Abstract

This paper is the result of research produced through collaboration between a group of researchers in the University of Buenos Aires and workers at the IMPA (Argentinia Metalurgic and Plastic Industry) a recycling company recovered and operated by workers in 1998, after having been led into bankruptcy by its administrators. At the end of the 1990s, the salary crisis, and the legitimacy crisis in the private sector due to financial crisis, labor flexibilization, and the process of social displacement, all combined and stimulated different forms of resistance, among others a new social-productive process with few similar historic antecedents. This study focuses on the context of the National Movement of Recovered Businesses (MNER). These experiences question the development of work sociology while doubting the logic of the Taylor-Ford-Toyota processes and challenging the development of critical pro-positive theory in co-productive activity. In this sense this article is directed towards analyzing three aspects related to mutations in the labor world; first, the social process of labor under these new forms of management and self-management which originate in the resistance of the working class in preserving its collective reproduction; second, the internal mutation in the social work process in recovered factories and the unchaining of the production of a social work process of institutional and cultural creation based on a logic of inter-institutional solidarity, cooperation of a work movement character; and third, the emergence of a change in the subjectivity of workers as a result of the fight against the dynamic of exclusion- the self-extinction of neo-liberal logic and materialism which have dominated the region over the last three decades. The analysis of this theme implies the utilization of a qualitative research methodology within the framework of the complexity paradigm, and is approached through life-histories, interviews, participant observation and co-productive workshops that reveal, through the dimensions of cooperation, power and subjectivity, the manner in which identities, culture and collective-subjective consciousness are created in social enterprises.

Keywords

Self-management, labor culture, work, business knowledge, labor conflict.