

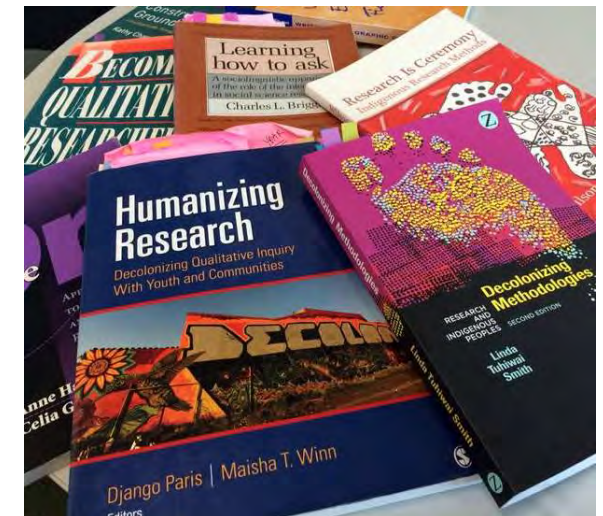
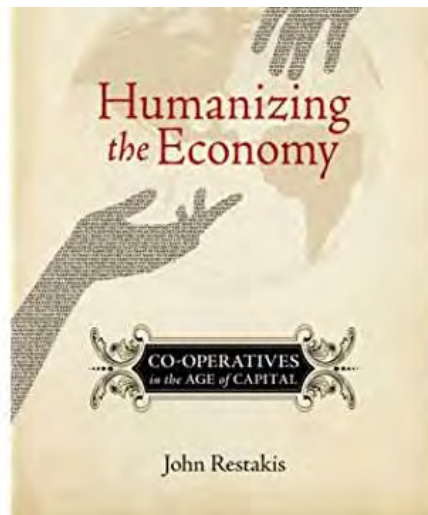
SUSTAINABILITY WORKER CO- OPERATIVES: GETTING ON WITH SUSTAINABLE DEVELOPMENT

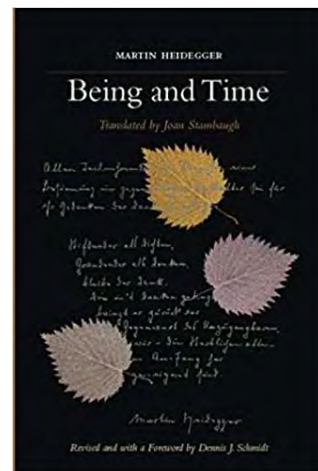
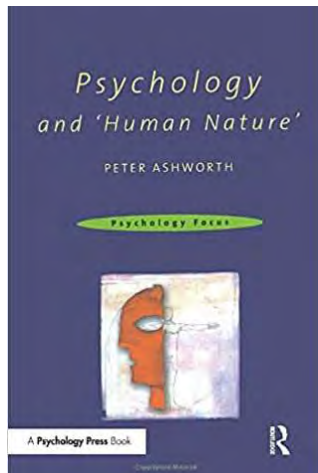
JANETTE HURST J.HURST@SHU.AC.UK

COLLEGE OF BUSINESS, TECHNOLOGY AND ENGINEERING - SHEFFIELD HALLAM UNIVERSITY –
J.HURST@SHU.AC.UK - [HTTPS://WWW.SHU.AC.UK/ABOUT-US/OUR-PEOPLE/STAFF-PROFILES/JANETTE-HURST](https://www.shu.ac.uk/about-us/our-people/staff-profiles/janette-hurst)

UKSCS 2024, LICHFIELD UK
SATURDAY 2/3/24







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

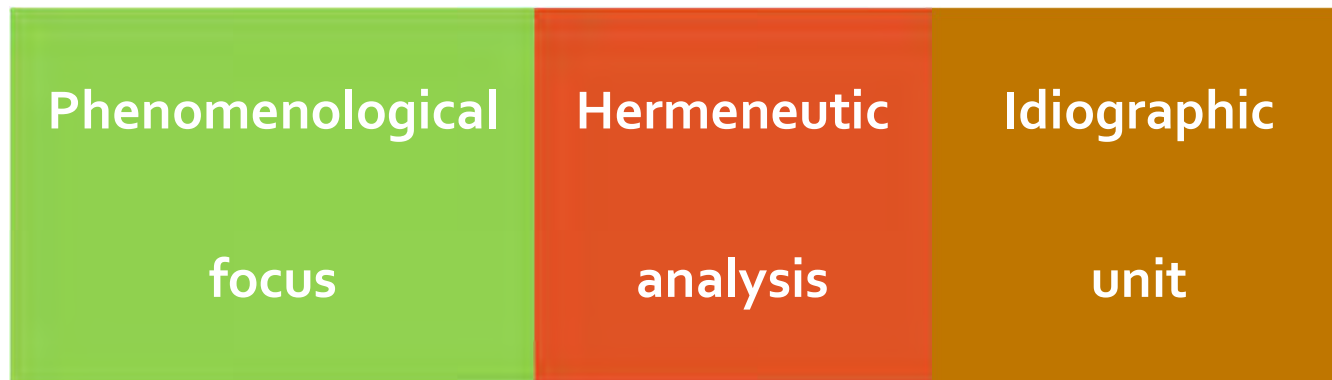
Ashworth, 2000

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

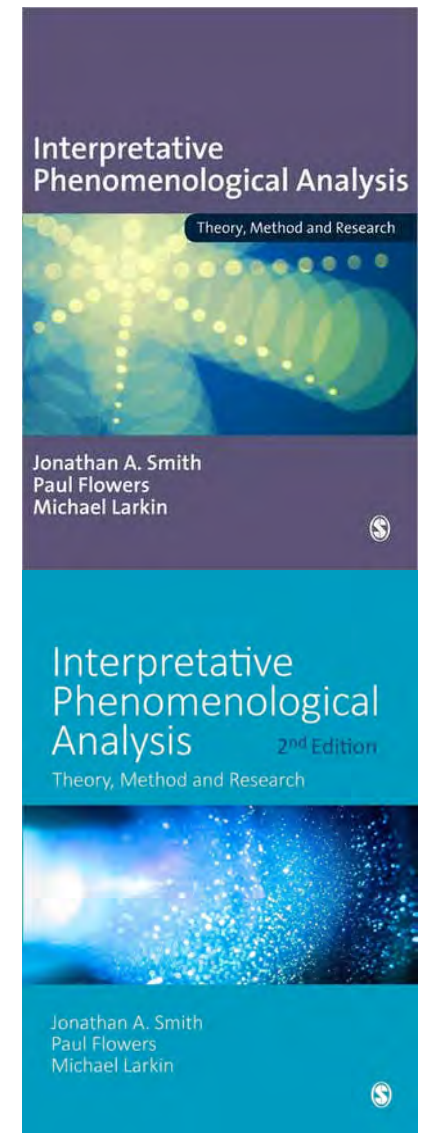
Heidegger

“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 broad 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

Themes	Sub-themes
Pathways to the co-op: choices, constraints, and sacrifices	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
Freer as an organisation from the Dominant Socio- Economic Paradigm (DSP)	Freer but not totally free from the DSP
	Not free from all the rules and norms of the DSP 'game'
Agency and responsibility with others: What do the participants do with their relative freedom and choice?	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
Worker Co-ops as a place and space to manage selves, grow and flourish as an individual	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
Connected and supported: At home with self and family or tribe	At home with the family or tribe
	Supporting and caring in the family or tribe
Putting values into practice and building meaning	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*'



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

