



WORK AND COOPERATIVES AN ILO CENTURY

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- Evolution in the interplay between the concepts of work and of cooperative at the ILO
- Within contextual theories and debates
- Concepts are rooted in epistemic communities, “networks of knowledge-based experts”

Concepts are used for different purposes:

- 1. To generalize patterns and relationships,**
- 2. To make associations and sustain judgments,**
- 3. To maintain a long-term memory and thus create a sense of history, and**
- 4. To guide action and policy**

Formed in two ways : by agreeing on properties or by agreeing on the typical parts of a prototype

And Then by alignment

An Epistemic community engages in research and information through extended networks stemming from movements on the ground, achieving a dynamic role and voice.

To

- 1. articulate *cause-and-effect relationships***
- 2. *identify interests***
- 3. *frame issues for debate***
- 4. *propose policies***
- 5. *Identify negotiation point***
- 6. Establish concepts**

NORMATIVE APPROACH - PERSUASIVE POWER

Peace Treaty of Versailles

ILO Constitution article 12

Three Moments selected

**1. 1919-1930s -decision by ILO Council of
Administration**

**2. Postwar to 1980s - ILO Recommendation for
developing countries**

**3. 1990s – 21st century - ILO Recommendation for the
whole world**

ILO CONSTITUTION ARTICLE 12 RELATIONS WITH INTERNATIONAL ORGANIZATIONS

1. The International Labour Organization shall cooperate within the terms of this Constitution with any general international organization entrusted with the coordination of the activities of public international organizations having specialized responsibilities and with public international organizations having specialized responsibilities in related fields.

2. The International Labour Organization may make appropriate arrangements for the representatives of public international organizations to participate without vote in its deliberations.

3. The International Labour Organization may make suitable arrangements for such consultation as it may think desirable with recognized non-governmental international organizations, including international organizations of employers, workers, agriculturists and cooperators.

1. 1919 TO 1930s ALBERT THOMAS



“a mass movement... a movement of ideas... that moves towards the goals of fairness, order and worker emancipation... The ILO... had to exploit this treasure of practical experiences that the cooperative movement represents... almost all general problems of labour concerns cooperation or involves solutions that cooperation can provide.”

Discourse 1931

ILO STUDIED AND GATHERED INFORMATION ON

- **cooperatives' efforts to organize rural and urban households**
- **Coops providing workers with leisure and recreation, culture, good health, insurance, savings and safe emigrant money transfers, prevent usury.**
- **Raiffeisen credit cooperatives as best case study for the needs of urban workers against usury**
- **workers' cooperatives in production and the movement in favour of cooperative contracts for work**

1. Focus of ILO first 10 years

- International Directory = **information and expertise**
- ***“The consumer cooperatives and the agricultural cooperatives are, first of all, the ones to retain the attention of the ILO“***

WHY? Market rational organization and value

- ***place they occupy in production and distribution of commodities***
- ***'the original contribution that... cooperatives offered to the elaboration of rational forms of distribution of products'***

1. Solidarity in values and in practice

- 1. Thomas was concerned with the workers' well-being. Their environment to be healthy, nurturing, emancipatory, and**
- 2. the inter-generational nature of the cooperative enterprise, that by having in part an indivisible capital it could outlive its members and include new ones.**

1. Cooperative and Work

1. **Cooperative: enterprise, merchants, workers' association, mass movement, tool, etc.**
2. **Work: from individual workshops and erratic pay by piece, to large Taylor's workshops in only one site and Bat'a subcontracting chains (and commandite)**

1926

ILO Annual Organizational Structure

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	Date d'entrée Date of Entry	Durée du contrat Length of Contract Années - Years	Salaires Franco suisse Swiss francs	Nationalité Nationality
Commis de 3 ^{me} classe — 3rd-class Clerk (5.400-175-8.000) M ^{me} Y. Brun	22/IX/21.	28	5.925	Suis.
Commis de 1 ^{re} classe (local) — 1st-class Clerks (local) (5.000-200-8.000) M ^{me} J. Christen M ^{me} A. Golay	20/IV/22. 15/V/25.	local	5.250 5.000	Suis. Suis.
VI. DIVISION DES RELATIONS ET DES RENSEIGNEMENTS. INTELLIGENCE AND LIAISON DIVISION.				
Chief de Division — Chief of Division (38.000-2.000-47.000) * Dr. G. E. di Palma Castiglione	1/II/20.	21	47.000	Ital.
Commis de 1 ^{re} classe (international) — 1st-class Clerk (international) (8.700-250-11.000) M ^{me} L. Lapp	28/VII/20.	28	8.700	Suis.
A. SECTION DES RELATIONS ET RENSEIGNEMENTS INTERNATIONAUX A. INTERNATIONAL INFORMATION LIAISON SECTION				
Chief de Section — Chief of Section (28.000-1.000-33.000) Mr. G. A. Johnston	3/V/20.	21	33.000	Br.
1. Service des Organisations générales — General Organisations Service				
Membres de Section, Catégorie B. — Members of Section, Class B. (13.700-800-19.000) M. P. Henry M. J. Koss	25/X/21. 31/III/24.	21 "	16.900 15.300	Fr. Tch. Sl.
2. Service des Organisations patronales — Employers' Organisations Service				
Chief de Service — Chief of Service (19.000-800-28.000) M. P. Devinat	15/XI/21.	21	22.400	Fr.
Membre de Section, Catégorie B. — Member of Section, Class B. (13.700-800-19.000) M. M. Potulicki	21/III/24.	21	15.300	Pol.
3. Service des Organisations ouvrières — Workers' Organisations Service				
Chief de Service — Chief of Service (19.000-800-28.000) <i>MSA</i> (Poste actuellement vacant — Vacant Post) M. Topalovitch 24000 Membres de Section, Catégorie B. — Members of Section, Class B. (13.700-800-19.000) M. R. Boisnier M. E. R. M. H. Henseler M ^{me} M. Mundt Mr. S. Parlett	25/V/20. 1/1/21. 1/VIII/21. 21/IX/20. 1/II/23.	21 " " " "	19.000 19.000 18.200 17.700 16.100	Fr. Suis. All. All. Br.
(Poste à pourvoir — Vacant Post) Membre de Section auxiliaire — Assistant Member of Section (11.000-400-14.000) M ^{me} P. Hage	1/X/20.	21	12.200	Holl.
4. Service des Organisations coopératives — Co-operative Organisations Service				
Chief de Service — Chief of Service <i>Section 1927</i> (19.000-800-28.000) * Dr. G. Fauquet	1/VI/20.	21	28.000	Fr.
Membre de Section, Catégorie A. — Member of Section, Class A. (19.000-800-28.000) M. M. Colombain	1/XII/20.	21	22.200	Fr.
Membres de Section auxiliaires — Assistant Members of Section (11.000-400-14.000) <i>MSB</i> M. N. Nicolaiew M. T. Cortis	1/1/24. 12/III/25.	21 "	11.800 11.400	Bul. Ital.
Secrétaire-sténo-dactylographe, Catégorie B. Secretary-shorthand-typist, Class B. (5.400-175-8.000) * M ^{me} V. Terentieff	5/VIII/20.	28	7.700	Russ.

**LAST YEAR 1933:
COOPERATIVES AS
ONE
OF THE THREE ILO
SECTIONS
SOURCE: ILO
ORGANIGRAM**

1. *Service des relations avec les organisations des employeurs*
Employers' Organisations Service

	Date d'entrée Date of Entry	Traitement (Salary) Francs suisses Swiss francs	Nationalité Nationality
Chef de Service — Chief of Service (19.000-800-28.000)			
M. P. Henry	25/8/21.	22.200	Fr.
Membre de Section — Member of Section (12.000-800-28.000)			
M. E. Erichsen	16/11/25.	15.080	Dan.
Cat. III (7.500-200-9.500)			
M ^{me} H. Grau	15/8/20.	7.500	Suis.

2. *Service des relations avec les organisations ouvrières*
Workers' Organisations Service

Chef de Service — Chief of Service (19.000-800-28.000)			
M. A. M. Staal	1/18/29.	24.600	Holl.
Membres de Section — Members of Section (12.000-800-28.000)			
Mr. S. Parlett	1/11/23.	21.400	Br.
Cat. II (8.500-250-11.250)			
M ^{lle} Lapp	28/VII/20.	10.700	Suis.

3. *Service des relations avec les organisations coopératives*
Co-operative Organisations Service

Membre de Section — Member of Section (12.000-800-28.000)			
M. M. Colombain	1/XII/20.	27.800	Fr.
Rédacteurs (13.600-800-23.000)			
M. T. Cortis	12/III/25.	19.800	Ital.
M. N. Nicolaiew	1/1/24.	15.400	Bul.
Cat. III. Sténodactylographe — Shorthand-typist (7.500-200-9.500)			
M ^{lle} V. Terentieff	5/VIII/20.	8.575	Russ.
Cat. III (L) (5.250-200-7.250)			
M ^{lle} H. Rabinovitch	1/1/30.	5.450	Lith.

4. *Service de la Bibliothèque — Library*

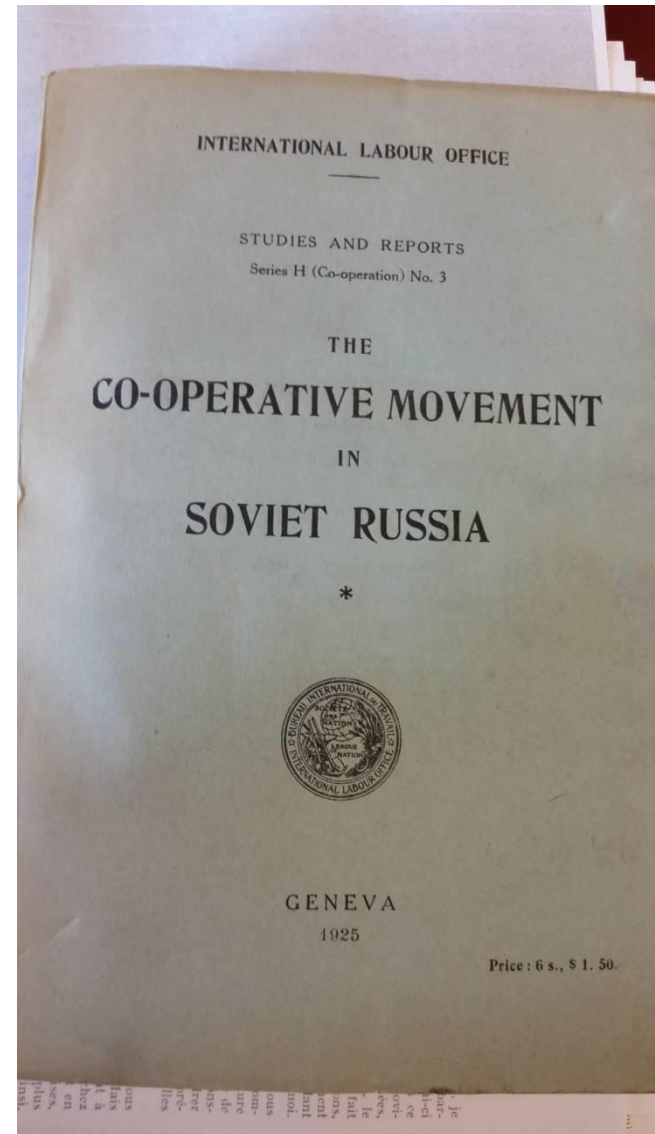
Bibliothécaire — Librarian (19.000-800-25.000)			
M. A. de Maday			

1. 1919 TO 1930 EPISTEMIC COMMUNITY

Thomas mentions that ‘cooperation’, namely experts or specific persons of contact in the cooperative movement, had taken part in the 1927 International Economic Conference

This will turn out to be a community of experts built with some representatives of cooperatives but also a community of knowledge internal to the institution that will assure its autonomy and specificity

1925 STUDY



ILO Director Butler:

ILO Overseas Section is to work on
'special problems' of those countries

Change in ILO Organizational structure 1934

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2. Conditions de travail dans l'agriculture — Conditions of Work in Agriculture

	Date d'entrée Date of Entry	Traitement (Salary) Francs suisses Swiss francs	Nationalité Nationality
Membre de Section — Member of Section (12.000-800-28.000)			
M. F. von Bülow	15/XII/24.	20.900	Dan.
Cat. II (8.500-250-11.250)			
Miss K. M. Bunyard	23/XI/20.	11.250	Br.
Cat. III (7.500-200-9.500)			
M. M. Sancisi (28)	6/VII/25.	7.973	Ital.
<i>3. Coopération, artisanat — Co-operation, Handicrafts</i>			
Membres de Section — Members of Section (12.000-800-28.000)			
M. M. Colombain	1/XII/20.	28.000	Fr.
M. R. Plissard	26/II/20.	22.200	Fr.
M. M. Djamalzadeh (temp.)	1/I/34.	12.000 ¹	Pers.
Cat. II (8.500-250-11.250)			
M ^{lle} H. Rabinovitch	1/I/30.	7.650 ¹	Lit.
Cat. III (7.500-200-9.500)			
M ^{lle} V. Terentieff	5/VIII/20.	8.775	Russ.

XIV. Section des problèmes spéciaux.Special Problems Section.

Fonctions: Conditions de travail dans les colonies, protectorats, pays sous mandat. Travail forcé et esclavage. Aspects sociaux de la Coopération. Artisanat.

Duties: Conditions of labour in colonies, protectorates and mandated territories. Forced labour and slavery. Social aspects of cooperation. Handicrafts.

Chef de Section	Mr. C.W. H. Weaver	Br.
Chief of Section		
Cat. II	Mme. H. Delarue	Suis.

1) Travail indigèneNative Labour.

Membres de Section.	M. J. Goudal	Fr.
Members of Section	M. J. Woudstra	Holl.
	Mr. W. Benson	Br.
Cat. III	Mlle M. Van Reyn Snoeck	Holl.

2) Coopération, artisanatCooperation, Handicrafts.

Membres de Section	M. M. Colombain	Fr.
Members of Section	M. R. Plissard	Fr.
	M. M. Djamalzadah (T)	Pers.
	M. M. Osman (T)	Turc.
Cat. I. B.	Mlle H. Rabinovitch	Lith.
Cat. III	Mlle V. Terentieff	Russ.

2. Postwar to 1980s

ILO Recommendation No 127 on Co-operatives (Developing Countries) “*concerning the Role of Co-operatives in the Economic and Social Development of Developing Countries*”

Context

Dual sector economy, developmentalist state, decolonization, development cooperation, bipolar world

- **cooperatives are organizations**
- **two-fold instrument: development and human advancement**
- **Objectives: persons and national goals**
- **First priority**
- **Cooperatives were seen as a form of pooling resources**
- **working conditions and income appear related only to landless agricultural laborers**

2. Postwar to 1980s epistemic community

- epistemic community that existed since Albert Thomas was geared towards international development cooperation under the United Nations
- the ILO will greatly develop its expertise during the 1970s and 1980s. the ILO also opened up the epistemic community to new actors beyond the cooperative movement
- *“The ILO Co-operative Service concentrated its efforts on the implementation of technical co-operation projects for co-operative development. Meanwhile, the research and information activities lost their importance”* (Fazzio and Ullrich)

2. Postwar to 1980s Epistemic Community

ICA was granted Category A consultative status at the United Nations and thus also at the ILO

at a disadvantage at the ILO without a formal constituency, having to lobby so many governments, trade unions and employers associations.

development through bilateral funding, “*several thousand expert missions*”

publication ‘Cooperative Information’ ceased publication, due to budget constraints caused by the temporary withdrawal of the US from membership in the organization”
in 1978

3. 1990s – 21st century Context

- **In 1995, ICA Manchester Congress and the United Nations World Summit on Social Development in Copenhagen**
- **new Agenda based on Decent Work and its Declaration of Fundamental Rights**
- **ILO Promotion of Cooperatives Recommendation 193 of 2002: world-wide, with technical normative elements**
- **Annex with 7 cooperative principles and 10 values, as adopted by the ICA in Manchester in 1995**

3. 1990s – 21st century Cooperative

- **ILO standards, conventions and recommendations,**
- **cooperatives are autonomous enterprises of a certain type belonging to the private sector and civil society sphere**
- **in all sectors and have goals that include income generating activities, decent employment, human development, business potential, competitiveness, savings and investment, well-being, sustainable development, and the social and economic needs of the community**
- **dialogue with trade unions and employers organizations while representing their own at the international level**

3. 1990s – 21st century Work

- **From being considered as a management term, work is treated as a reality and an experience.**
- **The ILO typology was based on a) the labour market situation in terms of source of income and security, and b) the work situation in terms of authority. New approach to integrate the various functions of work**
- **producers' cooperatives, are considered as self-employed (Classification of Status in Employment (ICSE-93) Change 2018: now employed! For stats**

3. 1990s – 21st century Epistemic Community

2003, for the first time since Albert Thomas (!), an ILO Director-General present at an ICA General Assembly.

Memorandums – 2004 and 2015 Youth employment, Informal Economy and Rural Employment

- **ILO has worked to bring cooperatives' voices into the post-2015 development agenda**
- **ICA ILO MOU 2019 June**

WHAT FUTURE?

1

- Definition of work – work **experience** (flexibilisation, casualisation, and informalization, “permanent impermanence”)

2

- Voices and Dialogue

3

- Remain an epistemic community and/or return to social movement?