

## **Abstracts (English)**

Wolfgang Bonß

### **Between layed work and one's own work**

A contribution to the debate on occupational society

The subject of the article is the changing relevance of work to socialization and social integration. In pre-modern times work had no positive relevance to socialization, but was perceived negatively. This opinion did not change until the 18th century. Only in modern societies work and labour have a central relevance to socialization. Against this background the author presents different data to the development of participation in work (especially sex-specific participation), of part-time-labour and of the structural change of occupation in Germany. These data indicate a new role of work and especially of payed work in modern societies in the 21th century. Modern societies will remain working societies. But there are changes in the capacities of payed work, in the structures of production and in the organisation of labour, and there is every indication, that the future of work will develop beyond the traditional contrast of payed and unpaid labour.

**Key words: Future of work, one's own work, payed work, work**

Gerd Mutz

### **Plurality and delimitation in gainful employment, citizen's commitment and in do-it-yourself-work**

Processes of plurality and delimitation have been accomplished not only in gainful employment, outside of gainful employment in the occupation areas of citizen's commitment and do-it-yourself-work. In the practice of individuals this change does not require an active work structuring, but an individualised meaning formation too: individuals not only have to decide along changing work conditions when and where they do what. They have to decide about the special meaning of their work and to create new meaning patterns. The formation of new meaning patterns is no longer determined by social form of work itself, but depends on the social area, in which the work will be done, as well as on individual motives, the biographical and social situation etc. It is an empirically open question, in which way the meaning patterns are created.

**Key words: Citizen's commitment, do-it-yourself-work, gainful employment, meaning**

Ramón Reichert

## **„Volunteering“ and „Bürgerarbeit“ in conceptions of public welfare**

Some reflections upon unpaid work

Occupational opportunities not yet developed are generally expected in the third sector. Catchwords such as „New Honorary Post“, „Non-profit labour“, „Volunteering“ characterize the search for „wasted“ human capital. The USA are a classic example of organized volunteering. However, within the last decade, the European Community has also optimized the cultivation of peoples' commitment as a factor for regulating working and job market policies respectively.

This article points out how the capacity of self-regulation of individuals and communities is combined with special economic targets e.g. to increase the profit rate of enterprises and the wealth of nations respectively. This contribution proceeds the assumption that the discussions on the rating of social appreciation for unpaid work produces a new subject of work that combines prosperity and personal satisfaction. Therefore, this analysis will focus on the development of as well as the reasons of justification for the relationship between the reduction of public welfare and the appeal to personal responsibility and concern.

**Key words:** New honorary post, non-profit labour, third sector, volunteering

Theo Wehner, Carsten Ostendorp, Anja Ostendorp

## **Good practice?**

In search of success factors within common good-oriented volunteering

This text is meant to be a work psychological contribution to the International Year of Volunteering. By applying a qualitative methodology an analysis of organizational processes has been realized and that has involved employees on a voluntary basis for realizing these tasks. The results clearly show that four descriptive dimensions may be sorted out: the elaborations of own ideas as a basis for sound sense making, a sensibility of issues concerning the actual societal discourse, a sensitivity of internal social processes and productive strategies in dealing with obstacles. If the organizations succeed in coordinating these four dimensions and in creating a balance between continuity (mediation of own ideas) and change in the course of time (in close contact and exchange with the organizational basis) one may speak of Good Practice. When speaking of Good Practice we refer to a balanced process between continuity and change which allows bringing about concise sense making, a process that market oriented organizations have difficulties in dealing with.

**Key words:** Activity society, self initiative, success factors, third sector, volunteering at work