiently important and relevant to be given high exposure and visibility in the program. Six were selected and will run parallel on Friday:

Special session 1: **Focusing on Asia-Pacific.**

Convened by Christine Inglis and Sujiro Yazawa

Special session 2: **National and regional sociologies in the era of globalization.**

Convened by Sujata Patel and Goran Therborn

Special session 3: **Women's movement at the verge of the XXI century: achievements and new challenges.**

Convened by Jan Marie Fritz and Linda Christiansen-Ruffman

Special session 4: **New wave of radical mobilization.**

Convened by Claus Offe and Bert Klandermans (with cooperation by Raquel Sosa Elizaga)

Special session 5: **Linking teaching and research: innovative experiences.**

Convened by Jennifer Platt and Ari Sitas (with cooperation by Roberto Briceno-Leon)

Special session 6: **Legal institutions in crisis.**

Convened by Vincenzo Ferrari (with a co-convenor to be announced later).

On Saturday there will be the Presidential Session 2: "**The uses of sociology**", convened by Alberto Martinelli and linked with the closing ceremony and installation of the new President.

In order to give enough time for true debates from the floor, the conveners will limit the number of papers at each plenary session to 3 (exceptionally 4). In principle, the appearance at plenaries will be by the invitation from the conveners only. But everybody who feels to have an important potential contribution to the topic of any session is **STRONGLY ENCOURAGED** to contact the relevant conveners with the concrete proposal of a paper (a title and an abstract of one page). Were it not possible to include it for oral presentation, there is always a possibility of accepting it for distribution at the session, as a text or a poster. I would like to see such varied formats of participation, but of course this is up to the conveners to decide. The E-mail addresses of all conveners are given below, to help you approach the right persons.

At the recent meeting of the Research Council it has been decided to organize "focused sessions of the RC's" (one of my favorite ideas from the beginning) which would join forces and integrate efforts of several Research Committees in reflecting on topics related to the general theme of the Congress. At the important and fruitful suggestion of Linda Christiansen-Ruffman I have accepted to give to such sessions a highest plenary status, and add them as parallel to the "thematic sessions" and "special sessions" on Tuesday, Wednesday, Thursday and Friday, from 9 - 12 a.m. Thus there will be four such sessions, the topics of which will not be imposed, but are to be determined from below, as the fully autonomous initiative and responsibility of the Research Committees. The coordinator of this project is Linda Christiansen-Ruffman in consultation with Arnaud Sales, to whom the projects of such sessions should be directed on the competitive principle. Linda will convene a small committee, out of the members of the Research Coordinating Committee, and this body will make the selection of the "focused sessions" to be included in the final program. I emphasize that this is in the area of competence of the Research Committees, and neither the Program Committee nor myself will interfere in any manner, but also will not assume responsibility for the program of these sessions. I have full trust that the Research Committees will take this new opportunity and challenge, not available at earlier Congresses, and that the academic level of "focused sessions" will be high enough to merit such an elevated location in the program, higher than the "regular" sessions of the RC's, to be organized in the afternoons and in the evenings.

Let me declare at the end, that I fully share the belief of Arnaud Sales, the Vice-President for Research, as well as several leaders of the RC's present at the recent meeting at Montreal, that the great intellectual potential of the Research Committees should be fully mobilized and utilized in the preparation of the program. This information is intended to stimulate and facilitate this process.

Now, for your convenience the addresses of all session-conveners, in the alphabetical order. Don't hesitate to approach any of them:

Jeffrey C. Alexander alexande@soc.ucla.edu  
Margaret Archer m.s.archer@warwick.ac.uk  
Bernadette Bawin-Legros bbawin@ulg.ac.be  
Linda Christiansen-Ruffman ruffman@husky1.stmarys.ca  
Vincenzo Ferrari ferrari@fildir.unimi.it  
Marcel Fournier fournima@socio.UMontreal.CA  
Jan-Marie Fritz jan.fritz@uc.edu  
Nilufer Gole gole@boun.edu.tr  
Christine Inglis c.inglis@edfac.usyd.edu.au  
Bert Klandermans pg.Klandermans@psy.vu.nl

Alberto Martinelli alberto.martinelli@unimi.it  
Jake Najman j.najman@mailbox.uq.edu.au  
Claus Offe coffe@sowi.hu-berlin.de  
Sujata Patel spatel@unipune.ernet.in  
Jennifer Platt jplatt@sussex.ac.uk  
Nikita Pokrovsky nikita@theo.soc.msu.su  
Elisa Reis epreis@alternex.com.br  
Stella Quah socquahs@nus.edu.sg  
Arnaud Sales Arnaud.Sales@UMontreal.CA  
Ari Sitas sitas@mtb.und.ac.za  
Raquel Sosa Elizaga rsosa@servidor.unam.mx  
Piotr Sztompka ussztomp@cyf-kr.edu.pl  
Goran Therborn Goran.Therborn@SCASSS.uu.se  
Michel Wieviorka Jacqueline.Longerinas@ehess.fr  
Shujiro Yazawa cs00180@srv.cc.hit-u.ac.jp

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### **International Sociology: Call for Best Papers from the Annual Meeting**

From: sarjoman@notes.cc.sunysb.edu  
Date: Sun, 8 Oct 2000 11:27:59 -0400

Dear Colleagues,

I had the chance and pleasure of talking with most of you in Montreal about possible ways of strengthening our Journal. As you probably heard me say, there has been a good response to last year's call for proposals for thematic issues. Such specially selected thematic issues, however, cannot be taken to represent the interests of all our subscribers and readers, and are no substitute for strong individual articles in different fields.

What we need to encourage is strong unsolicited submissions from the ISA members and other sociologists. As the Officers of the Research Committees of the ISA, you are in an excellent position to encourage the dissemination of the best results of current research in INTERNATIONAL SOCIOLOGY, which is the membership Journal of the ISA. If you give priority to IS over the more insular in-house publications, which are accessible solely to the members of particular RCs, its quality will be greatly enhanced. I therefore ask the organizers of the annual RC meetings to develop the habit of forwarding at least one outstanding paper to IS from each meeting with a note of recommendation, or of encouraging its author to do so.

INTERNATIONAL SOCIOLOGY depends on your cooperation to meet the challenge of the global era and become the best as well as the most widely read scholarly journal in sociology.

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Letter to: ISA RC chairs & secretaries  
From: Organization: ISA  
13th Sept 2000

### **Book Reviews for International Sociology**

The help of your RC is sought in the new enterprise of a book review section in International Sociology. The goal of this review section is twofold:

First, to promote wider knowledge of work relevant to sociologists internationally, but limited in its diffusion by language or national boundaries. Important recent books in languages other than English (especially lesser-known ones), or published outside the main English-language markets, are reviewed so that those who might not otherwise know of the existence of such books, or who do not read those languages, can learn about work of interest to them.

Second, to support the ISA's aims by direct discussion of international sociology as such. Thus other reviews are of books (which may be readily available in English) where the reason for review is that they make claims to global or cross-national relevance, or in other ways raise issues related to the internationalism of sociology or to methods and theories relevant to cross-national research.

We think that a globalised world needs a more globalised sociology, and these reviews will help to bring that about.

In order for this to work effectively, we need to draw on the assistance of many colleagues. I am, therefore, asking your RC if it can find a way to provide me with suggestions of books worth reviewing in this context, please. This is a request for immediate suggestions, but also for a longer-term willingness to provide further suggestions at regular intervals. The books nominated should be ones recognised in your field as important ones, even if controversial, and they should also be potentially of interest to a wider constituency; that interest could be substantive, theoretical or methodological.

It cannot be guaranteed that every book suggested will actually be reviewed, but suggestions will be taken very seriously. It would be extremely helpful if, when a suggestion is made, it could include a photocopy of the title page (with the publisher's name and address), the list of contents, and any descriptive text on the cover, as well as explaining briefly why that book is suggested.

I hope for your help in an activity which should help to draw your field of sociology to wider international attention. Thank you very much!

Jennifer Platt, e mail: [j.platt@sussex.ac.uk](mailto:j.platt@sussex.ac.uk)  
Book Review Editor, International Sociology  
Arts E, University of Sussex  
Brighton BN1 9QN, England  
fax: 44-1273 673563

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### **Contribution of Africa, Asia, and Latin America to Sociological Research.**

Letter to: Presidents and Secretaries of the Research Committees, Working and Thematic Groups 11th Sept 2000

Dear Colleague,

There is to day a strong concern about the inclusion of the contribution of Africa, Asia and Latin America in the sociological corpus of theories, empirical researches and publications.

You remember that in a previous ISA Bulletin focussed on Research Committees activities, I announced that a subcommittee of the Research Coordinating Committee had been established to work on the contribution of Africa, Asia, and Latin America to Sociological Research. This working group was formed to study ways of promoting, within the research committees, recognition of sociological research work carried out in Africa, Asia and Latin America.

The field of sociology has, for historical reasons, been widely defined in Europe and North America, and often reflects the problems, cultural models, modes of access, production and diffusion of knowledge of Western countries or countries where Western intellectual traditions dominate. Social issues specific to non-Western cultures or developing countries have frequently been marginalized or ignored. Major sociological communities in Latin America or Asia still find it difficult to situate their research concerns and their theoretical developments not only within the framework and discussion of general theories that the West has universalized, but also in international sociological conferences and world congresses. We all know the role major Western philosophical traditions and social science theories have played in the diversification of sociological discourse. Wider access to work from the South or from Asia would also considerably enrich the perspectives of the discipline.

This sub-committee chaired by Sujata Patel (Poona University, India), and made up of Linda Christiansen-Ruffman (St. Mary's University, Canada), Jorge Gonzalez, (University of Colima, Mexico), Jan Marie Fritz (University of Cincinnati, USA), Stella Quah (National University of Singapore) and Ari Sitas (Natal University, South Africa) has prepared a questionnaire which will help this sub-committee and her president to establish a picture of the situation. Their report will be extremely useful for the preparation of the Brisbane Congress RC Programmes.

Would you please take some of your time for this important collective issue and fill the attached questionnaire? Many thanks in advance.

Arnaud Sales  
Vice-President for Research

## OTHER CALLS FOR PAPERS

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AIRAANZ (Association of Industrial Relations Academics of Australia and New Zealand) Annual Conference: Crossing Borders: **Employment, Work, Markets and Social Justice Across Time, Discipline and Place** (Wollongong 31/1/2001). [http://www.uow.edu.au/commerce/econ/airaanzcon/airaanz\\_conference.htm](http://www.uow.edu.au/commerce/econ/airaanzcon/airaanz_conference.htm)

Keynote Papers will be presented by Professor Karen Legge, Warwick University, and Guy Standing, Senior Economist, ILO and author of *Global Labour Flexibility -- Seeking Distributive Justice*.

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### **GLOBALISATION, COMPETITIVENESS AND THE GOVERNMENT OF EMPLOYMENT IN EUROPE: STRUCTURES, STRATEGIES AND ACTORS**

Madrid, 26 – 28 April 2001

The next meeting of the Industrial Relations in Europe network will be held at the Universidad Complutense de Madrid on 26 – 28 April 2001. The overall theme will be Globalisation, Competitiveness and the Government of Employment in Europe: Structures, Strategies and Actors.

In addition to invited plenary speakers there will be six workshops on the themes:

Economic Globalisation, Competitiveness and Conditions of Employment: the European Level

Economic Globalisation, Competitiveness and Conditions of Employment: the National Level

Economic Globalisation, Competitiveness and Conditions of Employment: the Regional Level

Economic Globalisation, Competitiveness and Conditions of Employment: the Sectoral Level

Economic Globalisation, Competitiveness and Conditions of Employment: the Company Level

Competitiveness, Conditions of Employment and Collective Bargaining.

The main conference language will be English. Those wishing to present papers should submit a title and 250-word summary, indicating for which workshop the paper is intended, by 1 December 2000. Decisions on acceptance will be taken by 31 January 2001, and final papers should be submitted by 15 March 2001.

There will be a modest fee to cover organisational costs. Participants will be responsible for their own travel and accommodation, though information on hotels in Madrid will be available from the organisers.

For further information contact:

Carlos Prieto: { HYPERLINK <mailto:cprieto@cps.ucm.es> } cprieto@cps.ucm.es

Joaqu n Aparicio: { HYPERLINK ["mailto:aparicio@cju-ab.ucim.es"](mailto:aparicio@cju-ab.ucim.es) } aparicio@cju-ab.ucim.es

or Richard Hyman: { HYPERLINK ["mailto:r.hyman@warwick.ac.uk"](mailto:r.hyman@warwick.ac.uk) } r.hyman@warwick.ac.uk, from 1

September { HYPERLINK ["mailto:r.hyman@lse.ac.uk"](mailto:r.hyman@lse.ac.uk) } [r.hyman@lse.ac.uk](mailto:r.hyman@lse.ac.uk)

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### **38th ANNUAL CONFERENCE**

**May 26 to May 28, 2001**

#### **RETHINKING INSTITUTIONS FOR WORK AND EMPLOYMENT: INDUSTRIAL RELATIONS IN THE NEW ECONOMY AND SOCIETY**

The Canadian Industrial Relations Association (CIRA-ACRI) will hold its annual meeting at Universit  Laval in picturesque Quebec City from May 26<sup>th</sup> to 28<sup>th</sup> 2001.

The major thematic track will focus on work and employment institutions for the new economy and new society. Globalization, new information technologies, the reorganization of production systems, socio-demographic transformations, the emergence of new forms of work and employment and shifts in public policy are but a few of the factors characterizing current changes in the world of work. How have traditional labour market institutions responded to these changes, how are they likely to evolve, what shape should they take? In addition to responses to these questions, we are also interested in the following themes: the adequacy and renewal of trade unions and other representative institutions at work; the meaning and diffusion of new norms for the management of productivity, quality and human resources; the expression of new labour market identities; the search for new links between family, workplace and community; the emergence of various intermediary institutions for the management, allocation and/or training of labour; the reform of labour law; emerging institutions for the international economy; and the theoretical analysis of institutions.

CIRA-ACRI also welcomes proposals on other topics. Indeed, its annual Congress is meant to be open forum for researchers, practitioners and policy-makers on issues of contemporary significance for the study of work and employment. Selected papers will be published on the basis of peer review in the annual proceedings.

Paper proposals reporting research results (not more than one page) should be submitted to the organizing committee ( [cira-acri2001@rtl.ulaval.ca](mailto:cira-acri2001@rtl.ulaval.ca) ) not later than December 1<sup>st</sup>, 2000. Proposals for round tables, research forum or special thematic sessions are also welcome and should be made as soon as possible.

#### **Proposals should be sent to:**

Gregor Murray, CIRA-ACRI 2001 Congress, D partement des relations industrielles, Universit  Laval, Qu bec, Qu bec, Canada G1K 7P4 Tel: 418-656-3611 Fax: 418-656-7688 CIRA Congress Proposals <[cira-acri2001@rtl.ulaval.ca](mailto:cira-acri2001@rtl.ulaval.ca)>

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Call for papers:

Hallam University, Sheffield Business School and the University of Twente  
VII International Conference:

## **Public and Private Sector Partnerships: The Enterprise Governance**

University of Twente, Enschede, The Netherlands

June 6-9, 2001

The overall of this conference is to bring together professionals and academics working in the area of or with an interest in Partnership for Business Development. Conference papers must aim at an audience looking to gain a better understanding of current issues on the working relationship between public and private sectors and also the voluntary i.e not-for-profit organisations. Proposals for paper presentations, based on concluded or ongoing research, case studies, working-paper and/or review papers, and PhD/MPhil research progress, must focus on:

Internationalisation of Public and Private Associations - Banking, Accounting and Finance - Economies in Transition - Not-for-profit and voluntary groups - Co-operatives and Labour- Managed Activities - Service Quality/Consumer Responsiveness - Technology and Change - Role of Internationalisation in Public and Private Association - Competition and Marketing Techniques - Privatisation/Regulation/Deregulation - Contracting out/Compulsory Tendering- Service Sector - Regional Development: Economics and Institutions - Reforming the Public Sector - Strategic Alliances - Trading Blocks - International Agencies - International Defence and Defence Projects - Ethics, Politics and the Environment - Theory and Practice and their methodological issues.

Submission by 15 February 2001 ; academic paper up to 5,000 words; case-study up to 7,500 words; research resume/commentary/review papers up to 1,500 words. Further details can be obtained by contacting any of the names below to whom a full copy of the paper/case- study/resume and a computer disk 3.5 copy of the work in either WordPerfect or Microsoft-Word (IBM version, any other style has to be in TEXT/ASCII format) must be sent:

Luis Montanheiro, E-mail: L.C.Montanheiro@shu.ac.uk

Sheffield Business School

Stoddart Building, City Campus

Sheffield S1 1WB, UK

or

A.G. Doree and/or W.D. Spiering

The University of Twente

Faculty of Technology & Management Construction Process

P.O.Box 217

7500 AE Enschede, The Netherlands

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## **Preliminary Announcement from the Industrial Relations in Europe Network meeting Call for papers**

### **'Rethinking Gender, Work and Organization' Gender, Work and Organization Conference**

An international interdisciplinary conference at Keele University, Staffordshire, England  
27-29<sup>th</sup> June 2001

As a central theme in social science research in the field of work and organisation, the study of gender has achieved contemporary significance beyond the confines of early discussions of women at work. Launched in 1994, Gender, Work and Organization was the first journal to provide an arena dedicated to debate and analysis of gender relations, the organisation of gender and the gendering of organisations. The forthcoming conference consolidates our knowledge and theorising and brings together scholars concerned to further advance theory, research and practice of these issues into the 21st century.

The Gender, Work and Organisation Conference 2001 provides an international forum for debate and analysis of the following issues, in relation to gender studies:

Feminist theory, sexualities in organisation, men and masculinities, gendered identity and subjectivity, power and resistance, sexualities in organisation, home working, gender and new technologies, alternative organisation, new managerialism, harassment and discrimination, unequal pay, race and ethnicity, women and men in management, and human resource management.

The Conference will be held at Keele University, Staffordshire, in Central England, the UK's largest integrated campus university.

Abstracts of approximately 750 words (excluding any references) are invited by 30 November 2000.

Prospective contributions will be independently refereed. New and young scholars with 'work in progress' papers are welcomed. Please MAIL one hard copy of your abstract to the address below. Abstracts should include FULL contact details, including your name, institutional affiliation, mailing address, telephone number and e-mail address.

Watch our website for further details:

[www.keele.ac.uk/depts/mn/manhome.htm](http://www.keele.ac.uk/depts/mn/manhome.htm)

## **Working Europe: Visions and Realities**

Secretariat: Congress Conference  
Thomas Heftyesgt. 2  
P.O.Box 2694 Solli  
0204 OSLO NORWAY.  
Phone. + 47 22 56 19 30. Fax: + 47 22 56 05 41  
E- mail; [iira2001@congrex.no](mailto:iira2001@congrex.no)  
Web site: [www.iira2001.org](http://www.iira2001.org)

### **Objectives of the Theme**

Collective organisations and employment institutions in Europe are undergoing profound changes. The interplay between internationalisation, regional integration and changes in organisation of the workplace and everyday life challenge inherited traditions. The introduction of the Euro and the planned enlargement of the European Union alter the context of national bargaining systems and give impetus to further Europeanisation of negotiations and employment regulation. New technologies, changing modes of production and more diversified patterns of work trigger innovation of local bargaining agendas. Employment policies and collective bargaining are becoming increasingly interdependent across boundaries and the various levels of industrial relations. In this context, the social partners and public authorities are searching for new compromises to cope with the diverging pressures for reorganisation of working time, job protection, participation, training, (lifelong learning) employment creation and redistribution. The traditional collective actors are faced with the challenge of adjusting their roles and responsibilities to the conflicting demands for economic competitiveness, political co-ordination and social differentiation within an increasingly multi-tiered and complex context of industrial relations.

### **Themes of the Tracks**

#### **1 - Structural and Economic Changes Affecting Industrial Relations**

Social partners in all European countries are facing extensive changes in their external conditions. Basically, these changes are related to economy, technology, ownership structures, employment structures and demography. The EMU and other transnational political agreements are important factors influencing economic life. The pressure for renewal of production equipment and processes is great. Track 1 invites to discuss how these external changes affect Industrial Relations. How do authorities, employees and employers cope, and how do these external changes affect area and degree of influence of the Social partners?

#### **2 - Upgrading the Workplace**

Despite strong trends of globalization and transnational public and union involvement in working life, most challenges have to be handled within the enterprises. Track 2 will focus on new international experiences at enterprise level with emphasis on enterprise development and participation. How can enterprises meet increased competition by developing interesting and attractive work places for the employees? The following themes will be included: new technology, flexible IR systems, new division of labour, gender issues, multicultural workplaces, and the role of the local management, unions and governments in renewal processes.

#### **3 - Social partners in a Changing Europe; Searching for New Social Compromises**

The globalisation of production and trade, European integration and decentralisation of bargaining create new challenges for organisations and institutions. In Track 3, the focus is directed towards how institutions actors are affected by, and respond to, changes and challenges in their working environment. Relevant subjects are: factors triggering and constraining the evolution of co-ordinated European wage policies and labour market governance, the role of national incomes policy and social pacts, new issues and procedures in bargaining; membership, structures and modes of governance in the organisations of labour and employers, the challenges for the present regulatory and bargaining systems arising from the post-industrial workplace.

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International conference on

### **"Multinational Companies and HRM: between Globalisation and National Business Systems" 12th-14th July**

De Montfort University Business School, Leicester, UK.

Multinational companies are the key actors of the current trends towards globalisation. At the same time, however, national institutions are still important factors shaping the development of the international economy and the behaviour of multinationals. This conference, which will bring together a wide range of researchers from different countries, focuses on the interplay between globalisation and national environments.

Papers may address these questions in relation to the following issues in employment relations:

The management of human resources, e.g. the management of corporate culture; reward management; communication and commitment; recruitment and selection; management development and vocational training; the organisation of work.  
The management of industrial relations, e.g. attitudes to trade union recognition, worker participation and involvement; the European Works Council; collective bargaining agendas; relocations, closures and redundancies; trade union perspectives on and responses to multinational behaviour.

Abstracts of up to 500 words in length should be submitted by Monday, 27<sup>th</sup> November, 2000. Individuals will be informed of the organisers' decision by Monday 15<sup>th</sup> January 2001. The deadline for completed papers, of up to 8000 words in length, will be Monday 30<sup>th</sup> April 2001. Copies of the abstract should be e-mailed to the conference organisers at the addresses below.

A selection of the best papers submitted will be chosen for inclusion following revision in special editions of the European Journal of Industrial Relations and of the International Journal of Human Resource Management

Conference Organisers:

Anthony Ferner, Department of Human Resource Management, De Montfort University, The Gateway, Leicester LE1 9BH, UK. e-mail [afhum@dmu.ac.uk](mailto:afhum@dmu.ac.uk)

Javier Quintanilla, Department of Human Resource Management, IESE, Camino del Cerro del Guila, 3, 28023 Madrid, Spain. e-mail [jquintanilla@iese.edu](mailto:jquintanilla@iese.edu)

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## CALL FOR STUDY GROUP PARTICIPATION

### Study Group 10: Flexible Work Patterns

Study Group 10 of the IIRA will meet at the 6th European Congress in Oslo on 29 June 2001. Study group meetings are in a seminar format allowing the participants opportunity to discuss each others work and develop research contacts, projects and/or knowledge on the topic. Flexible Work Patterns Study Group covers all aspects of work issues on part-time work, temporary work, contract work, telework, flexible hours, compressed workweek and other flexible work arrangements. Studies presented at the study group meeting can be at the macro level, organizational level or individual level, and can be a county-specific, region-specific, or sectoral level analysis.

If you would like to present a paper at the study group meeting on June 29, 2001 please send Dr. Zeytinoglu a brief statement of your proposed topic at e-mail: [zeytino@mcmaster.ca](mailto:zeytino@mcmaster.ca)

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## SELECTED INFOS

### A. Books by RC 10 Members

#### **New Forms of Management, Privatisation and Participation**

Kreissig, Volkmar and Lang, Rainhard (eds.),

The reader assumes the presentations which were made on the international conference to the same title in St. Petersburg 1999. This conference was a common activity of research committee 10 "participation, organisational democracy and self-management" of the ISA, of the faculty of management of St. Petersburg State University/Russia, of faculty of economics of Technical University Chemnitz/Germany and of individual members of IIRA. The conference was sponsored by German Volkswagen Foundation. The participants of the conference discussed in their contributions changes and recent developments of managerial values, of successful management and of the significance of participation in SME on European level, in Eastern and Western Germany, in Brazil, China, Siberia, Russia. There were discussed special cases of modernisation and participation at Volkswagen AG and of the participation of workers and middle classes in privatisation in Germany, Russia, Poland, Greece, in Russian household economics and municipalities. There are contributions to the subject of education and democracy and women problems dealing with participation in management too.

The conference includes theoretical approaches, empirical studies and practical experiences to the subject.

Volkmar Kreissig is visiting Professor at faculty of management of State University St. Petersburg/Russia, Adviser of Labour Minister of the Republic Bulgaria and Director of WIESO-europa in Chemnitz/Germany

Rainhard Lang is Professor of economics and chair of organisation and labour sciences at Technical University Chemnitz/Germany and Prorector of international affairs of this University.

(St. Petersburg: State University Publishers), 2000, 202 pp., ISBN (paperback)5-7997-0248-4.

For information on ordering please contact Prof. Dr. Volkmar Kreissig, Director WIESO-europa, Rudolf-Breitscheid-Str. 24, D-09112 Chemnitz, Germany (Tel.: 0049-371-308801, Fax: 0049-371-308802, e-mail: [volkmar.wieso@t-online.de](mailto:volkmar.wieso@t-online.de))

## B. Other New Books and Reports

### Managing Democratic Organizations (Volumes I and II)

Edited by Frank Heller

Classic Research in Management

*Classic Research in Management* presents, for each research program, a comprehensive set of papers which have had a major impact on subsequent research and thinking. In many cases, these research reports and articles have appeared in books which are now out of print, or are in early issues of journals which are not easily available to libraries. Each volume has been collected and presented by a specialist scholar in that field. Each chosen article is reproduced in full. The volumes enable a detailed analysis of the distinctive contribution of each research program in its historical context. The series offers an important resource for use by academics and advanced students in the field in increasing their knowledge and understanding of the historical development of the management discipline.

#### Volume I:

##### Part I: Background, History and Definitions:

- H. P. Dachler and B. Wilpert (1978) Conceptual Dimensions and Boundaries of Participation in Organizations  
M. Warner (1984) Organizational Democracy: The History of an Idea  
P. Abell (1977) The Many Faces of Power and Liberty: Revealed Preferences, Autonomy and Teleological Explanation  
F. Heller, P. Drenth, P. Koopman and V. Rus (1988) Decisions in Organizations  
C. J. Lammers (1975) Self Management and Participation: Two Concepts of Democratization in Organizations  
C. J. Lammers (1967) Power and Participation in Decision-Making in Formal Organizations  
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F. A. Heller and G. Yukl (1969) Participation, Managerial Decision-Making and Situational Variables  
F. Heller and B. Wilpert (1978) Limits to a Participative Leadership: Task, Structure and Skill as Contingencies  
F. A. Heller (1976) Decision Processes: An Analysis of Power Sharing at Senior Organizational Levels  
F. A. Heller and B. Wilpert (1979) Managerial Decision-Making: An International Comparison

#### Volume II:

##### Part III: Industrial Democracy in Europe (IDE):

- B. Wilpert (1981) Inside Story: Inside IDE  
B. Wilpert (1984) Participation in Organizations: Evidence from International Comparative Research  
Industrial Democracy in Europe (IDE): An International Comparative Study  
IDE -- International Research Group (...) Industrial Democracy in Europe (IDE): An International Comparative ...  
IDE -- (1979) Participation: Formal Rules, Influence and Involvement  
IDE (1981) Industrial Democracy in Europe: Differences and Similarities Across Countries and Hierarchies  
P. J. D. Drebbh and B. Wilpert (1990) Industrial Democracy in Europe: Cross-National Comparison  
B. Stymne (1986) Industrial Democracy and the Worker  
O. Laaksonen (1984) Participation Down and Up the Line: Comparative Industrial Democracy Trends in China and Europe  
F. A. Heller, M. Wilders, P. Abell and M. Warner (1979) What do the British Want from Participation and Industrial Democracy?  
IDE -- Industrial Democracy in Europe (1992) Industrial Democracy in Europe Revisited: Summary and Conclusions  
B. Wilpert (1989) Industrial Democracy -- A Challenge to Leadership in European Work Organizations.

##### Part IV: Decision in Organizations (DIO):

- F. A. Heller, P. J. D. Drenth, P. Koopman and V. Rus (1977) A Longitudinal Study in Participative Decision-Making  
Decisions in Organizations (1979) Participative Decision Making: A Comparative Study  
P. Koopman, P. J. D. Drenth, F. A. Heller and V. Rus (1983) Participation in Complex Organizational Decisions: Koopman, P. J. D. Drenth, F. B. M. Bus, A. J. Kryswijk and A. F. M. Wierdsma (1981) Content, Process and Effects of Participative Decision Making on the Shop Floor: Three Cases in the Netherlands  
DIO (1983) A Contingency Model of Participative Decision Making: An Analysis of 56 Decisions in Three Dutch Org  
Z.-M. Wang and F. A. Heller (1993) Patterns of Power Distribution in Managerial Decision Making in Chinese and British Organizations  
F. A. Heller (1997) The Time Dimension in Organizational Research  
Brown and F. A. Heller (1981) Usefulness of Group Feedback Analysis as a Research Method: Its Application to a Questionnaire Study  
F. A. Heller and A. Brown (1995) Group Feedback Analysis Applied to Longitudinal Monitoring of the Decision Making Process

##### Part V: Valediction and the Future:

- T. U. Qvale (1996) Local Development and Institutional Change: Experience from a "Fifth Generation" National Programme for the Democratization of Working Life  
F. A. Heller (1998) Influence at Work: A 25-year Program of Research  
V. Rus (1984) The Future of Industrial Democracy

Ashgate, [www.ashgate.com](http://www.ashgate.com) ISBN: 1-84014-480-7, 2000, 2 Volume Set, 872 pages, £160.00 Hardback, May, 2000.

## Organizational Participation: Myth and Reality

Frank Heller, Eugen Pusic, George Strauss, and Bernhard Wilpert

Team-working, partnership, quality circles, works councils, industrial democracy, empowerment - are they distinct and innovative arrangements or is it a case of new wine in old bottles? In this book four experienced international analysts take the longer view and look at the changing forms of - and changing debates around - organizational participation.

The review an extensive literature of experiments and practical experiences through a critical evaluation of the available data to reach balanced conclusions about the importance and utility of this concept for organizations now and in the future.

### Contents:

Introduction

1 An Overview

2 Organizational Participation: A View from Psychology

3 Organization Theory and Participation

4 Collective Bargaining, Unions, and Participation

5 Playing the Devil's Advocate: Limits to Influence Sharing in Theory and Practice

6 Participation Works If Conditions are Appropriate

7 Myth and Reality: Valediction

Oxford University Press, July, 1998.

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## Crisis in the Israeli Kibbutz - Meeting the Challenge of Changing Times

Edited by *Uriel Leviatan, Hugh Oliver, and Jack Quarter*

Praeger Publishers, Westport, Conn. 1998. 208 pages

LC 97-26902. ISBN 0-275-95838-8. C5838 \$59.95

Kibbutz society is currently experiencing major change. Economic crises that erupted ten years ago have transferred into major social and ideological crises. The underlying debate is about what values should govern kibbutzim, as collectivism and altruism clash with individual and egocentric values in offering policies and directions for the future of the kibbutz society. An important result of the changes is the irrelevance of much past research about kibbutzim. This book updates that research.

With chapters by leading scholars of the kibbutz, this book not only updates knowledge of this innovative society, but also draws parallels to changes occurring in the West. This collection will be of particular interest to scholars and researchers of the kibbutz and the cooperative phenomenon, and those interested in alternative approaches to aging, education, management, and women's studies.

### Contents

-- Introduction: The Kibbutz in Crisis *by Uriel Leviatan, Jack Quarter, and Hugh Oliver*

-- Kibbutz Demography *by Stanley Maron*

-- Winds of Change *by Shlomo Getz*

-- Work in the Kibbutz *by Menachem Rosner*

-- Organization in Kibbutz Industry *by Michal Palgi*

-- The Changing Identity of Kibbutz Education *by Yechezkel Dar*

-- Attitudes of Parents toward Their Own Role and That of the Caregiver in Two Sleeping Arrangements for Kibbutz Children *by Ronit Plotnik*

-- Second and Third Generations in Kibbutzim--Is the Survival of the Kibbutz Society Threatened? *by Uriel Leviatan*

-- The Governmental System of the Kibbutz *by Avraham Pavin*

-- Women in the Changing Kibbutz *by Gila Adar*

-- Individual Needs and Public Distribution in the Kibbutz *by Yaakov Gluck*

-- Aging--the Kibbutz Experience *by Uriel Leviatan*

-- Inter-Kibbutz Organizations and Cooperatives *by Daniel Rosolio*

-- Summary and Conclusions *by Uriel Leviatan, Jack Quarter, and Hugh Oliver*

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## Social Integration through Transitional Labour Markets

Jacqueline O'Reilly, Inmaculada Cebrion and Michel Lallement (eds.)

Over the past twenty years European labour markets have seen the simultaneous rise of unemployment and working-time flexibility. While unemployment generates widespread concern about social exclusion, the reorganisation of flexible working time has been greeted with more ambivalence. The concept of transitional labour markets (TLMs) is an attempt to address and analyse the factors and policies that can prevent high levels of unemployment and exclusion from paid work.

This book addresses three questions:

Can working-time flexibility integrate more people into paid employment?

Can working-time flexibility prevent unemployment?

Is it possible for the barriers between core and peripheral employment to become more permeable in the way advocated by the concept of TLMs?

Drawing on both quantitative longitudinal panel study data and qualitative case study material, the authors (whose expertise is drawn from the fields of economics, sociology and law) provide an original perspective on the nature and implications of TLMs in Spain, Sweden, Ireland, Britain, Germany, France and The Netherlands.

Published by Edward Elgar (ISBN/ISSN: 1-84064-280-7)

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### **INNOVATIONS INSTITUTIONNELLES ET TERRITOIRES**

sous la direction de Michele Tallard, Bruno Theret, Didier Uri editions P'Harmattan,

Collection Logiques Politique, 230 FF, 450 Pages, ISBN :2-7384-9514-1

(Extraits du sommaire) :

Institutions et institutionnalismes. Vers une convergence des conceptions de l'institution (Bruno Theret). Inerties institutionnelles et performances technologiques dans la dynamique des systemes d'innovation : l'exemple francais (Dominique Foray). Analyse societale et changement institutionnel, le cas de l'education et de la formation professionnelle (Eric Verdier). L'action publique en matiere de formation professionnelle continue : equite sociale ou extension de la gouvernance ? (Michele Tallard). Coalitions sociales et innovations institutionnelles : le cas du "Plan Juppe" (Dominique Damamme et Bruno Jobert). Les acteurs locaux face a la formation professionnelle (Annette Jobert). L'Union europeenne comme innovation institutionnelle (Mario Dehove et Bruno Theret).

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### **Les espaces de la negociation collective, branches et territoires**

Annette Jobert

Les signes d'une crise profonde du modele social en vigueur depuis la Seconde Guerre mondiale se multiplient : affaiblissement du syndicalisme, retour a l'entreprise, vigoureuse denonciation de l'intervention de l'Etat dans le domaine social, mise en cause du paritarisme... La negociation de branche et les conventions collectives semblent particulierement menacees. Ces craintes sont-elles fondees ? Au croisement d'une reflexion historique sur le jeu social autour de la construction des institutions et des regles qui encadrent le travail et d'une analyse sociologique nourrie de nombreuses enquetes sur le terrain, ce livre s'interroge sur l'avenir de la regulation de branche et sur le sens du deplacement de la negociation collective vers d'autres lieux comme l'entreprise, le territoire, l'Europe. L'hypothese centrale de l'auteur est que la situation actuelle se caracterise moins par la deregulation que par la multiplication des espaces et la transformation des contenus de la regulation, et que ce changement est a l'origine d'un nouveau paradigme des relations professionnelles. " Les relations professionnelles montrent sur le vif la formation, en dependance mutuelle, de l'action collective et des acteurs collectifs. C'est le mouvement reel et la vie de cette regulation que presente le livre d'Annette Jobert " (J.-D. Reynaud). [www.octares.com](http://www.octares.com)

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### **Comparative Employment Relations - An Introduction**

By Jack Eaton, University of Wales, Aberystwyth

This new textbook provides a concise introduction to employment and industrial relations. Unlike many other textbooks, this adopts a comparative approach, examining the changing nature of employment practices in relation to the processes of globalization, and engaging critically with the literature on Human Resource Management. By taking account of the international dimension of employment relations, this book is at the forefront of new developments in the field. The thematic approach of Comparative Employment Relations makes it distinctive from the country-by-country studies of this topic. Jack Eaton synthesizes recent work in the field to establish a basis for further study in the most important areas of industrial relations, including Japanese-style employment practices; comparative collective bargaining; the rules of employment and routes to skill formation; collective labour law; globalization and transnational companies. He concludes by examining the prospects for comparative employment relations. By equipping students with a set of useful concepts and perspectives, this book will give them the confidence to explore the now extensive international literature on employment management, and to utilize the methods of comparative analysis in their own work.

229 x 152 mm 256 pages May 2000 0-7456-2293-3 pb

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### **Changing Industrial Relations in Europe (Second Edition)**

Edited by Anthony Ferner and Richard Hyman

Changing Industrial Relations in Europe is the second edition of the influential and widely used textbook, Industrial Relations in the New Europe. The new edition features a completely updated and reworked analysis of industrial relations in fifteen European Union states and the two other major European countries. The latest thinking on current industrial relations trends and controversies are explored within the broader context of internationalization, European integration, and the moves toward monetary union.

Visit <http://www.blackwellpublishers.co.uk/asp/book.asp?ref=0631205519> for more details.

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This is the third in a series of detailed annual reviews in the field of European Industrial Relations. Each review, covering the European Union and Central and Eastern Europe, provides expert commentaries from a team of leading European specialists in industrial relations and employment developments. Chapters on employers, trade unions, collective bargaining and employment law are set within contextual contributions on the political and economic influences on industrial relations. Visit <http://www.blackwellpublishers.co.uk/asp/book.asp?ref=0631215263> for more details.

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**Unfair Advantage: Workers' Freedom of Association in the United States under International Human Rights Standards.**

Lance Compa, Cornell University, August 2000.

Workers' basic rights are routinely violated in the United States, asserts a comprehensive study by a Cornell University expert on labor law.

U.S. labor law is feebly enforced, riddled with loopholes, and fails to meet the basic human rights standards that the United States demands of other countries, says Lance Compa, a senior lecturer at Cornell's School of Industrial and Labor Relations (ILR). Compa, who teaches courses in U.S. labor law and international labor rights, conducted the study for Human Rights Watch with support from that organization and the Ford Foundation.

Human Rights Watch released the report on the eve of the annual Labor Day holiday in the United States. Compa's 217-page report, "Unfair Advantage: Workers' Freedom of Association in the United States under International Human Rights Standards," was based on field research he directed in California, Colorado, Florida, Illinois, Louisiana, Michigan, New York, North Carolina, Washington and other states. Compa and a small staff of researchers examined workers' rights to organize, to bargain collectively and to strike under international norms. It found widespread labor rights violations across regions, industries, jobs and job levels.

"The significance of the report," says Compa, "is it's the first time that workers' rights in the U.S. have been looked at through the lens of international human rights law. The report shows the United States comes up short in many areas. Unless we correct those shortcomings, it will be difficult for us to pressure other countries to upgrade their labor standards."

Compa points out that the U.S. government has called for "core labor standards," including workers' freedom of association, to be included in the rules of the World Trade Organization and the Free Trade Agreement of the Americas.

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**NEW BOOK ABOUT REDUCTION WORKING TIME**

"35 heures. Négocier les conditions de travail" aux éditions de l'atelier, sous la coordination de Tiennot Grumbach et de Laurent Pina. Mene par une équipe interdisciplinaire d'économistes, de juristes, d'ergonomes, de sociologues, de spécialistes en sciences de l'éducation et de syndicalistes, cet ouvrage fait un bilan des accords loi Aubry I.

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**REPORT European Union /DG V: "Labour Relations in Europe": "Les relations du travail en Europe"**

[http://europa.eu.int/comm/dg05/news\\_fr.htm](http://europa.eu.int/comm/dg05/news_fr.htm)

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**Le syndicalisme dans la mondialisation/ Trade Unions in Globalization**

SOUS LA COORDINATION DE ANNIE FOUQUET, UDO REHFELDT ET SERGE LE ROUX

Paris, Editions de l'Atelier, 2000.

Contributions de Giusto Barisi, Inga Brandell, Guy Caire, Larry Cohen, Hector De La Cueva, Quynh Delaunay, Xavier De La Vega, Renato Di Ruzza, Steve Early, Annie Fouquet, Jacques Freyssinet, Corinne Gobin, Rebecca Gumbrell-McCormick, Joergen Hoffmann, Richard Hyman Richard, Serge Le Roux, John Mason, Marcio Pochmann, Udo Rehfeltd, Fatiha Talahite, Stephanie Treillet.

Comment arreter la marche en avant ultraliberale de la mondialisation ? Le syndicalisme, habitue a negocier des regles sociales dans le cadre de l'Etat-nation, a ete pris de court par la strategie des firmes transnationales qui mettent en competition salaries et territoires dans un souci exacerbe de rentabilisation financiere. Pour la premiere fois a cette echelle, des universitaires americains et europeens analysent dans cet ouvrage les difficultes d'intervention du syndicalisme dans la nouvelle donne planetaire. Ils relevent egalement les nouveaux terrains d'action des salaries afin d'instaurer des regles sociales dans la mondialisation. Ces regles doivent etre proposees dans les espaces regionaux comme l'Union europeenne, l'Alena pour l'Amerique du Nord ou le Mercosur pour l'Amerique latine. Par ailleurs, de nouveaux reseaux syndicaux de solidarite utilisant les nouvelles technologies de la communication comme internet peuvent se mettre en place au sein des entreprises transnationales. Ainsi, dans la dynamique de la mobilisation autour du sommet de Seattle de novembre 1999, le syndicalisme pourra-t-il participer a la regulation d'une mondialisation qui a besoin de l'intervention des citoyens pour s'humaniser.

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## Report From the U.S. Bureau of Labor Statistics (BLS)

### WORKER DISPLACEMENT DURING THE LATE 1990s [released 9 August 2000]

<http://www.bls.gov/news.release/disp.nr0.htm>

"From January 1997 through December 1999, 3.3 million workers were displaced from jobs they had held for at least 3 years, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The number of displaced workers was about the same as the level of 3.6 million recorded 2 years earlier in a survey that measured job losses that occurred from January 1995 through December 1997. Both surveys covered 3-year periods of strong employment growth and declining unemployment.

Since 1984, the Employment and Training Administration of the U.S. Department of Labor has sponsored surveys that collect information on workers who were displaced from their jobs. These surveys have been conducted biennially as supplements to the Current Population Survey, a monthly survey of households that is the primary source of information on the nation's labor force.

Displaced workers are defined as persons 20 years of age and older who lost or left jobs because their plant or company closed or moved, there was insufficient work for them to do, or their position or shift was abolished. The period covered in this study was 1997-99, the 3 calendar years prior to the February 2000 survey date. The following analysis focuses primarily on the 3.3 million persons who had worked for their employer for 3 or more years at the time of displacement (also referred to as long-tenured displaced). Another 4.3 million persons were displaced from jobs they had held for less than 3 years. Combining the short- and long-tenured groups, the number of displaced workers totaled 7.6 million, compared with 8.0 million from the prior survey."

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After many years of research and data collection, the handbook and CD-ROM -- "**Trade Unions in Western Europe since 1945**" -- has been published.

For the table of contents and general information see:

<http://www.mpi-fg-koeln.mpg.de/publikation/werbezettel/wzebjv00.html>

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The following is an example of what can be done when information specialists make alliances with professors and/or the HR profession.

"**Class Action**," in *Human Resource Executive*, Vol. 15, No. 14., November 2000, pages 47, 79-82.

Features the ILRHR664 class taught by Stuart Basefsky, Information Specialist, and Prof. John Boudreau.

<http://www.ilr.cornell.edu/depts/cahrs/PDFs/SpecialTopics/ClassActionHRE.PDF>

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L'Institut des Science du travail a le plaisir de vous informer de la parution de sa dernière publication (version française et anglaise):

Dossier N°19, "**Negocier l'emploi** - *Comparaison des formes de regulation de l'emploi en Europe*" - Octobre 2000

Dossier N. 19, "**Negotiating Employment** - *Compared Forms of Employment Regulation in Europe*" - October 2000

(gilot@trav.ucl.ac.be)

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**Giuseppe Fajertag and Philippe Pochet (eds.) Social pacts in Europe - New dynamics**, ETUI, OSE, Brussels, 2000, 422 pages, ISBN 2-930143-59-2, Price: BEF 850 / 21,07 EUR.

<http://www.etuc.org/ETUI/Publications/Books/Socialpacts.cfm>

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## C. Table of Contents of Selected Journals

### Economic and Industrial Democracy - An International Journal

Volume 21 Issue 04 - Publication Date: 1 November 2000

#### Papers

From Keynesianism to the Third Way : Labour Relations and Social Policy in Postwar Western Europe

**Jelle Visser** *University of Amsterdam, Holland*

Codetermination in Sweden : Myth and Reality

**Klas Levinson** *National Institute for Working Life, Sweden*

Team Work in Japan : Revolution, Evolution or No Change at All?

**Anne Sey** *Nijmegen Business School*

Developing an Explanatory Framework for the Demise of a Women's Committee

**Janice Foley** *University of Regina*

#### Book Reviews

<http://www.sagepub.co.uk/>

Volume 139, Number 1 of:

**Revue Internationale du Travail, a journal from International Labour Organization**

is now available online via the CatchWord service, and contains the following articles:

L'emploi et l'idée de travail dans la nouvelle économie mondiale - G. M. Kelly

Les principes de l'OIT sur la négociation collective - Bernard Gernigon; Alberto Otero; Horacio Guido

La protection de l'emploi dans les pays industrialisés: repenser les indicateurs - Giuseppe Bertola; Tito Boeri; Sandrine Cazes

Les effets comparés des régimes d'indemnisation du chômage sur l'emploi et les salaires - Vincenzo Spiezia

Volume 139, Number 2 of:

**Revue Internationale du Travail, a journal from International Labour Organization**

is now available online via the CatchWord service,

<http://www.catchword.com/rpsv/cw/ilo/03785599//contp1.htm>

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## **Nordic Labour Journal - 2/ 2000 October**

### **Contents**

**News:** A Nordic strategy for maintaining a supply of labour?/ Nordic Public Employment Services - continued obstacles to a true common labour market/ Initiative to strengthen Nordic cooperation on IT/ Fierce debate about Norwegian sickness benefit.

**Themes:** Is Volvo a car or a computer?/ The Nordic countries, the new technology and challenges in the future/ The "new" human being/ The hunt for skills/ Electronic jobs service attracts new visitors.

**Portrait:** The Nordic Ministers of Labour: Employment in the knowledge based society - Four questions to five Ministers.

**Book in review:** The Dream Society by Rolf Jensen

**Sidelong glance:** Internet pop by Luise Steinberger, Scandinavian correspondent for Financial Times Deutschland

### **Nordic round-up:**

Denmark: Public Employment Service wins European quality prize

Finland: Work in Finland attracts Estonians

Iceland: New equal opportunities legislation..

Norway: Foreigners needed..

Sweden: Unemployment falling..

Nordic Council of Ministers: Conference on Gender Mainstreaming.

<http://www.norden.org/arb/sk/index.asp>

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Le numéro 1/2000 de **LA REVUE DE L'ITRES** vient (enfin) de paraître, au sommaire :

Robert PLASMAN, Francis RYCX "Négociations collectives et performances socio-économiques : une comparaison internationale"

Michel HUSSON : "Pourquoi les taux de chômage différent en Europe"

Damien BROCHIER, Marc LECOUTRE : "La mobilisation des branches professionnelles dans la mise en œuvre des politiques publiques. Le cas des engagements de développement de la formation"

Jean-Louis BESNARD : "L'Etat, les 35 heures dans la fonction publique et les organisations syndicales. Reflexions autour d'un "non accord, non conflictuel"

Olivier MERIAUX : "La négociation sociale dans les entreprises publiques a statut : les cas d'EDF-GDF et Air France"

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## **LABOUR ECONOMICS**

Visit the journal at <http://www.elsevier.nl/locate/jnlr/05404>

Self-employment in OECD countries - D.G. Blanchflower

Taxes, economic conditions and recent trends in male self-employment: a Canada-US comparison - H.J. Schuetz

Effects of the United States tax system on transitions into self-employment - D. Bruce

Business start-ups or disguised unemployment? Evidence on the character of self-employment from transition economies - J.S. Earle, Z. Sakova

Pushed out or pulled in? Self-employment among ethnic minorities in England and Wales - K. Clark, S. Drinkwater

Business start-ups by the unemployed - an econometric analysis based on firm data - F. Pfeiffer, F. Reize

Consequences of self-employment for women and men in the United States - D.R. Williams

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## **TRANSFER ON TRANSNATIONAL TRADE UNIONISM: FACING THE CHALLENGES OF REGIONALISATION AND GLOBALISATION**

The ETUI quarterly journal TRANSFER in its Spring issue entitled Transnational trade unionism: facing the challenges of regionalisation and globalisation describes the many different facets of transnational trade union cooperation which are evidence of the high degree of interaction between trade unions in Europe.

Though the Europeanisation of trade union activity will not be enough, it might – it is argued – become an important building block between the national and global levels of trade union co-operation and political governance of the world economy. For if

trade unions can stabilise their role as guarantors of social standards in Europe, then this is a good starting point for the world-wide partnerships which are so essential for all concerned if global capitalism is to be provided with a social dimension.

TRANSFER costs 605 BEF (15 EUR) for a single issue and 1700 BEF (43 EUR) for an annual subscription.  
For further information please contact Alfons Grundheber, Publications and Public Relations Unit,  
ETUI, Tel. 32 2 224 04 86, Fax: 32 2 224 05 02, Email: [grundhe@etuc.org](mailto:grundhe@etuc.org).

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Table of Contents for

**Oxford Review of Economic Policy, Volume 16, Issue 1: Spring 2000.**

Available on the World Wide Web at:

[http://www3.oup.co.uk/ecopol/hdb/Volume\\_16/Issue\\_01/160129.sgm.abs.html](http://www3.oup.co.uk/ecopol/hdb/Volume_16/Issue_01/160129.sgm.abs.html)

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## D. Research Summaries and Full Text on the Net

**Gene Shackman web site** about long term changes in social, political and economic systems:

<http://redrival.net/evaluation/socialchange>

This site has links to theory, data, research, syllabi, bibliographies, and other links about change. It is about changes in national and international systems.

Also, in case there is interest, he has another site about links to free resources on methods in social science research:

<http://redrival.net/evaluation>

This site links to sites that have books, articles, manuals, research, etc about research methods.

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### Action Research

The 5th ALARPM/9th PAR World Congress on Action Research held in September at the University of Ballarat, Victoria, Australia has a dedicated web site which includes copies of most papers presented at the Congress. The list of abstracts provides access to the archive, and the web site also provides a forum for discussion of papers and the Congress. The archive will provide access to the work of the Congress for many people who were unable to attend.

The address of the Congress archive is <http://www.ballarat.edu.au/alarpm>

The archive will remain accessible for some time as the papers provide a valuable resource for students and practitioners of action research and related fields. They include the work of distinguished practitioners from many countries, many relating to the Congress theme of "Reconciliation and Renewal through collaborative Learning, Research and Action."

Richard Watson

for the ALARPM/PAR World Congress 2000 Organising Committee

Phone: +61 3 9874 1490

Email: [rwatson@spacelink.com.a](mailto:rwatson@spacelink.com.a)

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**State of Working America 2000-01 - Introduction and Executive Summary**, Economic Policy Institute, September 2000.  
<http://www.epinet.org/books/swa2000/swa2000intro.html> (full text).

**Report on the Youth Labor Force**, Bureau of Labor Statistics, 2000, <http://stats.bls.gov/opub/rylf/rylfhome.htm>

Robert J. LaLonde and Harry J. Holzer. **Job Instability Among Young Adults**, Harris Graduate School of Public Policy Studies, [http://www.harrisschool.uchicago.edu/publications/research\\_summaries/rs\\_voll\\_num3.html](http://www.harrisschool.uchicago.edu/publications/research_summaries/rs_voll_num3.html) (summary).

Peter Tulip. **Do Minimum Wages Raise the NAIRU?**

<http://www.federalreserve.gov/pubs/feds/2000/200038/200038abs.html> (full text).

Robert W. Farlie and Bruce D. Meyer. **The Effect of Immigration on Native Self-Employment**, Northwestern University, January 2000. <http://www.nwu.edu/IPR/publications/native.pdf> (full text).

Neil Scott Kleiman and Andrea Collier McAuliff with Liza Featherstone. **The Skills Crisis: Building a Jobs System that Work**, Center for an Urban Future. <http://www.nycfuture.org/econdev/skills.htm> (full text).

Bronfenbrenner, Kate. **Uneasy Terrain: the Impact of Capital Mobility on Workers, Wages, and Union Organizing**. Research paper submitted to the U.S. Trade Deficit Commission. September 6, 2000.

<http://www.ustdrc.gov/research/bronfenbrenner.pdf> (full text).

Nancy Birdsall, Carol Graham, and Stefano Pettinato. **Stuck In the Tunnel: Is Globalization Muddling the Middle Class?** Working Paper No. 14 (August 2000), Center on Social and Economic Dynamics  
<http://www.brookings.edu/es/dynamics/papers/middleclass/> (full text).

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La Chronique Internationale de l'IRES (N° 66, septembre 2000) publie un numero special pour presenter les debats menes autour du theme de la representativite syndicale dans neuf pays industrialises : Allemagne, Australie, Au-triche, Danemark, Espagne, Etats-Unis, Pays-Bas, Royaume-Uni, Suede.

**Global capital mobility is stifling union organizing, keeping wages flat**, study by Linda Myers Cornell labor experts

Contact: Linda Myers

Office: 607-255-9735

E-mail: [lhm3@cornell.edu](mailto:lhm3@cornell.edu)

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Visit the EIoP at: <http://ciop.or.at/ciop/> you will find there European Integration online papers and abstracts such as the following from December 5, 2000:

Dirk Lehmkuhl

### **Under Stress: Europeanisation and Trade Associations in the Members States.**

**Abstract:** Until today, it is relatively disputed how European integration impacts on domestic associations and the patterns of public-private interactions at the national level. While some predict a withering away of national corporatism, others predict they would be reinforced. By making organization theory available to institution-theoretical approaches, the paper offers a conceptual means that makes it possible to present an encompassing and theory-guided picture of the impact of European integration on societal structures in the member states. Associations - in the presented cases, business associations of the transport sector in Germany and the Netherlands -, as intermediate organisations operate at the interface between private and public actors and incorporate the dynamics of their political and economic environments in both structural and strategic terms. It is argued that the way in which the configuration of associations within a sector changes in the course of European integration relates to efforts at this intermediate level to maintain or increase its relative autonomy from both its constituencies and its interlocutors. (Full text)

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**Various 1997-99 figures for the EU member states, plus Norway, can be found on the EIROOnline website:**

<http://www.eiro.eurofound.ie/2000/03/updates/tn0003401u.html>

The European Industrial Relations Observatory (EIRO) has just published its annual review for 1999 on the EIROOnline website, at <http://www.eiro.eurofound.ie/1999/review/index.html>. The Annual Review provides a comparative overview of developments in industrial relations last year across the EU Member States and Norway, along with a review of the main events and issues at the European Union level and in each of the individual countries concerned.

EIRO has also very recently published a new comparative study, focusing on industrial relations in the rail transport sector, at <http://www.eiro.eurofound.ie/2000/03/study/index.html>. Against the backdrop of major restructuring, liberalisation and privatisation, the study examines the rail sector's changing structure, the key aspects of industrial relations (the structure of trade union and employer representation, union density, bargaining coverage, the role of state regulation etc), the main contents of collective bargaining, and industrial conflict and its regulation. The study finds falling employment levels everywhere, changes in employee status (from civil service to private sector employment) in some countries, the development of new bargaining and representation structures, and varying levels of conflict.

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The issue of **EIROObserver**, Update 4 '00, is available from: <http://www.eiro.eurofound.ie/eirobsserver.html>

This issue features a double-size comparative supplement on "Wage policy and EMU". Economic and Monetary Union has placed a new emphasis on the role of wage policy in the EU member states. The EU's Broad Economic Policy Guidelines and the European employment pact thus stress the importance of wage developments that are consistent with price stability, competitiveness and non-inflationary economic growth and take into account labour productivity gains. This comparative supplement assesses the extent to which the national systems of wage determination in the EU member states (plus Norway) are prepared to meet the new requirements of EMU, examining both the outcome and the institutions of wage setting.

Other titles include:

- Commission reports on implementation of EWC's Directive (EU)
  - Social elections bring little change (Belgium)
  - Danish women still a long way from equal pay (Denmark)
  - Greater social partner input into 2000 NAP (France)
  - New president for Confindustria: new phase in relationships between social partners? (Italy)
  - New sexual harassment law adopted (Luxembourg)
  - New private sector collective agreement concluded (Norway)
  - New measures seek decent working conditions for immigrant workers (Portugal)
  - BMW sells Rover and Land Rover (United Kingdom)
-

The latest issue of **EIRObserver**, Update 5'00 is now available from: <http://www.eiro.eurofound.ie/eirobserver.html>

The features in this issue of EIRObserver cover a wide range of topical industrial relations issues, including: social protection reform (pensions in AUSTRIA, unemployment insurance in SWEDEN); bargaining reform (in ITALIAN telecommunications); social partner attempts to tackle racism and xenophobia (GERMANY); new forms of industrial action (FRANCE); trade union restructuring (NORWAY); and working time reductions (SPAIN).

The comparative supplement in this issue, **OUTSOURCING AND INDUSTRIAL RELATIONS IN MOTOR MANUFACTURING**, examines the relatively unexplored issue of the industrial relations effects of outsourcing - the growing trend whereby companies cease to carry out internally various functions outside their core activity, and instead purchase the services or products concerned from outside parties. The supplement focuses on the example of the motor manufacturing sector in the EU Member States (plus Norway) and finds that outsourcing is a widespread and growing phenomenon as the motor manufacturing industry restructures. It creates a pyramid with major manufacturers at the top, carrying out activities of high added-value, and lower-level suppliers at the bottom, carrying out labour-intensive activities of little added-value amid intense competition, with strong pressure to reduce labour costs and deregulate working conditions. The law provides little regulation of the industrial relations and employment effects of outsourcing - except in some cases where a transfer of undertakings is the first step in the process. Similarly, collective bargaining does little to address the issues arising - such as a fragmentation of employment conditions in the sector - though there are some recent examples of innovation in this area. Outsourcing poses important new challenges for trade unions and, to a lesser extent, employers' organisations.

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## E. Data Bases

### SEARCHABLE EXPERTS' DATABASE ON LABOUR AND INDUSTRIAL RELATIONS IN CENTRAL AND EASTERN EUROPE

Dear colleagues,

At the conference in Berlin March last year on labour and industrial relations in Central and Eastern Europe, we discussed the possibility of internet services for the academic community in this field by the Otto Brenner Foundation. It is my pleasure to announce that the Foundation will soon open its web-site at <http://www.igmetall.de>.

Rather than duplicating the services some major university sites and other foundations offer in this field, the Otto Brenner Foundation has decided to offer? Apart from selected links and documents related to the Foundation's current seminar program ? A searchable on-line database of experts: LIRCEE ? Labour and Industrial Relations in Central and Eastern Europe. Knowing how flexible experts in the field tend to be in terms of institutional affiliation, how mobile in terms of residence, how intractable in terms of communication co-ordinates and how versatile in terms of research interests, the Foundation decided to give priority to this service. As this seems to be a lacuna of some sorts in the service landscape in the Internet, it might establish itself as a reliable source of information for e.g. networks of researchers, journal editors, journalists and conference organisers looking for experts for specific questions, branches or regions.

Therefore, if you are interested in being included in the database, please send information to Mrs. Karin Schubert at the Foundation (by email to [karin.schubert@igmetall.de](mailto:karin.schubert@igmetall.de) or by fax to +49-30-2539.6011)

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Become a "Founding Subscriber" to **THE LABOR INDEX: AN ONLINE DATABASE** for Vol 1, 2000.

Founding Institutional Rate is \$420 (US dollars)/yr.

To review the prototype, visit <http://www.altpress.org> and select "Alternative Press Labor Index" or go to <http://www.lights.com/epi/labor/>

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Send your order to:

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Since 1996 there has been no U.S. index devoted to labor studies and labor union information. THE LABOR INDEX not only fills this void, but it greatly improves both the quality and quantity of the indexing compared to predecessors.

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### TRADE UNIONS DATABASE

creation d'un portail syndicla anglophone qui dispense des informations sur les actions syndicales de tous les pays de la planete.

[www.global-unions.org](http://www.global-unions.org)

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### The National Center for Employee Ownership (NCEO)

<http://www.nceo.org/index.html>

"The single best source of information on employee ownership anywhere in the world." *Inc.* magazine, August 2000

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The Kibbutz Research Institute, The University Haifa - links to articles, sources, and data bases on kibbutz.

<http://research.haifa.ac.il/~kibbutz/main.html>

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# International Sociological Association

## Individual Membership Form

First Name:

Family Name:

Department:

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I agree that my address is printed in ISA Directory of Members: YES NO

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### Category B (Please indicate your country)

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### Category C (Please indicate your country)

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### (2) Subscription to Current Sociology (4 years)

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ISA membership form, which includes also research committees' fees, is also available on Internet: <http://www.ucm.es/info/isa>. You can pay via the web or via post, sending either your credit card details or an International Postal Money Order or a personal cheque to: ISA Secretariat, Faculty of Sociology, University Complutense, 28223 Madrid, Spain.

**MEMBERSHIP APPLICATION & RENEWAL FORM RC 10  
PERIOD 2001 - 2004**

International Sociological Association  
Research Committee 10: "Participation and Self-Management"  
(Use a typewriter, please!)

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

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D-4904 Enger, Germany

**OR DIRECT TO BANK ACCOUNT:**

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Account No. 41 519 300, No. of bank (BLZ) 494 613 23

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**SEND APPLICATION FORM** (and cheque) if you pay in US Dollars to:  
Raymond Russell, UCR, Dept. of Sociology  
Riverside, CA 92521-0419, USA

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Schillerstrasse 18, D-4904 Enger, Germany