



THE RADICAL HANSARD

from

The Radical Consultation

in

Swindon, Wiltshire

on

12 -16 September 2001

Wednesday	12/9	1. Forum Leaders Meeting
		2. London Academic Inn
Thursday	13/9	3. Public Meeting
Friday	14/9	4. Opening Plenary
		5. First Workshop Session
		6. Second Workshop Session
		7. Second Plenary
Saturday	15/9	8. Final Workshop Session
		9. Action Recommendations
		10. Final Plenary
		11. Swindon Academic Inn
Sunday	16/9	12. Appraisal & Next Steps

Convenor - John Papworth

Recorded and Transcribed in Kergroas Vras

Morlaix, Brittany

by

cesc

Guy Fawkes Day 2001

THE INAUGURAL RADICAL CONSULTATION

Events shown in bold type will be appearing in 'The Radical Hansard'

Wed 12/9	1600	New	Forum Leaders Meeting (1)
	1900	Cavendish	London Academic Inn (2) <i>Host: John Papworth</i> <i>Guest of Honour: Kirkpatrick Sale</i>
Thu 13/9	1100		Swindon Magistrates Court <i>John Papworth defends his refusal to complete the census form</i>
	1300		Green Party Conference <i>John Papworth addresses fringe meeting in Salisbury, Wiltshire</i>
	1800	Main Hall	Public Meeting - Chair: John Papworth (3) <i>Speakers –</i> <i>Edward Goldsmith, Zac Goldsmith, John Seymour,</i> <i>Tracy Worcester, Kirkpatrick Sale</i>
Fri 14/9	0900		Registration
	1000	Main Hall	Plenary One - Chair: Peter Etherden - Introduction (4) <i>Speakers - The Task Before Us –</i> <i>John Papworth, Edward Goldsmith, Kirkpatrick Sale</i>
			First Workshop Session (5) - 1 1/2 hours
			Lunch
	1130		
	1300		
	1400	Main Hall	Programme Review - Chair: Anton Pinschoff / Jackie Carpenter
	1430		Second Workshop Session (6) - 2 hours
	1630	Main Hall	Plenary Two - Chair: Angela Bates (7) Documents Presentation & Discussion <i>Speakers - Dr Aidan Rankin, Anton Pinschoff, John Papworth</i>
	1800		Deadline for written amendments - to Anton Pinschoff
	1800		Networking
Sat 15/9	0930	Main Hall	Programme Review - Chair: Anton Pinschoff / Jackie Carpenter
	1030		Final Workshop Session (8) - 2 1/2 hours
	1300		Lunch
	1400	Main Hall	Plenary Three - Chair: Kirkpatrick Sale (9) Workshop Reports & Action Recommendations
	1530	Main Hall	Presentations & Awards - Chair: John Papworth
	1630	Main Hall	Plenary Four - Chair: Kirkpatrick Sale (10) Item 1. Documents Workshop Report <i>Real Nations Charter - Dr Aidan Rankin</i> <i>Real Communities Charter - Anton Pinschoff</i> <i>Radical Declaration - John Papworth</i>
			Item 2. Strategic Action & The Way Forward
	1900	Wyvern	Swindon Academic Inn Inaugural Dinner-Discussion (11) <i>Host: Sir Richard Body</i> <i>Guest of Honour: Sir Julian Rose</i>
Sun 16/9	1030	Purton	Morning Service at St. Mary's, Purton - Rev. John Papworth
	1400	Purton	Appraisal & Next Steps - Old Farmhouse, Purton (12)

**The three forums (Radical Consultation, Real Nations Charter & Real Communities Charter) in the original programme have been combined into a single Documents Workshop. Following the Plenary Two discussion on Friday afternoon written amendments to the documents in the 'Common Sense' booklet will be considered for incorporation and/or amendment.*

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THE RADICAL HANSARD

being a record
of the deliberations and conversations at

The Radical Consultation in Swindon, Wiltshire

The Workshop Reports

Recorded and Transcribed in Kergroas Vras
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CESC

Guy Fawkes Day 2001

Work & Human Fulfilment

Convened by Peter Etherden at the Radical Consultation, Swindon, Wiltshire on September 14/15, 2001

Workshop Papers - compiled by CESC

➤ The Duke of Buen Consejo by Leopold Kohr	4600 words	8/1964
➤ Towards A Theory of Large-scale Organisation by E.F. Schumacher	4000 words	9/1972
➤ The Scott Bader Commonwealth by E.F. Schumacher	2300 words	9/1972
➤ Beauty & Community by Leopold Kohr	2000 words	6/1973
➤ Teatime at Marshbeck by James Robertson	2000 words	2/1983
➤ The Future for Large Organisations by Peter Etherden	1200 words	9/1989
➤ The Foundations of Structural Sociology by William Shepherd	1200 words	7/2000
➤ Mind Your Own Business by Chris Wright	2500 words	2/2001
➤ Limited Life Organisations by Shann Turnbull	1000 words	6/2001

Introduction

In the first session the workshop addressed the issues of work & human fulfilment with a facilitator recording each key point raised on a flip chart. When the number of key points reached one hundred the workshop adjourned for lunch. In the second session, Peter Etherden and Christopher Fettes attributed a rating of 1 (irrelevant) to 5 (crucial) to each of the key points and agreed the general approach to be taken in presenting the work of the forum to the plenary session. In the final session, following the guidelines agreed in the second session and based on the raw material worked up by the participants in the first session, Peter Etherden prepared the workshop report.

The presentation of the 'Work & Human Fulfilment Workshop' to the 'Plenary Session' on Saturday 15th September 2001 included no motions, one promise, two recommendations, three studies and four readings. Below are the key points summarised under eight 'idea clusters':

Assumptions

Rejected:

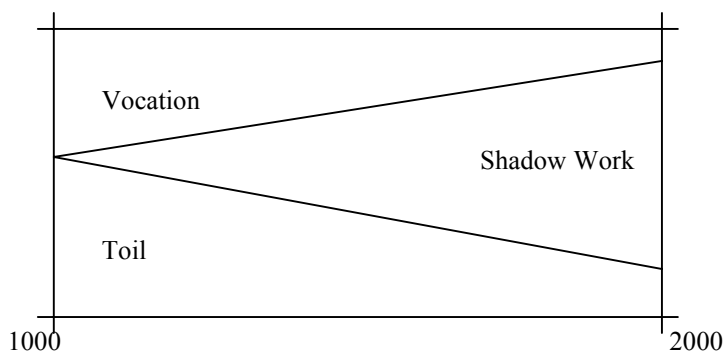
- adopting a survivalist mode...
- making hay while the sun shines...the twin towers attack notwithstanding...

Accepted:

- revolution was futile...
- reform might be futile...but a consensus that action should assume it were not...
- direct, personal, local action was not futile...and should be the 'mode of choice'...

Vocation vs Toil

- One of the aims of society should be to liberate people from toil...
- The purpose of liberating people from toil is to allow attention to be directed towards 'Good Work'...
- Need to disaggregate the language of work...toil quality in electronics assembly line vs call centres...
- Shadow Work idea from Illich...shift between toil, vocation and shadow work over the past 1000 years



Meaningful Work

- Good work is work that is socially useful, ecologically acceptable and humanly fulfilling...
- Difficult to find meaningful work...so there is a need to increase the good work available as jobs...
- Industrial technology should be employed locally instead of being allowed to employ local people...
- 'Tools for Conviviality' by Ivan Illich...
- Good work-rich opportunities from such activities as farmers markets, mending bicycles, soft energy...

Work Ethic vs Basic Income

- Maldistribution of work-time...idle young, idle old and idle poor...in addition to the idle rich...
- Self-esteem brainwashing that if you don't work you aren't doing anything...
- Selective, surreptitious and skewed introduction of a '*Guaranteed Income*' for business fat cats, usurocrats, early retirement & disability pensions for police & military etc....
- Need to eliminate means tests and subsidies...as a matter of social justice and personal liberties...
- Disagreement on the social desirability of the (puritan) work ethic...
- Disagreement on whether a basic income was a good thing... but agreement that the idea of a '*Guaranteed Income*' was often misunderstood and normally espoused the following three principles:
- Basic income as a right for the loss of the little individual's common wealth...e.g. the land...
- Basic income as a means of freeing people from toil to do more interesting things with their lives...
- Basic income supplements for those willing to do the unpleasant work...e.g. surgeons, miners...the job of a road sweeper was regarded as a good example under conditions of work ethic vs. basic income.

Paid vs Unpaid Work

- Disappearance of the old traditional voluntary sectors...e.g. in hospitals...
- Emergence of new voluntary sectors...e.g. young people gaining work experience to enhance cvs...
- Discrimination in favour of megamachine job-work...e.g. commuting, company cars...
- The work-money nexus mind-set and economic system needs much closer scrutiny...
- Discrimination in favour of full-time paid jobs relative to other forms of working...
- Job-sharing and part-time jobs needs much closer scrutiny...

Family Firms

- Family businesses in crisis due to downsizing from 20 to 2 and the problems of succession...
- Workplace relationships have their own social value and give meaning to life through work
- Families are unlikely to be the answer...a wider community-approach to work may be needed...

Careers & Big Jobs

- Young people are dropping out of college because they are unwilling to take on the debt burden...
- Schooling beams the career mentality at young people rather than the idea of doing '*Good Work*'...
- Big business dominates school 'career fairs'...'*Price Waterhouse*' instead of '*Purton Farm*'...
- Less big corporate jobs...corporate goals involve shedding jobs with 'headcount' as the surrogate...
- Big problems are seen to require 'global organisations' which is where 'big jobs' are to be found...
- Need to encourage the idea that a 'myriad of little local personal responses' provides a better way...
- Parish Councils could mandate 'places' for young people...e.g. 50% under 30...with job-sharing...

Food Work & Own Work

- Food work should become an integral part of each person's 'annual round'...
- Need for a significant reversal to the continuing trend away from rural, soil-based work...
- Need for work to become personal and proximate...rather than impersonal and serving distant 'needs'...
- Own Work should be encouraged - read '*Future Work*' and '*Future Wealth*' by James Robertson...
- The current scales used for valuing skills invariable produce skewed and perverse evaluations...

Key Action Recommendations**Recommendations**

- Adapt Nicholas Albery's '*Apprentice-Master Alliance*' to meet your local needs...
- Apply the 'let us assume a locally enlightened & empowered community' approach...
- Promote debate on guaranteed income (see '*Future Work*' & '*Future Wealth*' by James Robertson)

Studies

- Propose a '*local curriculum*' as a radical contrast to applying the '*National Curriculum*'
- Organise '*Alternative Work Fayres*' for schools as a radical contrast to job-based '*Career Fairs*'
- Bring young people into '*Parish Councils*' through job-sharing or quotas

Readings

- '*Good Work*' by Fritz Schumacher
- '*Shadow Work*' & '*Tools for Conviviality*' by Ivan Illich
- '*Future Work*' by James Robertson
- '*Work & Human Fulfilment: The Radical Consultation Papers*' compiled by Peter Etherden