

## WORKSHOP POST REFLECTIONS

*Daniel Rodríguez  
November 2015*

After the interesting and fruitful discussion developed during the research workshop held recently in the Germani Institute (Fsoc UBA), made some considerations designed to highlight some of the key features found in the process of recovery and self-management of enterprises by workers.

The recovered companies make a particular type of cooperative, with different aspects. Among these stresses that its emergence occurs only as a result of the bankruptcy of the previous companies. This necessary condition, limits the possibility of occurrence of new cases.

Remember also that without the general economic crisis that characterized the recovered emerged in the early years, the development of new recovered is of considerable importance. This was something unthinkable during the first period of recovery during the economic crisis.

Still, its quantitative dimension remains severely limited. At present it is estimated that there are about 350 companies nationwide recovered.

One of the main features of the recovered companies is the novelty of these experiences. Self-management workers, predominantly as equal partners, without the presence of a "pattern" is an unprecedented situation.

The main causes that drove these processes maintain the source of work stands out, despite the bankruptcy of the company. This initially "defensive" objective, becomes a profound change, from the aspect concerning social relationships. While it is restricted to an employee space "micro" within it, it is challenged the prevailing relationship of capitalism, employer/employee.

To this is added in companies recovered, decisions are taken democratically strongly based on the periodic holding of meetings, participating in all or most workers.

The distribution of income is another aspect that shows a strong tendency to democratization and equalization. In the first he recovered predominant egalitarian distribution of income earned. At this stage, although in some cases other criteria of differentiation arise, the discussion is maintained and making decisions together. This expresses the presence of more equal social relations within the recovered companies.

Another distinctive feature of the recovered companies is their strong imprint of struggle. Most of the self-managed by workers cooperatives emerged of hard processes involving occupations establishments, camps entrances to prevent the hollowing and a variety of countermeasures to reach enterprises put into production again. This development was of utmost importance the support received by workers from the surrounding community, other recovered companies, professionals and some unions.

In recent times, some companies recovered has over 10 years of self-management. During the beginning of the first recovery it was almost unthinkable to reach this stage. Currently, the experience of the recovered companies have some level of consolidation, particularly in the development of recoveries, commissioning of production and worker self-management. The economic results are dissimilar, registering cases and improvements achieved positive results, and others where the strong economic limitations and the precarious situation in which they are strongly hinders the possibility of an economic improvement.

Some features of the current stage we can mention the transfer of experiences and advice from recovered companies, facilitating new recoveries; the growth of clusters of recovered companies, either by sector or associations or partnerships with other related organizations; the importance of the incorporation and development in the recovered companies, mainly related to education initiatives (folk high schools) and culture (music, theater, etc.), which provide a wide social legitimacy, while expressing establishing social alliances wider and original linking productive areas to other areas of social life.

We also noticed the strong limitations of the restrictive economic situation that prevents access to credit and to make a technological upgrade of machinery. Moreover, the support received through public policies is limited and dispersed. While there are subsidies mean considerable contribution, economic problems persist. The precarious legal situation in which many recovered companies are in terms of property ownership, allowed repeated threats of eviction through the courts, which hinder the normal development of the activity. Also, changing the bankruptcy law, a significant sustained by the recovered claim, in order to allow workers to resume production more easily, in fact had limited results.

Even with these present various restrictions, one of the main lessons taught us the recovered companies with a track record expressing its consolidation as self-managed workers' experience, is the possibility of effective realization of another way of establishing social relations, based on humanitarian values that privilege relations between people concerning the collection of economic gains.