

# SUSTAINABILITY WORKER CO- OPERATIVES: GETTING ON WITH SUSTAINABLE DEVELOPMENT

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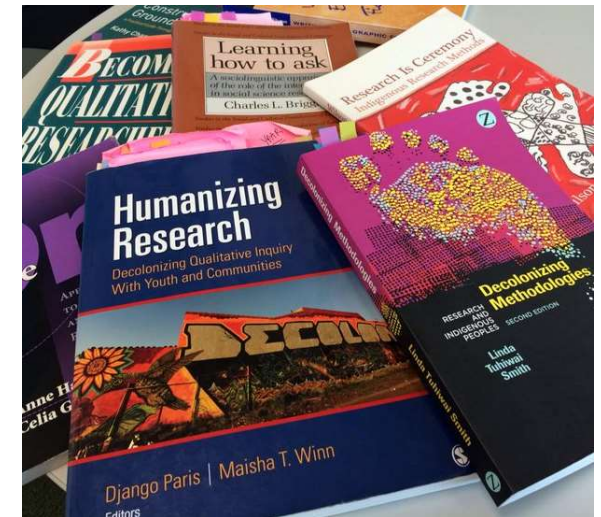
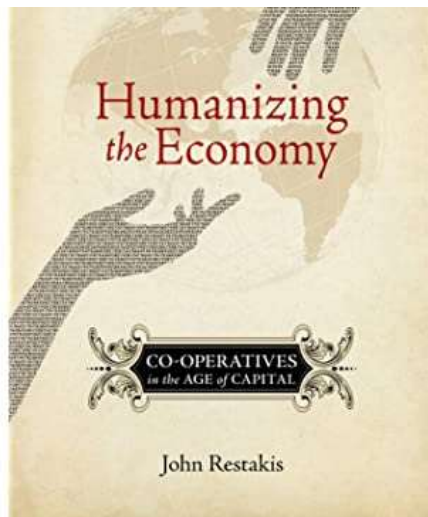
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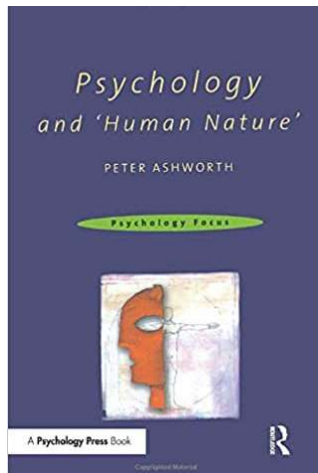
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SATURDAY 2/3/24



# 7 Cooperative Principles

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**1 VOLUNTARY AND OPEN MEMBERSHIP**  
**DEMOCRATIC MEMBER CONTROL**
- 
**2**
- 
**3 MEMBERS' ECONOMIC PARTICIPATION**  
**AUTONOMY AND INDEPENDENCE**
- 
**4**
- 
**5 EDUCATION, TRAINING AND INFORMATION**  
**COOPERATION AMONG COOPERATIVES**
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**6**
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**7 CONCERN FOR COMMUNITY**





Ashworth – human lived experience is more than an intersection of variables

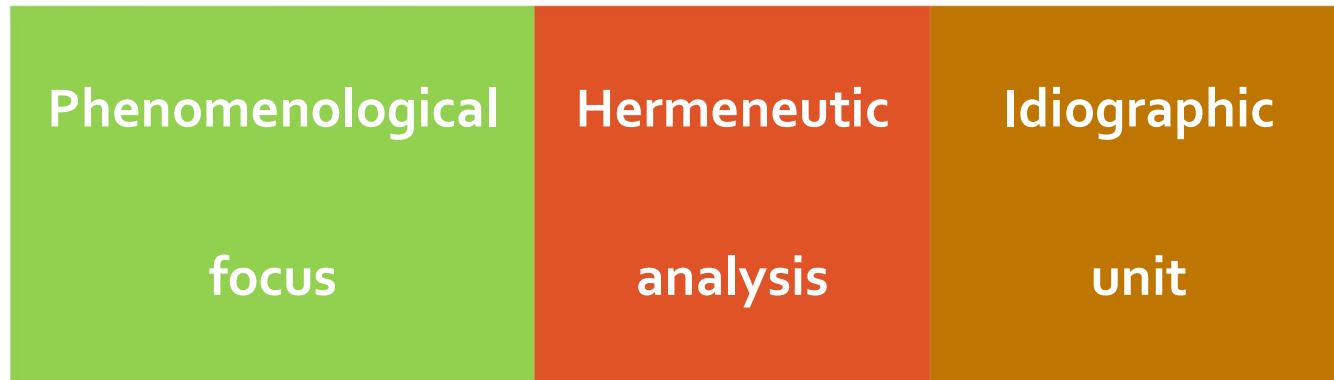
Ashworth, 2000

“We are ourselves the entities to be analysed” and “we *are* it (Dasein), each of us, we ourselves”

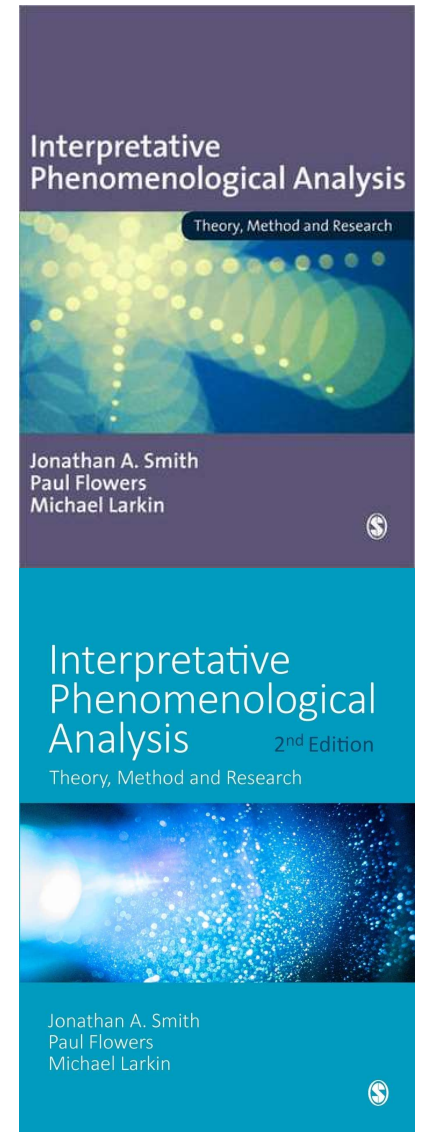
Heidegger

“Dasein” as referring to a person, or consciousness, or self-consciousness (Scruton, 2010)

# How to?



Smith, Flowers and Larkin (2009, 2022)



Themes	Sub-themes
CVPs as a natural, fair, and sustainable way to run a business	Overarching Co-operative Values and Principles as 'there and not there'
	Co-operative Values and Principles as natural way of being for humans at work
	Co-ops as a more sustainable and fairer business model
	Congruence of Co-operative Values and Principles with Sustainability
Authenticity and congruence of personal values within a collective	Highly individualised priorities and goals
	Congruence with personal values and self
	Co-op as a broach church with strong individuals with their own views
	As a place to be one's authentic, natural and co-operative self

***AUTHENTICITY OF AND WITH VALUES***

***VALUES AS NATURAL, AUTHENTIC, AND CONGRUENT***

<b>Themes</b>	<b>Sub-themes</b>
<b>Pathways to the co-op: choices, constraints, and sacrifices</b>	Stumbling upon, seeking or creating their co-ops
	Freer to choose personal sacrifices as part of life project
	Not free from the basic necessities of life
<b>Freer as an organisation from the Dominant Socio-Economic Paradigm (DSP)</b>	Freer but not totally free from the DSP
	Not free from all the rules and norms of the DSP 'game'
<b>Agency and responsibility with others: What do the participants do with their relative freedom and choice?</b>	Agentic workers: more than a cog
	Decision-making and choices with others
	Freer from strict doctrines but not from values when making decisions and choices
	Not totally free: personal responsibility to self and others in decision-making and choices

***FREEDOM AND CHOICE IN WORK-LIFE DECISIONS:***

***ALTERNATIVE PATHS, FREEDOMS, CHOICES, AND AGENCY***

Themes	Sub-themes
<b>Worker Co-ops as a place and space to manage selves, grow and flourish as an individual</b>	A place where have self-direction and agency over self and organisation of own work
	As a place and space to flourish via growth and development in roles
	As a place to live a good (work)life
<b>Connected and supported: At home with self and family or tribe</b>	At home with the family or tribe
	Supporting and caring in the family or tribe
<b>Putting values into practice and building meaning</b>	Building personal meaning via putting goals and values into practice

***FLOURISHING, CONNECTEDNESS, AND BUILDING MEANING VIA WORK***



# Joining the conversations

- Freer to work outside the mainstream
- Them/mainstream - absurd / other / different
- Co-operative Values and Principles allow for personal + sustainable values
- Empower individuals to be authentic / accept difference in values – within a collective
- Well-being, meaningfulness, less eco/ethical anxiety
- Human / internal / personal sustainability – fourth pillar
  
- Why wait? What for?



**Not either or  
but both and**

**ACTING *TRUE TO SELF* IS CORE OF AUTHENTICITY**

***FREER TO MAKE CHOICES AND ACT IN  
'GOOD FAITH'***



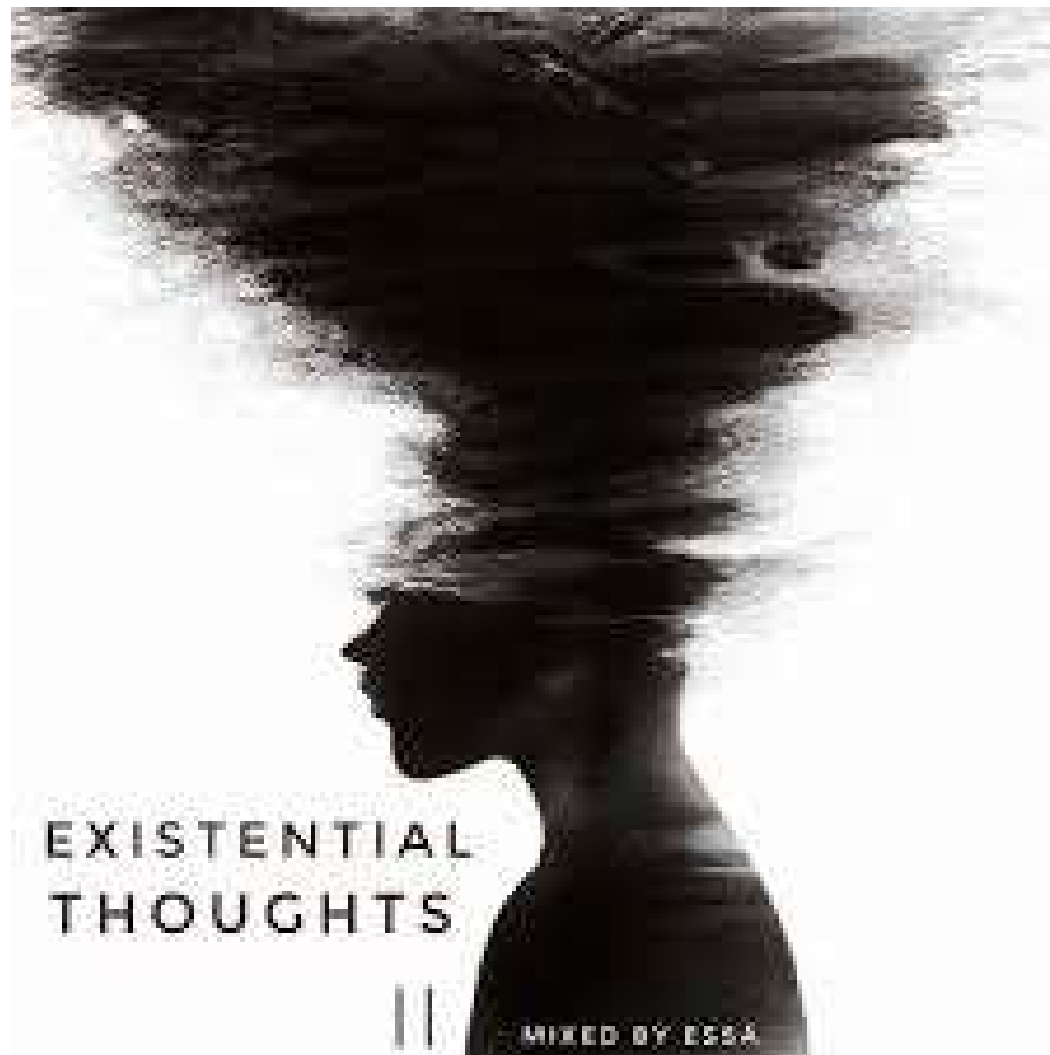
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**ACTING IN *GOOD FAITH* FOR SELF IS ALSO  
ACTING FOR ALL HUMANKIND**

**COOPS AS A SPACE AND PLACE  
TO BE**

**Sustainable  
Develop-  
ment**

**Cooper-  
ativism**



EXISTENTIAL  
THOUGHTS



MIXED BY ESSA