RC26:Sociotechnics, Sociological Practice

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Programme Co-ordinator: Geoge Tsobanoglou (g.tsobanoglou@soc.aegean.gr)
Programme Secretary: Kjeld Hogsbro (ked@akf.dk)

Program for paper presentation

Deadlines

June 30. Deadline for submitting last minute changes of sessions programmes to the
Congress Secretariat in Durban sociology2006@ukzn.ac.za.
Deadline for submitting accepted papers by e-mail to the Congress Secretariat in Durban.

Monday, 24 July 2006, 13:30 - 15:30

Session 1: Building social capital for sustainable communities
Chair: George Tsobanoglou, Aegean University, Greece

Location: International Convention Centre, ICC, Room 11CD

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1. A social capital based population health intervention: Québec En Forme
Louise Bouchard, Sociology Department, University of Ottawa, Ottawa, Canada
Louise.bouchard@uottawa.ca

2. Operation Work – The Employment Project as an Actor Network
Martti Siisiäinen, Professor of Sociology, Department of Social Sciences and Philosophy,
University of Jyväskylä, P.O. Box 35, FIN-40014 University of Jyväskylä, Finland
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Päivi Kivelä, University of Jyväskylä, Department of Social Sciences and Philosophy
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Jani Kolehmainen,Department of Social Sciences and Philosophy
University of Jyväskylä, P.O. Box 35, FIN-40014 University of Jyväskylä, Finland

3. Social Capital and Its Origin

Dr.H.Banifatemeh (Head and Professor), Social Sciences Dept., Tabriz University
Tabriz-Iran   Email: banifatemeh1382@yahoo.com

4. Social capital, voluntary associations and solidarity
Kaj Ilmonen & Martti Siisiäinen, Professors of Sociology, Department of Social Sciences
and Philosophy, University of Jyväskylä, P.O. Box 35, FIN-40014 University of
Jyväskylä, Finland E-mail msiisiai@yfi.jyu.fi

**5. Cultural Regulation and Cultural Management: Cultural Economy and Cultural
Marketing in Info-Communication Culture**.
George Gantzias, Associate Professor Cultural Management, New Technology and e-
Strategy, Department of Cultural Technology and Communication, University of the
Aegean Email: ggantzias@aegean.gr or/and ggantzias@yahoo.gr A. Gatzias, Research
Fellow, Info-Com Research Society , Email: ctpjinfo@yahoo.gr
Delievered Paper
**6. 'Measurement of Social Capital in Greece: The association between social
participation and trust.'**
Papanis, E., Roumeliotou, M., Rontos, K., Sociology Department, Aegean University,
Mytilini, Lesvos, GR 81100, Greece. e.papanis@soc.aegean.gr

Monday, 24 July 2006, 18:00-20:00

Session 2: Cellular globalization in everyday practices
Chair: Nikita Pokrovsky, Higher School of Economics, Moscow, Russia

Location: International Convention Centre, ICC, Room 11CD

Keynote Speaker : The Adam Podgorecki Memorial Lecture

"Cellular Globalization in Everyday Practices"

Nikita Pokrovsky, Sociology Department, Higher School of Economics, Moscow, Russia,

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Tuesday, 25 July 2006, 15:45-17:45

**Session 3: Mediation and conflict intervention around the world: Theory,
research, education/training and practice**
Chair: Jan Marie Fritz, University of Cincinnati, USA

Location: International Convention Centre, ICC, Room 11CD

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1. Jawad Fatayer (United Arab Emirates University and Clinical Sociologist/Psycho-therapist, United Arab Emirates) "Cognitive-Emotive Fission Sociotechnics on World Peace"

Presenter: Jawad Fatayer, Department Chair and Associate Professor of Clinical Sociology, Department of Sociology United Arab Emirates University and Clinical Sociologist/Psycho-therapist, United Arab Emirates
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Abstract:

A basic assumption of Cognitive-Emotive Fission Theory (CEF) is that social stability and social peace are contingent upon social integration and harmony within the social system. Thus, a society which lacks harmony within its parts is expected to breed CEF experience among its members. CEF is manifested in tension, conflicts, collisions and all sorts of societal ills. Depression, suicide as well as violence and wars are manifestations of CEF and all reflect lack of harmony between our beliefs, values and norms on one side and, on the other side, the dominant patterns of behavior, practice, policies and strategies we display. A simple illustration would be the case of peace and justice as two central values we claim we nourish, yet our daily practices - at various levels - embarrass us every day, showing the opposite.

Sociology has a significant role to play in diagnosing this case of world peace and can offer effective technics to enhance peace and justice and address other social ills. Sociology, as the engineer of social relationships, is the discipline that is most expected to offer an enlightening formula to deal with the endless human tragedies and suffering of today's world. CEF sociotechnics can make a difference.

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2. Jens Aderhold "Challanges in modern coorporative fields - New tools for the moderation of dilemmas"

Dr. Jens Aderhold, Martin-Luther-University Halle-Wittenberg, Institute of Sociology, D-06099 Halle (Saale), Germany Email: jens.aderhold@soziologie.uni-halle.de

Abstract:

Social networks show an independent logic. The regularities and principles known from organizations are followed only in a limited way. The substantially higher dynamics and uncertainty in the network confronts the operators with a different quality of problems. Many problems cannot be finally solved. Every decision to cope with one problem inevitably produces a new one, one that is connected to the found

solution and may have fatal consequences for the further existence of the network.

In principle, we are assuming that networks can rarely be operated with "classic" management concepts and methods alone. Only a new orientation of the network-governance towards the different levels of network and cooperation can properly apply the basic tension relation in the everyday work with networks The design of a cooperation focuses on questions concerning acquisition, constitution, project work, (consequences of) the disappearance of the cooperation - at its core a more complex project management.

The form of the problems, the complexity of the environment and the tie to the interests of the individual task affect the processes and the instrumentation. In this presentation, I introduce three developed tools - the "action landscape of network moderation" (Aderhold 2005) and the instruments "COIN" and "Repertory-Net-Grid" (Meyer/Aderhold/Teich 2003).

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3.   Jan Marie Fritz (University of Cincinnati and Mediator, USA)
"Mediation in International Settings: Examining the Basics"

Jan Marie Fritz, Ph.D., C.C.S.; Professor, University of Cincinnati (USA);
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Abstract:

Mediation is a non-adversarial, semi-structured, creative process in which one or more impartial individuals help disputants. Some basic elements of the process - creativity, theory, empowerment, cultural competency, participation and control - are identified, defined and discussed. Reference is made to the similarities and differences in the use of these concepts within and between countries.

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4. Walda Katz-Fishman (Howard University and Project South, USA)
"Developing Shared Consciousness and Vision: A Strategy for Conflict Resolution and Organizational and Social Transformation"
Walda Katz-Fishman, Ph.D.   6617 Millwood Rd., Bethesda, MD 20817   USA
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Abstract:

In analyzing the process of social transformation, we developed a model of
the overlapping stages of consciousness, vision and strategy (CVS) and
popular education tools to understand and talk about these stages and
processes in our daily work within the big picture context of social
history. The CVS model of movement building (see Project South's *The Midnite School*,
2004) refers to the realities of growing consciousness about systemic root causes of our
problems and crises and the creation of a bold vision of our local communities and the
global society and planet. For the theoretical foundations of the CVS model, see
Marx and Engels (1986) and Lenin (1978).

Our movement is locally grounded in the soil of the U.S. South and in grassroots, labor,
indigenous, people of color, immigrant, women, youth and sexually diverse communities
and organizations across the United States. Our movement is nationally networked and is
globally connected, and intends to be an equal partner with our sisters and brothers in
struggle in the global South and world over. We will discuss both the organizational
context and the movement context for using the CVS model and popular education tools
for conflict resolution and transformation.

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Tuesday, 25 July 2006, 18:00-20:00

Session 4:Innovative methods in the field of social rehabilitation
Chair: Kjeld Hogsbro, AKF - Institute of Local Government Studies, Denmark

Location: International Convention Centre, ICC, Room 11CD

The general theme

In the last ten years there has been a growing optimism linked to rehabilitation
programmes for people with severe brain injuries, mental illness, substance abuse and

developmental disorders. The rehabilitation process includes a complex construction of identities, coping strategies and the transformation of symbolic interaction with consanguineous, social network, peer groups, professionals and institutional settings. These processes are supported by professional intervention as new forms of sociotechnics and it is time for sociology to contribute to the theoretical understanding of the elements of this process.

We ask for contributions which address this theoretical challenge from different points of view. All contributions sent as abstracts or drafts will be judged by their ability to explain different aspects of the process and thereby contribute to a general sociological theory of rehabilitation.

The chair

Kjeld Hogsbro, AKF Institute of local Government Studies, Nyropsgade 37, DK-1602 Copenhagen V, DENMARK. E-mail: keh@akf.dk.

Abstracts

1. What's in a Name? Reflections on the concept of rehabilitation and the study of lives.

Judith Bograd Gordon, Ph.D. Yale Department of Psychiatry, Ezra Griffith, M.D. Yale Department of Psychiatry, Michael Levine, MS., Sheila Dollard Pavlis, APRN,MSN,CS. jbg22@email.med.yale.edu

A small sample of young black people hospitalized in an in-patient psychiatric unit in the United States in the 1980's have been followed into the 21st century by our multi-disciplinary team. This study was done during a period of social and organizational change in the United States. We begin by recalling a time gone by when multi-disciplinary understandings of the complexity of defining what is mental illness, normal social roles, disability and rehabilitation were being shaped. A monograph entitled THE REHABILITATION OF THE MENTALLY ILL, SOCIAL AND ECONOMICS ASPECTS which grew out of a symposium of the American Psychiatric Association co-sponsored by the Section of Social and Economic sciences of the American Association for the Advancement of Science and the American Sociological Society in 1959 is case in point. That was then. What about Now?

In this paper, we call attention to the importance of taking account of our and our sample's location in time and place. Assessment, diagnosis, treatment, community based services. rehabilitation and the evaluation of outcome continue to be shaped by social and economic variables that impact upon the selection of theories, categories, research methods, professions and organizations used to give meaning to the course of treatment and the life-course as years go by. An examination of such social processes leads us to a discussion of mental health and socio-economic policies, both local and global, including current UN efforts to eliminate racism, gender inequality and poverty, that have relevance for multi-disciplinary efforts to incorporate sociological theory and biographical methods into on-going efforts to develop and evaluate rehabilitative services in this Here and Now.

2. Determinants of Success and Failure in Social Services Program Outcomes: The Pivotal Role of Clients' Attitudes and Predispositions toward Behavior Change.

Randi L. Miller, Department of Sociology, California State University, San Bernardino, CA 92407 USA. Email: rmiller@csusb.edu Telephone: (909) 537-5546

Guenther G. Kress, Department of Public Administration, California State University, San Bernardino, CA 92407 USA. Email: gkress@csusb.edu Telephone: (909) 537-5762

In recent years the assessment of the outcomes of social and educational programs has received a great deal of attention. Although these assessments have made a significant contribution to our understanding of program performance, to the redirection of funding, and to the development of alternative policy approaches, there are, however, serious limitations to such outcome-focused assessments.

First, in most instances, outcome assessments fail to provide insights into variables that have affected the outcome levels achieved. Second, when outcome assessments have included analytical perspectives on variables contributing to the achievement of certain outcome levels, the attention was typically focused on operational factors inherent in the program itself (process evaluations). Third, outcome assessments are often insufficiently linked to the overall program conceptualization and design (program theory). As a result, faulty program designs, leading to theory failure, tend to receive insufficient attention by program evaluators, program staff, and policy makers. Often evaluators cite operational deficiencies (implementation failure) as the reason for a program's failure to achieve desired outcomes. In reality, operational shortcomings may actually mask a more serious contributing factor to poor program performance, namely the disconnect between clients' state of readiness for change and the intervention strategies used by the program.

Our paper represents an effort to provide new perspectives on the importance of program conceptualization and design for the overall performance of a program. The paper calls attention to the role of the client when designing and evaluating social and educational programs.

The paper argues that the achievement of desired outcomes depends to a significant degree on designing appropriate intervention strategies aimed at addressing client-specific attitudes and predispositions toward making changes in their lives. More specifically, the paper uses the "Model of Change" as developed by Prochaska and DiClemente (1982; 1983; 1984; also see Gelles, 1996), to set forth a conceptual analytical framework to guide the design of program interventions and the assessment of program outcomes. The "Model of Change" views change as a dynamic process that progresses through five stages:

1. Precontemplative (Client perceives of no problem with his/her behaviors).
2. Contemplative (Client recognizes that a problem may exist).
3. Preparation (Client is preparing to take action).
4. Action (Client is motivated to act on the problem).
5. Maintenance (Client is committed to working on maintaining changes made).

We examine in our paper several implications of this model for program design and evaluation. First, needs assessments should include an assessment of the target population in terms of the five stages of the "Model of Change." Second, intervention strategies should be linked to specific client stages in order to affect change commensurate with the clients' ability to change. Third, outcome assessments should focus on stage-specific outcomes (e.g., Stages 1 and 2 outcomes – initial outcomes; Stage 3 outcomes – intermediate outcomes; and Stages 4 and 5 outcomes – longer term outcomes. Therefore, a program should not be criticized for failing to achieve longer-term outcomes if, in fact, most of the program's clients are at Stages 1 or 2.

The complete framework to be presented in the paper can be used by program evaluators to analyze program performance in specific instances. Additionally, the framework can guide policy and program designers seeking to develop an optimal intervention strategy and to achieve desired outcome targets. The framework should also be useful to program staff who desire to improve program operations in order to enhance a program's overall performance.

The paper presents ample empirical evidence derived from extensive field research the authors have done in the area of education for homeless children, social and behavioral health programs aimed at families and children, and several other areas of social service delivery.

References
Gelles, Richard J. (1996). *The Book of David: How Preserving Families Can Cost Children Lives*, New York: Basic Books.
Prochaska, James O. and Carlo C. DiClemente (1982). "Toward a More Integrative Model of Change," *Psychotherapy: Theory, Research and Practice* 19: 276-88.
Prochaska, James O. and Carlo C. DiClemente (1983). "Stages and Processes of Self-Change in Smoking: Toward an Integrative Model of Change," *Journal of Consulting and Clinical Psychology* 5: 390-95.
Prochaska, James O. and Carlo C. DiClemente (1984). *The Transtheoretical Approach: Crossing Traditional Boundaries of Change*, Homewood, Ill.: Dow Jones/Irwin.

3. SIMREB - Towards a Systematic Inquiry into Models for Rehabilitation

Kjeld Hogsbro, AKF Institute of local Government Studies, Nyropsgade 37, DK-1602 Copenhagen V, DENMARK. E-mail: keh@akf.dk.

The paper introduces SIMREB as a cultural sociological approach to understanding how rehabilitation programmes are developed, settled and measured in social work practice.

SIMREB is a framework for designing evaluations which focus on models in the rehabilitation of persons who are only to a limited extent regarded as being capable of speaking for themselves and who, therefore, are often entrusted to a professional assessment of their needs. The framework identifies a number of recurring elements for such models by looking at both the epistemological level and the praxis level from a professional as well as a user perspective. The framework furthermore defines the strength and limits of different evaluation designs, and by looking at the epistemological level as well as the lived-in experience of professionals and users it opens up towards designs which combine ethnography and traditional effect evaluation. The ethnographic part focuses on the way the training offered is linked to certain conceptions of the problem, habits, traditions and competences while the traditional effect evaluation focuses on measurable criteria for expected gains. Combining these approaches gives a more qualified insight into the premises for the intervention, the relation between theory and practice and the reason why certain effects are gained.

4. Towards ukuluka: survey research and poverty eradication

Dr Jaqui Goldin, The Africa Project, Mhlanlanyoni, White River, Mpumalanga
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Planning people-centric research requires thorough capabilities and competences and a research tool that is designed to deal with the complicated subject of the research. This paper critically examines the conventional survey instrument and its claim to be a scientific tool that is able to report and measure accurately and with integrity the human subject. It proposes a revision of the survey paradigm in alignment with global trends in development and poverty eradication and claims that this approach can provide linkages to rehabilitation programmes and provide support for professional intervention in this field and advancing general sociological theories of rehabilitation. The conventional research process is acquisitive and knowledge is accumulated through the extraction of information. A greater synergy between research and development will increase the flow of knowledge and legitimise exchanges between the grassroots poor and the academic/donor and research community as well as marginalised or disadvantaged groups such as those who are mentally disabled or dislocated from the mainstream due to alcohol or substance abuse or developmental disorders. Survey and data collection work presents us with an ideal opportunity to manage, at the coalface, the exchange and necessary flow of expertise and knowledge that is integral to a development and empowerment process for groups who have been disempowered for one reason or another. The argument here, is that both the instrument itself as well as the approach, especially (but not only) in quantitative research, has not been applied in a suitable development-friendly way. Postcolonialist and postmodern thinkers have challenged the way in which knowledge is produced and managed. Esteva (1998), amongst others, argues that there is a homogenisation of knowledge and a degeneration of modern peoples into consumers (ibid). Our main argument is that the multidimensional aspects of dislocation due to poverty or other reasons - and the dynamic poly-vocal nuances of everyday life impact on primary data collection and that these aspects are not yet adequately integrated into the research toolkit. The emphasis on culture and meaning is new even in mixed methods surveys. The paper visits micro-demographic research

methods that integrate the qualitative and the quantitative methodologies that have been, until now, largely separate components of primary data collection. In so doing its focus is on capacitating people to be part of the data collection process and to thus take better control of their own developmental trajectory.

Tuesday, 25 July 2006, 13:30-15:30

Session 5: Approaches to Bottom-Up Control and Bureaucracy. Research-consultancy-industry cooperation in development and implementation of models of work and management
Chairs: Hans Pruijt, Erasmus University Rotterdam, The Netherlands and **Åke Sandberg**, KTH. Royal Institute of Technology, Sweden

Location: International Convention Centre, ICC, Room 11CD

The general theme

When discussing economic and industrial development, a commonly made distinction is between a "low road" and a "high road" model. The low road is a continuation of the old practice, epitomized by scientific management, of supplanting employee involvement by bureaucratic control; innovation suffers and competition is based on wage reduction. The high road model relies on a measure of bottom-up control and autonomy of employees, mobilizing their innovative capacities and their interest in quality. Market and technology partially determine, as described by contingency theory, which model will prevail in which sector and time. However, industrial actors, consultants, and - hopefully-researchers have an influence as well. By exploring new ways of organizing and application of technology they can enlarge the scope for organizational choice, thereby counteracting the rise of a monoculture of globally diffused neo-Taylorism. In order to achieve a practical impact, research-consultancy-industry cooperation is necessary. We especially welcome papers that address this issue, both analyzing dominating tendencies and presenting preconditions for and examples of alternatives, where one might want to relate to discussions of varieties of capitalism.
We are aware that objections may be raised and discussed. The high road model might involve the removal of barriers that protect workers from self-exploitation; de-bureaucratization may damage collective, democratic influence, etc. We are interested in the question how institutional frameworks, such as an enabling, protective type of bureaucracy, may help to prevent this.

1. Employability and company policy in the context of globalization

Hans Pruijt, Professor, Department of Sociology, Erasmus Universiteit Rotterdam
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It is widely believed that globalization spells the end of the classical psychological contract that exchanges employee loyalty for secure employment. Investment in employability should repair this loss. At the same time, welfare state regimes are shifting from transfer payments to - also - investment in employability. The increasing emphasis on employability presupposes changes in organizations. Major points are a qualification enhancing work organization and an end to age discrimination. The paper explores to which extent such changes are happening, and the possibilities for state (and EU) actors to encourage a development in this direction. Empirical data are from the ICT sector.

2. **Technological Innovation and Organizational Survival: Industrial relations. Strategies to Globalization challenges**

Dr. Yunus Adeleke Dauda, Department of Industrial Relation and Personnel Management, Lagos State University, Lagos, Nigeria.
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In the dynamic and technological driven global market economy, technological monitoring and innovation are required for organization competitiveness. Technological innovation rest on employee and organizational inventiveness and processes that make for creative organization to cope with complex and dynamic changes that were the outcome of globalization. Innovative organization often creates technique and environment that allow employees to innovate and make essential contribution to technological progress. However, most organization concentrates on the use of technology for competitiveness and survival and tend to under estimate the contribution of human element at the individual and group levels. This paper assesses interdependence between technology and the individual performance and group co-ordination and management in the organization. Attention is focused on improving worker's technological innovation for organizational and survival. The influence globalization on technological innovation will also assessed through workers motivation processes and productivity, adaptation, organization operating practices and managerial tactics. All of which have implication for industrial relations practice and provide a better and effective means of coping with alarming rate of technological changes. Since only labour out of the factors of production can be adaptive to rapidly and constantly changing environment, production system, co-ordinate and management processes, will be used to improve employees innovation and intellectual process for improved organizational competitiveness.

3. PROCESS REDESIGN AND EMPLOYEE PARTICIPATION IN SMEs

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Literature reports that process redesign efforts usually are carried out by management,
consultants and specialists, thus limiting direct employee participation. However, to
transform into a "process centred organisation", employees have to be involved and
trained to become "process professionals".
We discuss alternatives to the state-of-the-art process redesign practice and present both a
novel approach to undertake redesign operations and a tool for SMEs to train and upgrade
employee capability in designing prospective work processes.
The material consists of primary data reported from an in-depth, single case study
undertaken as an action research project within an iron foundry in Norway, supplemented
by secondary data from relevant Norwegian action research projects. Data triangulation
has been achieved by applying direct observations, interviews and production output
mapping.
Our findings indicate that the research-consultancy-management triple helix may be
enriched by involving employees, preferably as "process performers" and "process
professionals" when redesigning the work processes.
We conclude that mainstream process redesign theory and methodology need support
from a participatory approach. Quality and reengineering thinking should be integrated in
a joint process for continuous innovation; however, the latter tradition suffers from lack
of appropriate, inclusive approaches to employee participation.

4. PRODUCTION, AUTONOMY AND CONTROL IN A SYMPHONY ORCHESTRA

Jan Erik KARLSEN, University of Stavanger/International Research Institute of
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A symphony orchestra is a hierarchical organisation with distinct formal and informal
characteristics. Built on several hundred years of tradition the inner modus implies
preassigned seats and rigid lines of communication. Leaders are selected after musical
auditions, not by leadership quality.
 The intense preoccupation in performance easily results in an introvert working mode
over-focusing the artist herself and under-focusing the music itself. A work organisation,
blocking most verbal communication flows, opens for tensions which are not collectively
solved during normal working hours, thus leaving the musician to solve her problems
alone.
The core business is to produce music, and we investigate how this production system
and rigid communication pattern inflict on performance and human factors.

An in-depth, single case study was undertaken within a symphony orchestra in Norway. Data triangulation includes direct observations, interviews and a cross-sectional survey (n=66), mapping ergonomics and physical illness as well as psychosocial consequences) of current working conditions.

Some reorganisation lessons, where the traditional management regime of the orchestra encounters the need for social inclusion and feedback, emerge from the study, pointing at several options for improvement.

Wednesday, 26 July 2006, 13:30 - 15:30

Session 6: Entrepreneurship as a vehicle for societal development: Sociological perspectives
Chair: Yitzak Samuel, University of Haifa, Israel

Location: International Convention Centre, ICC, Room 11CD

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1. State Policies and the Success of Small and Micro-enterprises in the Republic of Cyprus

Marina Karides, Florida Atlantic University, Florida, U.S.A.
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The proposed paper considers the role of state policies in the unusual success of the small and micro business sector of the Republic of Cyprus. The "economic miracle" that revived the Republic of Cyprus after the 1974 Turkish invasion is largely attributed to the vast expansion of micro-enterprises (Welz 1999, Nearchou 1999, Shekeris 1999). Also striking is the nation's present economic success—globally it stands 16th in terms of per capita income (Feridun 2004). Currently, over ninety-five percent of Cypriot businesses are small or micro businesses.

The success of entrepreneurship in the Republic of Cyprus, a post-colonial nation, provides an opportunity for understanding the conditions and factors that can facilitate successful micro-enterprise expansion. Entrepreneurship, particularly micro-entrepreneurship is specifically indicated as a road out of poverty and as an economic development strategy for small island economies. Yet there is limited assessment of state policies that support or thwart the success of micro-enterprises and their ability to reduce unemployment or stimulate economic growth (Johnson and Kidder 199, Mosley and Hulme 1998, Rakowski 1994).

Using primary data sources and ethnographic research conducted during 2003 this paper considers micro-enterprise related government policies and programs and the experiences of micro-entrepreneurs to determine the policies that contribute to the advancement of micro-enterprises in the Republic of Cyprus. Theoretically, it draws from and contributes to political sociology and sociology of development perspectives.

2. The Organizational Life-Cycle Paradigm and High-Technology Ventures: The Case of Israel

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Those ventures in general and technology-based ones in particular, are characterized by rapid development processes, which require frequent changes in their organizational structure. The growth process is critical for the surviving of this kind of organizations. The knowledge about the growth of organizations and its implications is not necessarily applicable to young technology-based ventures.
This paper examines the organizational growth of new technology-based ventures in the Israeli economy. The paper rests upon the well established Organizational Life-Cycle paradigm. The life-cycle literature suggests that organizations develop through various stages of growth; where in each stage the organization displays a unique set of typical features. Life-cycle stage can be best defined as a unique configuration of variables related to the organization context and structure (e.g. age, size, growth, formality, and functional differentiation).
The main hypothesis of this study intended to examine the developmental pattern of the new ventures. Those hypotheses expect that the parameters of an organization structure – namely, formalization, specialization, hierarchy, and centralization; as well as some contextual features like age and size, are likely to change according to the life-cycle paradigm.

3. Organizational Rationalities and Organizational Change

Anne Marie Berg, The Work Research Institute, Oslo, Norway
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The focus of this paper is on divergent rationalities and change processes in work organizations. Through a study of the implementation of management and quality systems in government services, we have seen how different rationalities expressed by top-level management and front-line employees, affect the form and content of reforms and subsequently how these are received and implemented. How these divergent rationalities are handled seems important for the success or failure of organizational reforms.
Traditionally, in organization theory, the relationship between management and workers has been treated in a conflict perspective, as a relationship of different interests and power, or, on the other hand, in a more collaborative perspective, as a relationship of possible mutual interests. Our focus on rationalities or logics of operations connected to organizational positions and "the performance of the tasks at hand" points to the relevance of the "law of the situation" of Mary Parker Follett, as well as socio-technical theory.

Through the use of action and learning oriented theory, we illustrate constructive approaches towards an integration of organizational rationalities. This represents an addition to other implementation theories, for instance new institutionalism.

4. Electronic Cultural Management and ICT for facilitating Collaboration in the Cultural heritage: The Ermione Project Dr. George Gantzias, Assoc. Prof. Cultural Management, New Technology and e-Strategy, Department of Cultural Technology and Communication, University of the Aegean, Mytilini, Lesvos, Greece   Email: ggantzias@yahoo.gr

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Wednesday, 26 July 2006, 15:45 - 17:45

Session 7: New forms (designs) of governance in globalised society

Chairs: Joachim K.H.W. Schmidt, SoReGa EV, Germany and **G. Tsobanoglou**,

Aegean University, Greece

Location: International Convention Centre, ICC, Room 11CD

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1. Adaptation of modes of Greek-Western governance to re-occurring nomadic ways of life
J.E. Schmidt, SoReGa EV, Koln, Germany, <soregajkhws@aol.com**>**

Modes of governance vary over time, they are part of the culture of respective social entity, i.e. cultures emanate definite and unique devices of rulership, jurisdiction, etc. Present Western governance still follows models once developed in Athens 2.500 years ago and in those days discussed and worked out by Platon and Aristoteles, distinguished exponents of antique Greek culture. All this would be fine, given that presently we still would live in societies under the dominate influence of Greek-Western culture based on eye-sight, however, this is not any longer true: Ways of life within our Western societies have dramatically changed. Present life style of populations in the West resemble those of nomades living some 30.000 years ago during the stone age. In contradiction to eye-sight based Western culture the culture of the Nomadic is based on hearing, by the way, culture of antique Roman republic as well as. In consequence of this our present ineffective and failing governmental structures have to be transformed, adapted to our changing culture of today. Democracy is looked upon as a holy cow in the West, nevertheless, its destiny is at stake; we are forced to invent new measures, living up to standards of our altering culture in the West. My paper proposes alternative models of social control.

2. Participation and governance in a globalised world"
Arianna Montanari, Dipartimento di Studi Politici, Facoltà di Scienze Politiche,
Università "La Sapienza" , P.le Aldo Moro 5, 00185 ROMA, Italy,
Tel. 0039 347 2657757, Email: arianna.montanari@uniroma1.it

**3. Social Enterprise and the Cooperative Circle Model: Prospects for Local
Communities.**
 Gianluca Piscitelli, Dipartimento di Teoria dei Sistemi e delle Organizzazioni
Facoltà di Scienze Politiche, Università degli Studi di Teramo, Località Colleparco
64100 – Teramo, Italy
gpiscitelli@unite.it ; gianlucapiscitelli@virgilio.it

4. "Innovation processes in the European Union: the case of the Galileo Project"
Prof.ssa Gloria Pirzio Ammassari, University of Rome "La Sapienza, Roma, Italy.
Email. gloria.pirzio@uniroma1.it

Thursday, 27 July 2006, 13:30-15:30

Session 8: Emerging role of social capital in regional development

Chairs: Gertrud Lenzer, City University of New York, USA and **Nikita
Pokrovsky,** Higher School of Economics, Russia **Peter Atteslander, University of
Neuchatel, Neuchatel/Biel, Peter.Atteslander@bluewin.ch**

Location: International Convention Centre, ICC, Room 11CD

**1.Reduction of Anomie as Prerequisite for Social Capital-Do we have the Necessary
Research Tools?,**
Peter Atteslander, University of Neuchatel, Neuchatel/Biel, Switzerland.
Peter.Atteslander@bluewin.ch

**2. Reimagining inner-city regeneration in Hillbrow, Johannesburg: Identifying a
role for faith-based community development**
Tanja Winkler, Senor Lecturer, Town and Regional Planning ,University of
Witwatersrand, Johannesburg, South Africa. winklert@archplan.wits.ac.za

3.Development and its vicissitudes: Change in Theory and Practice,

Gertrud Lenzer, Professor, City University of New York, New York, USA
glenzer@brooklyn.cunny.edu

4. Child poverty in multicultural societies. Some theoretical and empirical Considerations

Laura Maratou-Alimbranti, Senior Researcher, National Centre for Social Research (EKKE),National Centre for Social Research, EKKE, 14-18 Messoghion Av., Athens 11527, Greece, tel +30210 7491631/ +306972243753 , Fax +302107489143
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5. Escape from Poverty and Social Exclusion. The role of the Regionally-Based Social Economy in Building Assets.

George Tsobanoglou, Sociology Department, Aegean University, Mytilini, Greece. g.tsobanoglou@soc.aegean.gr

Thursday, 27 July 2006, 15:45-17:45

Session 9: Networks and neighborhoods: Steps out of poverty

Chair: Jaqui Goldin, University of Cape Town, South Africa,

Location: International Convention Centre, ICC, Room 11CD

1. Shackdwellers organizing as an expression of social identity

Professor Mark Swilling, Professor School of Public Management
Sustainability Institute, School of Public Management and Planning, University of Stellenbosch,   Mark.Swilling@sopmp.sun.ac.za

The rise to prominence over the past two decades of the notion that community participation in development is a precondition for successful development practice has given rise to a diverse set of formations that give expression to this notion. There are state-driven approaches, in particular in planning processes. There are also NGO-based initiatives that usually involve projects initiated by NGOs that require communities to act as co-participants in the design and implementation processes. Participatory development has also become a demand by rights-based social movements that take up anti-state positions with system-wide demands for fundamental change. Their argument being that real participation is not possible when political and economic systems are structured to serve the interests of wealthy classes. All these approaches are evident in African practice and the literature that has emerged over the past two decades on African development. However, there is an alternative that has received very little attention. This involves informal CBO-based initiatives that are neither state/NGO initiated, nor are they oppositional rights-based social movements. Instead, they are CBO-based social movements that organize both independently and engage in protracted negotiation for development resources. This paper looks at an example of these movements active in various African countries, but in particular in

Kenya, Malawi and South Africa. Affiliated to Shackdwellers International and popularly known as the "federations", the basic unit of this movement are groups of women organised into savings clubs. Working in partnership with NGOs and engaging the state, they use these independent financial bases to access external development resources. The paper concludes by suggesting that this kind of development practice could emerge as a realistic alternative that yields tangible change in the lives of the poorest people in African cities.

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2. "Pulling Strings" Puppetry as tool for building Social Cohesion
Janni Yonge, The Africa Project (TAP), Michaelis School of Art, University of Cape Town, Cape Town, South Africa.   janniyounge@telkomsa.net

The use of theatre as a medium for the development of personal and communal identity has been widely explored and is both relevant and applied throughout South Africa and Africa as a whole. The use of puppetry in this context has a long history and brings with is specific dynamics and challenges. Puppetry can be defined as the use of objects in theatre where the objects play a significant role in the development of the piece. Further to this, it is often when a sense of life is given to an inanimate object that we call it 'puppetry'. Said another way, puppetry is performance with living objects. A 'living object' is paradoxical and as such contains a tension (related to the suspension of disbelief) between the living and non living, between the 'real' and the conceptual. This tension provokes associations and opens doors of understanding. This paper briefly examines the use of theatre in the development of community identity and what puppetry brings to this relationship. It outlines a history of the use of puppetry in education and development in South Africa. A research project will be conducted in Mpumelanga, where groups of young community leaders will explore the themes of corruption and integrity and develop a piece of puppet theatre for the communication of their message. Through this, the use of puppetry in the process of establishing communal concepts will be examined as well as the effectiveness of this medium of communication in enrolling the wider community in the concepts concerned, thus strengthening social cohesion. The sustainability of the groups' access to puppetry for further development will also be explored.

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3. Gendered networks, everyday survival and neighborhood norms: Women's negotiation of insecure housing and tenure in Manenberg and Gugulethu, Cape Town

Christina Nomdo, IDASA, Cape Town & Sophie Oldfield, Lecturer, Department of Environmental & Sophie Oldfield, Senior Lecturer Department of Environmental and Geographical Sciences, University of Cape Town Cape Town, South Africa.
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This paper investigates how informally housed women negotiate marginalization due to inadequate housing, insecure tenure as well as insufficient income in two neighbouring similarly impoverished Cape Town townships, formerly racially classified 'coloured' Manenberg and 'African' Gugulethu. In response to impoverished conditions, we examine how women in both townships struggle to acquire material, financial and emotional resources and assets they need to survive on a daily basis. Access to social networks within households, families and in each township are critical, but reflect differently organized networks women draw on. Implicit in these support structures are expectations and requirements that construct and enforce notions of women's roles as 'respectable' mothers, wives, daughters and neighbourhood residents. The research thus explores how differences in Manenberg and Guguletu women's primary support networks shape the criteria and enforcement of respectability and morality in each township and thus the consequences for conforming to or challenging the moral dictates these create in each place. Women are strategic in their responses to these expectations of normative behavior embedded in the social networks through which they survive. The paper thus provides insight into the ways in which social networks facilitate survival but also shape women's identities, and their status in relationships, families and neighbourhoods.

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4.On their own: how customary water management systems in the Limpopo River basin illustrate the effectiveness of local level social capital

Paul Tucker and Jaqui Goldin, University of British Columbia, British Columbia,Vancouver, B.C., Canada.paultuck@gmail.com

A society's social capital is not uniform. That is, there are various "radii of trust" of differing size and overlapping at a variety of points. Case studies of water management in the Limpopo River

basin in five different areas (Blouberg, Funduzi, Giyani, Mukambani, and Nzelele) show that local networks are the foci of organisation there. Each uses a local customary management system to allocate water. Consequently we conclude that at the village level Limpopo villages have a high adaptive capacity in the absence of government capacity to allocate resources. It can be argued also, that communities have a high degree of social capital at the local level but are deprived of developed networks at the level of government structures. The logical question surrounding the associated cause and effect of this social capital is: did the successful water allocation techniques develop due to the existing social network, or do the water allocation techniques bind the "neighbourhood" together creating new networks? The traditional structures in the basin developed a high level of social capital at the local level and a tight radius of trust. It is this existing capital that promotes neighbourhood co-operation to manage their water in the absence of capacity to respond to water allocation by statutory institutions. Concurrently, though, it is the new institutionalised water management systems that potentially legitimise local networks and perpetuate the need for the network's existence – but that at the same time, are sometimes unable to include these local level networks in their decision-making processes. Therefore the Limpopo River basin customary water management systems are a result of community networks (social capital) and also result in the strengthening of such networks. Social capital is the cause of the customary water management system as well as the effect.

Delivered paper
5 Poverty and inequality dynamics in the Southern European Countries.
Professor John Nic. Yfantopoulos, Department of Health Sciences, University of Athens and President, The National Centre for Social Research (EKKE),
14-18 Messoghion Av., GR-115 27, Athens, Greece.
Email: President@ekke.gr

Friday, 28 July 2006, 13:30-15:30

Session 10: Sociological practice and sustainable futures for rural communities
Chair: Brian Furze La Trobe University, Australia, **Mukesh Ranga**, Deputy Head Institute of Economics and Finance, Bundelkhand University, Jhansi (INDIA)
Email: m_ranga@johat.com
Aslihan Aykac, Department of Economics, Mugla University, Kampus IIBF, Mugla, 48000, Turkey. **E-**Mail bg21433@binghamton.edu

Location: International Convention Centre, ICC, Room 11CD

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1. Community-Based Rural Development Through Tourism
(A case study of Bundelkhand region)
Mukesh Ranga, Deputy Head, Institute of Economics and Finance, Bundelkhand University, Jhansi (INDIA), Email: m_ranga@johat.com

2. Clustering and Networking SMEs The Win-Win-Win Model. Case study : Local Quality Agreement in Greece Case: Sparta, Lakonia, Greece.
Prof Dr Leonidas A. Papakonstantinidis <u>Local Government Dpt HEAD, DIRECTOR of School of Management and Economics- TEI-KEmail : papakonstantinidis@teikal.gr</u>

3. Rural Transformation through small scale entrepreneurship in tourism: the case of Fethiye, Turkey.
Aslihan Aykac, Department of Economics, Mugla University, Kampus IIBF, Mugla, 48000, Turkey. E-Mail bg21433@binghamton.edu

4. Delivering Inclusion in New Innovative Systems of Sustainable Governance. Unlocking the potential of Hidden Society in Less Favoured Regions. George Tsobanoglou, Aegean University, Sociology Department, Greece. g.tsobanoglou@soc.aegan.gr

Delivered paper

5. Social Capital, Poverty and Health Inequalities in Greece

Professor John Nic. Yfantopoulos, Department of Health Sciences, University of Athens and President, The National Centre for Social Research (EKKE),14-18 Messoghion Av., GR-115 27, Athens, Greece. WWW.ekke.gr Email: President@ekke.gr

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Friday, 28 July 2006, 15:45-17:45

Session 11: Taming globality and civilizing globalization
Special session on the congress theme

Chairs: Nikita Pokrovsky, Higher School of Economics, Russia, nikita@gol.ru **R. Saner**, Institute for Socio-Eco-Nomic Development, Geneva, Switzerland saner@sced.ch and **G. Tsobanoglou,** Aegean University, Greece g.tsobanoglou@soc.aegean.gr

Location: International Convention Centre, ICC, Room 11CD

1.Cultural Management and Public Interest: Global Domination and Local Resistance.
George Gantzias, Assoc. Prof. University of the Aegean, Mytilini, Greece ggantzias@yahoo.gr

2. Entrepreneurship, Innovation Activities in SMEs and the effects in Economic Growth

G. Korres, Geography Dept, Aegean University, Mytilini, Greece & G. Tsobanoglou, Sociology Dept, Aegean University, Mytilini, Greece.
Email gkorres@hol.gr and g.tsobanoglou@soc.aegean.gr

3. Local governance, urban poverty and service delivery in Namibia
Odd-Helge Fjeldstad & Gisela Geisler, Christian Michelsen Institute, University of Bergen, Bergen, Norway, odd.fjeldstad@cmi.no & g.geisler@afdb.org

4. Local Governance as response to Globalisation.
Dr.Varughese George, Mar Thoma College, Tiruvalla, Kerala, India
Email vgeorge22@sify.com

Delivered papers

5. The ILO policy regarding women's occupational safety and health. From equality to similarity?»
Paraskevi E. Batra, Lecturer, National Technical University of Athens (NTUA), School of Applied Mathematics and Physics,Department of Humanities, Social Sciences and Law, Eratous 24, 15561 Holargos, Attica, Greece pbatr@tee.gr
Giannakopoulou Vasileia, PhD Candidate, National Technical University of Athens (NTUA),School of Applied Mathematics and Physics, Department of Humanities, Social Sciences and Law, Athens, Greece.

6. "Neo-Liberalism's Collision Course with Ecological Catastrophe"
Dr. Mike-Frank G. Epitropoulos, , Department of Sociology, University of Pittsburgh, Pittsburgh, Pennsylvania, USA, karp@pitt.edu

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Monday, 24 July 2006, 15:45-17:45
Joint Session

The history and current state of clinical sociology in selected countries
Joint session with Research Committe on Sociotechnics, Sociological Practice, RC26
L'histoire et l'état actuel de la sociologie clinique dans différent pays
Session conjointe avec le Comité de Recherche Sociotechnique, Pratique Sociologique, RC 26
Chairs: Jan Fritz, University of Cincinnati, USA and **Jacques Rhéaume**, UQAM, Canada

Location: International Convention Centre, ICC, Room 11CD

1. Jan Marie Fritz, USA (University of Cincinnati)
« The History of Clinical Sociology in the United States »

2.Jacques Rheaume, Canada (University du Quebec à Montréal)
« Clinical Sociology in Quebec : when Europe meets America »

3.Yuji Noguchi, Japan (Tokyo Gakugei University)
noguchi@u-gakugei.ac.jp
« Clinical Sociology in Japan »

4.Wan A. Halim, Malaysia (Malaysian Association of Clinical Sociology)
wanhalim@gmail.com
« The Metamorphosis of a Clinical Sociologist : A Personal Journey Venturing beyond Traditional Applied Sociology »

Thursday, 27 July 2006, 18:00 - 20:00

Session 12 : Business meeting

Location: International Convention Centre, ICC, Room 11CD