

# Call for Papers

## Perspectives on Sustainable Consumption

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IUC Dubrovnik, <http://www.iuc.hr/>, 20.-24. April 2015

The problem of sustainability has received serious attention since the Club of Rome pointed to the limits of growth in 1972. Addressing ecological, economic and social issues, it is still a major – perhaps the biggest – challenge humanity faces. The problem demands attention by actors from all social levels. On the micro-level, sustainable consumption is often regarded as the major way how individual consumers can contribute to sustainable development. By now a growing number of people are aware that many consumption habits have to be changed because they are in conflict with the goal of sustainable development. Yet, there is a gap between knowledge and action. Much research has been done in the last 30 years on sustainable consumption, exploring the motivations, practices, opportunities, and drivers for sustainable consumption from economic, psychological and sociological perspectives. Despite this multidisciplinary effort and the often interdisciplinary nature of research on sustainable consumption, there is room for broadening the perspectives further. In particular, the link between political participation and sustainable consumption as a political statement as well as the link between various forms and objectives of political consumption deserves more attention. Further, the impact of societal inequality on sustainable consumption has not gained much attention. Especially research on the interaction between inequality, issues of security and precariousness, political participation and consumption behavior is lacking.

In the special issue and the corresponding seminar (IUC Dubrovnik, <http://www.iuc.hr/>, 20.-24. April 2015), we would like to discuss our topic in an adequately broad and interdisciplinary way. We are particularly interested in questions such as:

- Inequality (e.g., precariousness) and sustainable consumption
- Citizenship and consumption
- Sustainable consumption as a political statement
- Quantitative and qualitative empirical studies on these issues

This is not an exhaustive list.

Deadline: Potential contributors to the seminar at the IUC Dubrovnik are encouraged to contact the guest editors directly with an abstract of 1-2 pages *before January 31<sup>st</sup> 2015*.

All contributors are invited to submit their paper for the special issue of management revue. Full papers must be with the editors by *July 31<sup>st</sup> 2015*. All contributions will be subject to a double-blind review. Papers invited to a ‘revise and resubmit’ are due October 31<sup>st</sup> 2015.

Please submit your papers electronically via the online submission system at <http://www.management-revue.org/submission/> using ‘Sustainable Consumption’ as article section.

*Hoping to hear from you!*

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## Call for Papers

**Employee Share Option Programs and Employee-Owned Companies in Central and Eastern Europe**

Editors: Thomas Steger, Olaf Kranz

**Organizacija**

Deadline for Submission of Abstracts: December 15, 2014

The academic literature on employee share option programs (ESOP) and employee-owned companies (EOC) in Central and Eastern Europe (CEE) is characterized by at least two omissions. First, there is a remarkable silence about the relationship between EOC and ESOPs in CEE countries – with some exceptions that prove the rule (Mygind 2012 – though ESOP has been widely used as an instrument of mass privatization in several CEE countries and has led to majority employee share ownership (ESO) in a large number of firms (Aghion & Blanchard, 1998). This neglect reminds us of the fact that despite close topical, theoretical, and empirical associations, the phenomena of EOC and ESOP have scarcely been discussed together in the academic discourse at all (Dow 2003). Ironically, while the EOC literature stresses some rather negative aspects of the specific employee ownership form, such as the degenerative tendencies and a principally limited viability of EOCs, the ESOP literature mainly propagates the positive aspects of ESO, such as the positive effects on identification with the firm or productivity gains.

Second, the academic discussion on the role of ESOPs and EOCs in the transformation process in CEE countries is rather disconnected from the long standing discourse about the potentially emancipatory role of ESOPs and EOCs in the Western world (Backhaus 1979). Moreover, there are hardly any references to the previously prominent debate about ‘labor-managed-firms’ in either ‘labor-managed’ or ‘mixed’ economies, which had had a very strong theoretical basis in terms of the “Illyrian Firm” (Ward 1958; Vanek 1970; Meade 1972) or the “pure rental firm” (Jensen & Meckling, 1979) despite reflecting “some degree of ideological commitment” (Hansmann 1996: 7) during the Cold War. Moreover, the implications of the rather sharp and fast decline of ESO and EOCs in the CEE countries following privatization have not yet been systematically reflected in the Western literature (Kalmi, 2003).

Thus, our current understanding of ESOPs and EOCs in CEE is not only limited by the lack of coherent empirical data, but also by the lack of a connection to the strong theoretical tradition, and by the lack of studies that compare the experiences made in CEE with the experiences made in Western countries. However, if one is interested in developing and experimenting with some alternative forms of organizing, with different forms of material and immaterial employee participation, and with democratic governance structures, the experiences with ESOPs and EOCs in the CEE countries can be analyzed more rigorously, thereby connecting them more strongly with the Western discourse and tradition.

Against this background, *Organizacija* aims to publish a Special Issue on ESOP and EOC in CEE. The aims of this Special Issue are (a) to advance our knowledge on the structures and processes at the individual, organizational, and societal levels that are germane to participatory types of organization; (b) to draw lessons from the CEE experiences for the western regions; and (c) to learn about the behavior of participatory types of organization and of individuals in such organizations in different institutional settings. For this purpose, we are looking for theoretical and empirical contributions from economics, history, industrial relations, management studies, political science, and sociology, amongst others.

We welcome both theory-based empirical studies grounded in any methodological tradition (qualitative as well as quantitative), and conceptual contributions that focus on micro, meso or macro levels of analysis. Moreover, we encourage both studies that extend current theories and those questioning or even disconfirming taken-for-granted beliefs about participatory types of organization on theoretical or empirical grounds. Papers may include, but are not limited to, the following topics:

- The influence of public discourse about EOCs and matters pertaining to the political legitimacy of privatization on the emergence and development of EOCs
- Traces of the Illyrian Firm or pure rental firm in a setting of free markets, private ownership, and political democracy
- Specific country studies and comparative studies on institutional conditions for EOCs in CEE countries and their outcomes with respect to the viability of EOC
- The influence of specific contexts of corporate governance in CEE countries on the ownership and control of EOCs
- The influence of industrial relations in the CEE context on the viability of EOCs in CEE and the influence of EOCs on industrial relations practices
- Efficiency and effectiveness of EOCs in CEE
- The influence of different (countries') experiences with worker's self-management on the viability of EOCs after privatization
- Comparative case-studies about the emergence of EOC during privatization and their development depending on institutional context, participatory culture, experiences with worker's self-management and individual ownership rights
- Transfer of EOC & ESOP models from West to East and vice versa; adaptation of models and learning barriers between East and West
- Comparative studies about EOC as a privatization instrument in East and West
- History, development, distribution, and outcomes of ESOP in CEE
- The impact of ESOP on the viability of EOCs in CEE

## Procedures

The following deadlines have to be observed:

- 15<sup>th</sup> December 2014: Submission of abstracts (maximum 1000 words) to the guest editors (thomas.steger@ur.de or olaf.kranz@wiwi.uni-regensburg.de)
- 31<sup>st</sup> January 2015: Invitations to submit full papers sent out

- 31<sup>st</sup> May 2015: Submission of full papers (according to the journal's guidelines <http://www.degruyter.com/view/j/orga>, maximum 8000 words)
- 30<sup>th</sup> September 2015: Feedback to authors
- 31<sup>st</sup> December 2015: Submission of full papers with revisions
- 2016: Journal volume to be published

Any further questions may be addressed to the guest editors:

Thomas Steger / Olaf Kranz  
 Department of Leadership and Organization  
 University of Regensburg

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## Call for Papers for the Sub-Theme

### **The long and winding road of employee ownership**

#### **Team of convenors:**

Olaf Kranz<sup>1</sup>, Mihaela Lambru<sup>2</sup>, Claudia Petrescu<sup>3</sup>, Thomas Steger<sup>4</sup>

The 9<sup>th</sup> International Conference in Critical Management Studies,  
Leicester, 8-10 July 2015

The academic literature on ESOP and EOC in CEE is characterized by at least two omissions. First, it remains rather silent about the relationship between EOC and ESOPs in CEE countries, though ESOP has been widely used as an instrument of mass privatization in several CEE countries and has led to majority employee share ownership (ESO) in a large number of firms. This neglect reminds us of the fact that despite close topical, theoretical, and empirical associations, the phenomena of EOC and ESOP have scarcely been discussed together in the academic discourse at all. Ironically, while the EOC literature stresses the negative aspects of this specific employee ownership form, such as the degenerative tendencies and a limited viability of EOCs, the ESOP literature propagates the positive aspects of ESO, such as identification with the firm or productivity gains.

Second, the academic discussion on the role of ESOPs and EOCs in the transformation process in CEE countries is rather disconnected from the traditional discourse about the emancipatory role of ESOPs and EOCs in the Western world. Moreover, there are hardly any references made to the debate about ‘labor-managed-firms’ in ‘labor-managed’ or ‘mixed’ economies, which had a very strong theoretical basis in terms of the “Illyrian Firm” (B. Ward) or the “pure rental firm” (M.C. Jensen & W.H. Meckling) . Ironically, in particular neoliberal scholars have suggested that ESOPs or even EOC could work well as instruments for mass privatization during the economic transformation in CEE. Thus, participatory ways of organizing are utilized by politics and management as a vehicle to transform firms towards the normal corporate form. Moreover, the implications of the rather sharp and fast decline of ESO and EOCs in the CEE countries following privatization has not been systematically reflected in the literature yet.

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Thus, our current understanding of ESOPs and EOCs in CEE is limited by a lack of coherent empirical data, by a lacking connection of the experiences in CEE during transformation to the strong theoretical tradition, and by a lack of studies comparing the experiences made in CEE with the experiences made in Western countries. Against this background, the sub-theme aims (a) to advance our knowledge on the structures and processes at the individual, organizational, and societal levels that are germane to participatory types of organization; (b) to draw lessons from the CEE experiences for western countries; and (c) to learn about the behavior of participatory types of organization and of individuals in such organizations in different institutional settings.

For this purpose, we are looking for both theoretical and empirical studies that focus on micro, meso or macro levels of analysis based on qualitative and/or quantitative methods. Contributions may include, but are not limited to, the following topics:

- The influence of public discourse about EOCs and matters pertaining to the political legitimacy of privatization on the emergence and development of EOCs.
- Traces of the 'Illyrian Firm' or 'pure rental firm' in a setting of free markets, private ownership, and political democracy.
- Comparative studies on institutional conditions for EOCs in CEE countries and their outcomes with respect to the viability of EOC.
- The influence of different (countries') experiences with worker's self-management on the viability of EOCs after privatization.
- Comparative case-studies about the emergence of EOC during privatization and their development depending on institutional context, participatory culture, experiences with worker's self-management and individual ownership rights.
- Transfer of EOC & ESOP models from West to East and vice versa; adaptation of models and learning barriers between East and West.
- Comparative studies about EOC as a privatization instrument in East and West.
- History, development, distribution, and outcomes of ESOP in CEE.
- The impact of ESOP on the viability of EOCs in CEE.

### Submission Guidelines

Please submit abstracts (maximum 500 words; in .doc or .pdf) by *31th January 2015 via email* to: Olaf Kranz. Abstracts should contain the author(s) name(s), the institution and position as well as e-mail address. Notification of paper acceptance: *28th February 2015*. Full papers (maximum 8000 words) will be expected by *10th June 2015*.

For any questions, please feel free to contact Olaf Kranz at [olaf.kranz@wiwi.uni-regensburg.de](mailto:olaf.kranz@wiwi.uni-regensburg.de)

## Call for Papers

### **Work and Organization in the Age of Global Economic Crisis: Industrial Relations in the Post-Socialist Societies of Europe**

**Guest Co-editors:** Anna Soulsby, Graham Hollinshead, Thomas Steger

#### **European Journal of Industrial Relations**

In this special issue, we invite comparative studies that examine growing insecurities in the fields of work, organization and employment in Central and Eastern Europe (CEE), including the effects of migration, in the context of the international 'crisis of capitalism'. We are interested in research that investigates local responses (at the levels of the workplace, establishment or industry) to the spread of uncontrolled market forces in the region and makes connections to debates in the wider social sciences. We are particularly interested in studies which analyse the latest phases of transition in CEE as subject to contestation and negotiation by a plurality of groupings within economy and society, and which bring to the fore the significance of class, gender and ethnicity. We welcome submissions which capture the unevenness of developments since the financial crisis through comparative analysis of changes in the institutional arrangements impinging on work and employment. We also wish to explore whether, and how, the particularly hostile environment for trade unionism in CEE is creating new avenues for renewal and reinvention, and whether the resourcefulness and imagination exhibited by trade unionists in the region offer real learning opportunities for the international labour movement.

#### **Key Dates and Contact Details:**

- Submission of extended abstracts (maximum 1000 words not including references): *29 December 2014*.
- Submission of full papers: *31 July 2015*.

Please contact one of the guest co-editors, or the editor, for any queries. The abstract submission should be sent by e-mail attachment to the following:

anna.soulsby@nottingham.ac.uk

G.hollinshead@herts.ac.uk

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