



Global Labour News

For Labour Internationalism and Globalizing Resistance

Newsletter of the Global Labour University Alumni Network

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Introductory note

Right before the Alumni Summer School takes place in Campinas/Brazil at the end of September, we are happy to publish the 6th issue of the Global Labour News. This Newsletter contains reports from May Day actions, student protest in Quebec and Pension Funds in Brazil. Furthermore, we are happy to introduce you the new associated members of the GLU.

News from the Editorial Board

First, we wanna thank all the contributors and editors that allow us to publish this Newsletter. Without interesting reports and information we wouldn't be able to share this Newsletter among the Alumni. At the Summer School we would like to discuss how to proceed with the Newsletter in the future, so we need your feedback. For those who won't be able to give us direct feedback at Summer School, please send us your feedback to the following address: GLN.edit@global-labour-university.org.

Furthermore, we invite all of you to contribute to our Newsletter. Don't hesitate to submit a paper, a report or just a short notice.

Introduction of new GLU Associate Fellows

Akua Opokua Britwum is a Senior Research Fellow at the Institute for Development Studies, University of Cape Coast (UCC), Ghana.



She has on two occasions served as a Guest Lecturer at the International Centre for Decent work and Development (ICDD), University of Kassel, Germany, in 2009 and 2011. She is the Regional focal person for the GLU's International Research Network on Domestic Workers Rights in Africa. She began her work with trade union and labour studies

with the African Workers' Development Programme (APADEP) first as a researcher conducting nationwide research on worker democratic participation, and later as the Education Coordinator in charge of the African Wide trade union university based post-graduate certificate programme. She was part of the team of trade union researchers who designed trade union/university based educational programmes at the certificate, diploma and post-graduate levels. She has conducted research on sexual harassment and gender mainstreaming in Ghanaian Universities, as well as trade union internal democracy. Her current research activities include gender and land rights, market women traders' associations, gender and leadership in trade unions. She has publications on gender based violence, gender and informal economy, trade union participation and representation. She is also, the Convenor of the women's rights organisation, the Network for Women's Rights (NETRIGHT) in Ghana.

Phumzile Ncube is the co-editor of the Global Labour Column and an Associate Researcher at the Corporate Strategy and Industrial Development at the University of Witwatersrand, South Africa. Her research interests include labour economics, especially gender earnings inequality.



Nicolas Pons-Vignon is a senior researcher at the Corporate Strategy and Industrial Development (CSID) research programme at Wits University, South Africa. He is the editor, with Phumzile Ncube, of the Global Labour Column (GLC), a weekly online publication on



labour and the crisis which is part of the GLU. The GLC has been a great success, establishing it as a leading progressive blog, thanks to an ever increasing number of readers and reproductions (including in the UK Guardian and on sites such as Counterpunch), and a regular feed of challenging and original articles. Three ILO books have been published out of the GLC, further increasing its outreach. Nicolas is also the founder and course director of the African Programme on Rethinking Development Economics (APORDE – www.aporde.org.za), and has designed and taught in a new Masters in Development Theory and Policy at Wits University (http://www.wits.ac.za/academic/clm/sebs/newsebswebsite/postgraduateprogrammes/14707/masters_amp_phd.html).

Nicolas' research focuses on industrial development and policy in South Africa, as well as on labour, poverty and development aid. Prior to joining CSID, Nicolas was a researcher at the French Institute of South Africa (IFAS), where he researched the outsourcing of forestry operations in South Africa. He carried out extensive fieldwork, including hundreds of interviews with forestry workers, and published several peer-reviewed articles on his research. Previously Nicolas worked as a consultant at the OECD Development Centre, where he researched the links between violent conflict and land, and a project officer for an international NGO in Morocco.

May Day: the history of unity

By Indah Budiarti, Indonesia (LPG 6 Alumnae)

Three Indonesian union confederations, KSPI (Confederation of Indonesia Trade Unions), KSBSI (Confederation of Prosperous Indonesia Labor Unions) and KSPSI (Confederation of All Indonesia Trade Unions) along with their affiliates poured into the main street of Jakarta to celebrate May Day Rally amid a strict security from police and security force. The rally started from Hotel Indonesia Boulevard (Bundaran HI) to Constitution Court (Mahkamah Konstitusi – MK) and finally the mass gathered and held a stage in front of Presidential Palace. The event continued with labour big meeting (Rapat Akbar Buruh) at Gelora Bung Karno with participation of about 100,000 labours.

On the event, the three confederations formed an unprecedented “Majelis Pekerja Buruh Indonesia” (Indonesia Workers-Labours Council). The council establishment should be an important point for labour unity and inspiration for reformation of united labour movement in Indonesia.

In their press release delivered to media during the rally, the three presidents of the confederations called for better condition for all workers. The confederations called on government to scrap the practice of outsourcing, to guarantee pensions and social security, to revise its low-wages policies, a halt to union busting, recognition to domestic workers and better protection for migrant workers.

Strong unions are the prerequisite for creating the welfare of labours, and such condition is strongly believed by unions in Indonesia. After years of dispersion, labours and their unions have started to build “common struggles” for promoting their interests such as better wage and social security and to encourage them in exercising out their common actions. United labours are a must for them to strengthen their political and economic bargain position and to impose an influence upon public policy, especially one related to labour issues.

Their common actions have started since January as they blocked off a major toll road outside Jakarta, until their demand for minimum wage increment was met. Their following action is on 20 March as thousands of labours downed to streets rejecting government proposal to raise fuel price. Strong pressure from unions and other social institutions has forcedly made government to postpone its plan to increase fuel price. The action the unions have taken might be seen as a social movement and putting them in a significant position to defend a universal social-economic interests of labours.

During the May Day rally, the labours stopped in front of the Constitutional Court and led Labour Advocate Team for Pro-People State Budget filing a judicial review of Law No. 4/2012 on 2012 State Budget Amendment. There are 3 articles filed to be reviewed which are article 7 verse (1), article 6A and article 15A. The three articles are related to fuel price establishment of which are against the Constitution and the unions have requested the Constitutional Court to order government to allocate the budget for other sectors most benefit for public. The action of course is strongly political-loaded, a resistance reflecting the protection of public inter-

ests.

Cooperation among the confederations of course cannot be separated from leaders of four confederations who have proposed and established Joint Secretariat of the Indonesia Jobs Pact on 13 December 2011. In simple way, the secretariat is to try to implement a policies portfolio to promote jobs, wider social security, and respect for international labour standards, in addition to promote social dialogues and re-balance policies for a more sustainable and inclusive future based on both a decent working agenda and a fair model for globalization

In this sense, union has made its own correction, with long history of solidarity, fights for workers’ rights and social justice for that only through standing together side by side with all workers and their unions their dreams for better life can be achieved.

Manifesto Indonesian Labour read during the labour meeting that consists of three big issues which are food, freedom, and protection of labour welfare throughout Indonesia. The manifesto emphasizes the position Indonesia unions take within the country democracy. As one of democracy pillars, the unions are fighting for manifestation of social fairness and welfare for all Indonesia people. By this, it is clear that revitalization of Indonesia union movement has taken its direction in which unions are not merely economic actors but an integral part of and have important functions in civil society. Declaration of Indonesia Worker-Labour Council has opened a golden opportunity for the confederations to take up a strong partnership and to unite by embracing challenges of unions’ multiplicity. The moment of this May Day commemoration should be a historical key and a way to assist unions in strengthening and transforming their movement in Indonesia into a more solid and united movement.

Photo link to the event: (<http://www.flickr.com/photos/56324047@N08/sets/72157629945727685/>)

May Day Celebrations postponed and political Drama in Malawi

By Wezi Galera Shaba, Malawi (LD 5 Alumnus)

As workers the world over were celebrating May Day on 1st May, their comrades were in a somber mood in Malawi. The country



had just lost the ruling president; Professor Bingu wa Mutharika who succumbed to a Cardiac arrest on 5th April, 2012. Thus the May Day fell within the national 30 day mourning period which extended from 7th April to May 7, 2012. After consultations with

other stakeholders, the Malawi Congress of Trade Unions (MCTU), the most representative worker federation settled for May 14, which is a public holiday in the country to commemorate the May Day. For the first time in recent history, the May Day celebrations were attended by the Vice President of the Republic Malawi. Both the government and employers provided financial support for the event.

The sudden death of Bingu wa Mutharika brought a period of great uncertainties on the political future of the country. To begin with, the then Vice President who was constitutionally expected to succeed him had been expelled from the ruling Democratic Progressive Party (DPP) in December 2010 while the president was still alive as the latter was grooming his younger brother to take over the mantle in 2014 when his constitutional mandate to rule would expire. It was the Vice President's refusal to accept this arrangement that led to her expulsion from the ruling party, albeit retaining the vice presidency of the country. The acrimonious relationship which existed between the Vice President and the DPP government in general forced those in authority (cabinet) to hide the condition of the president even when international media, BBC inclusive had revealed that the president had already died. News of the President's death was only relayed to Malawians through the national broadcasters two days later. Meanwhile, the cabinet was scheming behind doors how to circumvent the constitution and enthrone the late president's brother who was a mere cabinet minister at the expense of the Vice President. Come April 7, 2012, the then Vice President, Mrs Joyce Banda was sworn in as the President of the Republic of Malawi for the remainder of the term (up to May, 2014).

Enter President Joyce Banda. Automatically, the party she formed after being expelled from the ruling DPP; the Peoples Party (PP) became a de facto ruling party although it did not contest in the Parliamentary and Presidential elections that were held in 2009. What followed was what could be termed as a cleanup of the government machinery to ease her operations. The Inspector General of Police and Minister of Information were fired immediately. Then followed the Secretary to the Treasury, Reserve Bank Governor and Director of the Anti Corruption Bureau amongst others. To cap it all, the cabinet was reconstituted, resulting in the majority of cabinet ministers being dropped. There have been massive defections of both ordinary members, senior party officials and Members of Parliament (MPs) from the then ruling DPP to the President's PP. Coincidentally, the DPP also first came to power in 2005 without contesting in an election when the late president resigned from the then ruling United Democratic Front (UDF) which had ushered him into power and formed his own party after internal disagreements. The DPP too, became stronger because of the defectors from other parties.

The coming in of the new president has brought with it a plethora of issues for the workers. For a start, the late president had gone into bad books with the donor community due to his record of human rights violations and economic policies he championed. As a result, the donors pulled out from the budgetary support, forcing the government to mainly depend on domestic resources which were being realized through over taxing of commodities and services. The late president had refused to just swallow IMF prescribed policies, compelling the latter to suspend programs it had with the country, a situation which motivated other cooperating partners to follow suit as most of them regard adherence to IMF prescriptions as a benchmark for providing aid. This led to acute shortage of foreign exchange and erratic supply of fuel in

the country which heavily affected economic activities. Many jobs were lost in the process, culminating in the oversupply of the labour reserve army which capital has ably used to discipline labour in the process.

The ascension of Joyce Banda to the presidency was accompanied by swift changes in the political climate and diplomatic relations. Even before the former president was buried, good relations with neighbouring countries were established to the extent that Zambia and South Africa came in to help with the logistics of funeral arrangements through the provision of fuel. The new president also worked swiftly to repair diplomatic relations with the former colonial master, Britain that went sour to the extent of expelling envoys from the countries. The new president has also taken a different path towards the economic recovery of the country.

While her predecessor had pegged the country's currency (Malawi Kwacha) to the United States dollar (US) and followed a fixed rate monetary regime, President Banda's government, with effect from May 7, 2012 liberalised the country's forex regime and devalued the currency by 49%. The conditionality of devaluing the currency and liberalizing the forex regime were some of the terms the late president had differed with the IMF, leading to the suspension of IMF programs in the country.

Workers, on May Day, had very little to celebrate about. Following the May 7 devaluation, the prices of fuel went up (on May 11) and this triggered the escalation of commodity prices elsewhere. Transport cost for buses and taxi's were increased by between 30-40% (on 12 May), depending on the route. Ironically, the Governor of the Central Bank had requested the workers not to demand a pay rise from their employers as the former had not yet started reaping from the 'positive effects' of the devaluation, while accepting on the other hand that workers should brace for tougher times in the immediate future.

Some workers did not take heed of the Reserve Bank Governors 'directive' of not demanding salary increment just because of the devaluation. Instead, they gave their employers a 7 day ultimatum for a pay rise as was the case with the workers at a uranium mining site called Kayelekera. After the expiry of the 7 days, workers at this plant went on strike from 12 to 17th May. The strike was called off before workers had achieved their demands, but only after reaching an agreement with management that the latter will look at the issue with the input of the workers in the following 6 months.

Thus the 2012 May Day celebrations in Malawi came as a reminder of how capital, through its neoliberalism campaign continues its ruthless assault on labour. Even the new government is not offering any hope to the workers as it busy implementing the dictated policies from the West with the hope of winning back donor confidence at the expense of the worker.

Engage 3 / 2012 – A very international and active group in a challenging programme

By Harald Kröck, Germany (LPG 1 Alumnus)

Beginning of April 2012, the third group of ENGAGE students arrived in Germany, starting the programme with two introductory weeks in Witzenhausen, a very small but nice old village close to Kassel, in the midst of Germany. This year's group is smaller in numbers than in the previous years, comprising 11 persons from countries like Malawi, South Africa, Botswana, Ukraine, Russian Federation, South Korea, Iran, Argentina, Nepal, India and Bangladesh. All of them have a strong trade union background.



The students used these first weeks with developing their transfer projects (knowledge transfer into their home countries), meeting most of their lecturers and getting a first impression about the upcoming seminars, and – maybe most important – getting to know each other and getting settled in their new “German” environment. These two weeks have been very active and fascinating, marked by lively discussions, joint cooking events and dinners, and nature walks – all of this strengthened the group's identity and spirit. The group continued the programme with moving to Berlin and attending their lectures from mid of April to end of June. From beginning of July, in the second part of their studies, the participants joined the hosting institutions for their 10 week internships. For most of them, this was involved with moving to Geneva (Switzerland) or Brussels (Belgium), where they did there internships in one of the Global Union Federations (UNI Global Union, International Metalworkers Federation, International Federation of Journalists, Education International et cetera). Prior to finishing the programme and going back to their home countries end of September, the whole group finally will have a study visit in Geneva, visiting and learning about the functioning of the International Labour Organisation (ILO). Next year, in 2013, the fourth and last group of students will have the chance to study in the ENGAGE programme in Germany. However, the programme might be continued in a similar form in South Africa from 2014 on.

Application deadline for next year's programme is 30 Nov. 2012; see also <http://www.global-labour-university.org/216.html>

Research Project “Precarious work and precarisation”

I am Steffi (LPG5) and I would like to initiate a research project on precarious work. I am looking for alumni who are generally interested in that topic or have already done research about precarious work or precarisation.

In case of interest, please contact me: steffiwahlfd@web.de.

The Student Movement kick out the Liberal Government

By Ronald Cameron, Canada (LPG 7 Alumnus)



Montreal, September 5th - The general election held yesterday in Quebec has elected the soft nationalist and social-democrat Parti québécois as the new ruling party with less than one third of the votation. It replaces a nine years regime of Liberal Quebec Provincial Government

which has launched the election ride to break one of the most important social movement of the Quebec history. The real victory belongs to the student movement which succeed, since last February, to sustain a mobilization which has gained a large popular support.

May 22th was the 100th day of a student strike. In the same time, it became a social protest against neoliberal policies. 300 000 people, more than double the number of students on strike, walked peacefully during this Earth Day in the streets of Montreal to protest and to oppose the overall policy of the Liberal Government. Indeed, after ignoring the student protest movement, and after trying to blur the discussions with them, the Liberal Government decided to solve the crisis with a repressive law, adopted just few days before, on May 18th. It did not work; the support was growing with daily popular demonstrations. The call for general election was inevitable: primer Jean Charest was hoping to come back with a stronger mandate.



A government that plays with the stick

The student protests began in February in opposition to a 75% increase of tuition fees by 2017. In North America, a student has to buy their access to education, hence the euphemism of buying a right to tuition. However, because these fees in Quebec are the lowest in Canadian provinces, the Quebec Government used this argument to impose more charges on public services and to reduce tax burdens.

Earlier in the spring, the student movement was particularly successful in forcing the resignation of the Minister of Education, although it has not succeeded to reverse the governmental decision. Instead, it proceeded with the adoption of a repressive law which aims to break the protest, with restrictions on the right to demonstrate for everyone.

With the adoption of the law, the movement has gained strength. Instead of diminishing, the support is getting bigger. This was a true expression of a 'ras-le-bol' of neoliberal policies and a quest for greater democracy.

The magnitude of the movement is unprecedented

At the peak of the strike movement, it has affected 300 000 student, two thirds of all post-secondary student population. Three demonstrations over a quarter of a million people were held three months, March 22nd, April 22nd and and 22th May. Since, the 22nd of each month, demonstrations were called even in the summer time. Montreal has less than 2 million people.

Since April 22th, nocturnal demonstrations occur every night. Some violent clashes appear between police and demonstrators, where local 'blackblock' activists were part of. With the repressive law, the police received a huge support from the government. Repression came up with nearly 500 arrests one night. The balance sheet came up with over 2000 arrests since the beginning of the conflict, mainly a result of the law.

During spring and in order to avoid the police action under the repressive law, more peaceful demonstrations took place under the sign of a collective uproar, made of casseroles, which led also to expand citizen participation more widely in different sections of the population and throughout Quebec, even in very remote areas. As a result, the demonstrations had become a real social protest against the Liberal Government.

Mobilization also extended into social networks, while mobilization campaigns were transmitted. The demonstrators as the police also used them to transmit live messages or images mobilizations. The daily night demonstrations could be followed live over the world by an alternative media (<http://www.livestream.com/cutvmontreal>). Petitions reached scores unheard of support within hours or days. Also, the network Anonymous had taken off-line sites of the provincial government.

The generation gap or a social struggle?

When social protest in the past was in full swing, especially in the sixties and seventies, there were some to say that the causes lay in the generation gap. Today, many take this explanation in the spotlight. The generation gap seems to be the main reason that would explain the current social confrontation. The generation currently

"in power" would not give way and allow the younger to take up more space and enjoy the same rights of free access to education. Such an approach reduces the issue of the ongoing battle to a temporary phenomenon, related to age and intergenerational dialogue.

The struggle for access to education, including university level, has always been a claim of trade union and student movement in the history and around the world. Most members of older generations reject the idea to limit youth access to education. The objectives of the yesterday youth generation and the one today are the same: access to university for all.

Analysis of the generation gap, in addition to simplifying the causes, pays too little attention to the social dimension of the challenge, resulting in the presence of all generations in the streets. The student movement in Chile, Great Britain or Quebec vibrates from the same values reacts to neoliberal austerity policies.

Pension Funds in Brazil

by Maíra Sertã Mansur, Brazil (Engage 2 Alumnae)

Until May 02 of 2012 the pension system in Brazil has been divided in two types: a general regime that embraces the workers regulated by the CLT (Consolidation of Labor Laws) and a statutory regime that embraces the public employees. Since May 2012 a relevant modification was made in the pension regime of the public employees. This new law creates the Pension Funds of the Federal Civil Servants (Funpresp), meaning the end of the full retirement for this group of workers. So if the server is interested in receiving above the roof of the National Social Security Institute (INSS), which is now 3.916,20 real, the public employees have to pay a separate contribution, adhering to the Funpresp or a private pension fund.

Now, is important time to understand the effect of this new pension fund in the Brazilian market. Nevertheless, the market of pension funds in the country has a significant importance, corresponding to 17% of the GDP, having participation on the shareholding of important companies in the country and is pointed by the dossier entitled *Global Study of Assets of Pension Funds 2011*, organized by Towers Watson, as the fastest growing market in recent years.

In the following paragraphs I'm going to present an over look on the topic in Brazil and bring some reflection about the participation of the trade unions inside this market.

A brief prospect

In Brazil, the private pension, inserting pension funds, was regulated from the Law 6.435 of July 15, 1977. Before its enactment, the private pension funds were not legislated nor suffered surveillance by the state. In the first article of the Law, the private pension funds are defined as those "that focus on establishing private plans to grant annuities or annuities, or similar additional benefits to welfare, by contributions of its participants, their employers or both".

The emergence of the first pension fund in the country was a process developed together with the state enterprises. The state, by encouraging the formation of pension funds in large public companies, sought to create a new culture for the capital market. Therefore, the law that passed to regulate the private pension in the country needs to be understood in a context of reform in the financial market in the country.

Maria Aparecida Jardim, a major researcher on the topic of pension funds in Brazil, notes that at the time of its inception, two of the main characteristics of the funds were to be of the interest of Government and not of the workers, and had the goal of strengthen the capital market. After several governments and laws, the closed pension funds would be involved today in a field of legitimacy.

According to Jardim there is a new social convention around the pension funds in Brazil after the implementation of two complementary laws for the sector. The 108 and the 109 law of 2001, that were created in the government of Fernando Henrique Cardoso (1994-2002), but implemented in the government of Luiz Inácio Lula da Silva (2003-2011) the pension funds passed of a negative image, connected to corruption and instability to ideas of collectivity, inclusion, sustainable development, "humanization" and "moralization" of capital.

The laws 108 and 109, which replaced the 6.435 Act of 1977, were of great importance in this scenario by democratize the participation of shareholders in the funds and enabling the creation of funds through trade unions and associations. As a balance, the new laws imposed greater discipline to the sector.

With the laws 108 and 109 of 2001 the unions began to demand positions within pension funds in the country. Until this mark, the theme of pension funds has never been a subject of serious discussion by the union movement, not being long viewed as a source of power or as a powerful business agent, where the unions could act. The demand for union participation in pension funds is seen as a new union strategy, which was denied or ignored by the workers' movement in the past, but which will now have a place of importance in union discussions.

Trade Union

In Brazil, the two biggest national unions, the Central Única dos Trabalhadores – CUT and the Força Sindical – FS, are the movements with a profound discussion about the topic. Through analyzes of documents of these unions, pages on the internet and interview with some trade unionist, it can be seen that the space of the pension funds are perceived as a place of socialization of money, and because of this becoming a subject of great interest to the trade union movement and their representatives.

The trade union involvement in the councils of funds is cited as a positive gain for the workers in different parts of the world and in the last twelve years has gain force in Brazil. The biggest trade unions movement in the country points, that with this measure, its representatives possess channels to influence the debate on corporate social responsibility within their own funds and in companies that are present. The sustainability debate has been designat-

ed as the strategy of employee representation.

The three biggest pension funds in Brazil are: Previ (pension fund of the workers of Banco do Brasil, the biggest public bank in the country), Petros (in the beginning was a fund only for the workers of Petrobras, the biggest oil company in the country, also a public company, but Petros is today a multiemployer fund) and Funcef (fund of the workers of other public bank in Brazil, Caixa Econômica Federal). These three institutions represents 80 to 90% of all assets in the market, being the majority of the funds of the country small and represents only 20 to 10% of the market.

The three biggest funds in the country being of public companies is not a surprise if we remember that the emergence of the pension funds in Brazil was made thorough the public companies encouraged by the state in the 1970s. Over analyzes of the investments and the shareholding participation of these three pension funds, is possible to see how they are contributing with the business concentration in the country. Thus, by enhancing the economic groups with the most profitable resource the funds contributed to the concentration and centralization of capital.

The indicated concentration of capital cannot be understood without the perception that the structure of the pension funds itself cannot escape the financial logic. What is at stake, ultimately, is the retirement of taxpayers, who must be assured. In this way, even with the search for a shareholder activism in defense of investments considered sustainable and in long-term, should not be denied that there is a limit to this type of investment that cannot be challenged, because it puts at risk its own existence. So the investments with the money of the workers needs to targeted actions that will have a guaranteed return and Brazil is no exception to this rule.

There are profound differences between what is seeded as the positive aspects of the pension funds and its real consequences. This debate is put beyond the specific reality of each union, showing the political role played by the trade union movement. We can identify through discourse that legitimizes pension funds, the search for a new social policy based on financialization. It is used to create a belief in capitalism decent and less unequal through the domination and control of financial markets by workers and their representatives. The problem of this model understands the possibility of returning to an idea of the welfare state through the mechanisms that destroyed these structures.

This discussion not finishes here. My purpose was bringing some elements to think about the participation of trade unions inside the pension funds and is important not to lose the understanding that the dismantling of public social security is a prerequisite to the growth of private pension that could not exist, without lowering the value of public benefits.

Publication

“Arbeit – ein Schlüssel zu sozialer Gerechtigkeit” (Work - a key to social justice) was published by Stefanie Wahl (LPG5) together with Andreas Fisch, Daniela Kirmse and Sebastian Zink. As a conference publication the book includes various articles where authors in the field of social ethics discuss the topic work and its role for societal justice. Unfortunately this book is only available in German. For further questions contact Stefanie directly (stefwahlfd@web.de).



Summary: The main socio-theoretical concepts, whether they are based on civil, liberal or Marxist traditions, identify work as the central social fact. Currently, major changes in working conditions discussed under headings like acceleration and precarisation can be identified. Therefore (paid) work becomes a starting point for issues of justice and the crucial key to social justice in a work society theoretically and empirically.

In this volume, the authors try to answer questions of how these developments challenge the social and ethical reflection: for instance by the potential social philosophical theories of social ethical reconstruction of current problems and for a contempt phenomenology in view of precarious employment, but also to evaluate the various forms of acceleration by working models. A practical approach took family and care work under consideration and another examined "workshops for people with mental retardation" as means of enabling the participation in the labor market and furthermore the so-called "third way" of churches. Even the focus on employment becomes a reason for justice deficits. Perhaps the concept of work society has to be questioned itself.

Fisch/Kirmse/Wahl/Zink (2012): Arbeit – ein Schlüssel zu sozialer Gerechtigkeit, Münster. (ISBN 978-3-402-10637-2)