

Brussels, 4 June 2019

COST 022/19

DECISION

Subject: **Memorandum of Understanding for the implementation of the COST Action
“Worlds of Related Coercions in Work” (WORCK) CA18205**

The COST Member Countries and/or the COST Cooperating State will find attached the Memorandum of Understanding for the COST Action Worlds of Related Coercions in Work approved by the Committee of Senior Officials through written procedure on 4 June 2019.



MEMORANDUM OF UNDERSTANDING

For the implementation of a COST Action designated as

COST Action CA18205 WORLDS OF RELATED COERCIONS IN WORK (WORCK)

The COST Member Countries and/or the COST Cooperating State, accepting the present Memorandum of Understanding (MoU) wish to undertake joint activities of mutual interest and declare their common intention to participate in the COST Action (the Action), referred to above and described in the Technical Annex of this MoU.

The Action will be carried out in accordance with the set of COST Implementation Rules approved by the Committee of Senior Officials (CSO), or any new document amending or replacing them:

- a. "Rules for Participation in and Implementation of COST Activities" (COST 132/14 REV2);
- b. "COST Action Proposal Submission, Evaluation, Selection and Approval" (COST 133/14 REV);
- c. "COST Action Management, Monitoring and Final Assessment" (COST 134/14 REV2);
- d. "COST International Cooperation and Specific Organisations Participation" (COST 135/14 REV).

The main aim and objective of the Action is to develop an analytical framework for a new history of work. By bridging the gaps between subfields and historiographies, it seeks to overcome the conceptual matrix of the modern West and to engage with stakeholders about contemporary forms of labour exploitation.. This will be achieved through the specific objectives detailed in the Technical Annex.

The economic dimension of the activities carried out under the Action has been estimated, on the basis of information available during the planning of the Action, at EUR 72 million in 2018.

The MoU will enter into force once at least seven (7) COST Member Countries and/or COST Cooperating State have accepted it, and the corresponding Management Committee Members have been appointed, as described in the CSO Decision COST 134/14 REV2.

The COST Action will start from the date of the first Management Committee meeting and shall be implemented for a period of four (4) years, unless an extension is approved by the CSO following the procedure described in the CSO Decision COST 134/14 REV2.

OVERVIEW

Summary

The COST Action "Worlds of Related Coercions in work" (WORCK) represents a radical change of perspective on labour history by contending that the coexistence, entanglement and overlapping of diverse work relations has been the rule throughout history. It seeks to overcome the classic divides of labour history discourse (productive/unproductive, free/unfree, capitalist/pre-capitalist) by linking the stories of work and production with those of violence, expropriation and marginalisation. Neither the male-breadwinner model nor the free wage labourer or the capitalist mode of production can form a blueprint for our endeavour; instead we address the persistence and transformation of coercion and bondage across gender orders, world empires and historical eras.

WORCK will establish the following four working groups: "Morphologies of Dependence"; "Sites and Fields of Coercion"; "(Im)Mobilisations of the Workforce"; and "Intersecting Marginalities". This conceptual approach will create an academic space that cuts across standard research fields and enables exchanges between scholars working on topics as various as: construction work in ancient civilisations; indentured work and sharecropping in rural societies; chattel slavery and coolie work; debt bondage, convict labour and military impressment; and coercive mechanisms in household work and wage labour.

WORCK bridges the gaps between specialised but hitherto separate subfields. Moreover, it develops an analytical framework that helps to overcome the dominance of the conceptual matrix of the modern West in the humanities and to conceptualise a new history of work. Its activities will result in a collaborative database and a wide range of dissemination activities for a broader public.

<p>Areas of Expertise Relevant for the Action</p> <ul style="list-style-type: none"> ● History and Archeology: Social and economic history ● Sociology: Social structure, inequalities, social mobility, social exclusion, income distribution, poverty ● Law: History and philosophy of law ● Sociology: Anthropology, ethnology, cultural studies ● History and Archeology: Colonial and post-colonial history, global and transnational history 	<p>Keywords</p> <ul style="list-style-type: none"> ● Labour History ● Coercion ● Work ● Bondage ● Precariousness
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Specific Objectives

To achieve the main objective described in this MoU, the following specific objectives shall be accomplished:

Research Coordination

- Re-balance historiographies, encourage mutual learning and promote conceptual innovation – especially from outside English-speaking academia – in the current debate on a new history of work.
- Promote dialogue between the existing trends towards a new history of work in (a) gender studies, (b) global labour history, (c) the history of work prior to 1500, and (d) legal studies on contemporary forms of coercion.
- Widen the chronology and the conceptual scope of traditional labour history.
- Build methodologically oriented WGs to overcome the current segmentation of the labour history field.
- Set up a relational database with empirical data on coercion and bondage in different time periods and language communities.
- Develop a new analytical framework for the understanding of coercion and bondage across time and space.
- Establish and expand contacts and cooperation between educational providers, policymakers, nongovernmental organisations (NGOs), citizen associations and other stakeholders.
- Engage in knowledge transfer and public debate on social inequalities and the flexibilisation and precarisation of work worldwide.

Capacity Building

- Widen the outreach by recruiting scholars, research institutions and stakeholders from the following target groups as COST Action Participants: young scholars working on coercion and bondage outside the research community of labour history; scholars and research institutions from Eastern Europe; educators, policymakers, NGOs, citizen associations and other stakeholders.
- Strengthen WORCK's conceptual approach by electing a team of four coordinators for each WG, representing different thematic, geographic and chronological subfields and linguistic specialisations.
- Promote mutual learning between Eastern and Western European academics by ensuring that 50% of the meetings of MC and WGs take place in ITCs; that all TSs are hosted by ITC research institutions; and that 50% of the WG coordinators are scholars working on topics hitherto neglected by English-speaking academics.
- Empower ECIs to carry out research at the European and international levels, counterbalance gender biases and foster the visibility of their research by ensuring that 50% of the WG coordinators are ECIs; 50% of the STSMs are assigned to ECIs; and that 50% of the WG coordinators are women.
- Set up an intranet for all COST Action Participants to enable collaboration within and between the WGs outside the annual conferences, workshops and TSs.
- Develop a responsive website to improve the visibility of WORCK outside academia and facilitate exchanges with policymakers, citizens and other stakeholders.

TECHNICAL ANNEX

1 S&T EXCELLENCE

1.1 SOUNDNESS OF THE CHALLENGE

1.1.1 DESCRIPTION OF THE STATE-OF-THE-ART

Labour history has long been written predominantly from a Western perspective, foregrounding linear and universal visions of progress and modernity. Assumptions based on both classical and Marxist economic thought have led to a Eurocentric conception of a gradual transition from bonded to free wage labour beginning with the Industrial Revolution in Britain. The free wage labourer and the male breadwinner in the Western European nation state constitute the key elements of a master narrative on the emergence and expansion of modern capitalism. Consequently, capitalist and democratic societies have been thought to be incompatible with coerced labour. In turn, all forms of unpaid and non-market work have been expelled from the picture and seen as unproductive non-work associated with “backward”, premodern and non-capitalist conditions.

Major geopolitical changes have now modified these perceptions. After the fall of the Iron Curtain, capitalist and democratic systems briefly appeared to be the winners of human history, and some voices even proclaimed “the end of history” (Fukuyama 1992). Quickly, however, the globalised post-Cold War world developed a confusing net of uneven entanglements and asymmetrical power relations that transgressed and subverted traditional boundaries such as national borders and the distinction between the so-called first, second and third worlds. News accounts of cross-border gangs of people smugglers and indentured servitude as well as concealed domestic slavery and forced prostitution in Europe fuelled debates about precariousness and modern forms of slavery. All this undermined Europe’s self-image as a champion of freedom, and brought issues such as social inequality and marginalisation due to gender, race or legal status back to the table of the humanities.

As these debates were going on, in the last twenty years scholars started advocating a re-evaluation and extension of the concept of work, questioning its standard definition as remunerated labour. They also pointed to the persistence, co-existence and re-emergence of coercion and bondage throughout history and across space. Their work can be divided into three broad trends.

First, gender historians drew on earlier neo-institutionalist scholarship by putting the household at the centre of their analysis, arguing that it is a more comprehensive unit of analysis than the individual (Folbre 2001). They challenged gender stereotypes and statistical binaries in labour history by pointing to the formative heritage of early theorists of labour such as Adam Smith, David Ricardo, Karl Marx and Friedrich Engels, who distinguished between productive and unproductive work and associated work with value and money. This “gradual reduction [...] of the notion of work” has “brought about a theoretical ‘delaborization’” and consequently a devaluation of domestic and care work (Sarti/Bellavitis/Martini 2018: 15–18). Put in a longue-durée perspective, they argue, it was the two-supporter model developed in early modern Europe, and not the male-breadwinner model, that enabled the rise of wage labour (Wunder 1992: 106) and that established an important prerequisite for successful state formation (Ågren 2018: 216). Recent empirical research has addressed early modern discourses on idleness and anti-vagrancy policies, the social construction of unemployment in modern states’ statistics, unpaid and paid care and housework (performed by either family members or domestic workers), industrial homework and, most recently, women’s and children’s unpaid work for the market (Sarti/Bellavitis/Martini 2018).

Second, scholars working on slavery and other forms of coercion and bondage built on older debates on free and unfree labour (Brass/van der Linden 1997; Steinfeld 2001) and questioned the slavery-freedom dichotomy as an invention of the modern West. When French revolutionaries and Enlightenment philosophers proclaimed freedom to be a universal human value, they used slavery as a combat term to condemn all sorts of unjust power relations (Buck-Morss 2000). The international legal order further consolidated this dichotomic framework. As a consequence, traditional scholarship on slavery took the transatlantic form of slavery as a template, neglecting less institutionalised “practices of slaving” (Miller 2012) before or beyond European colonization. More importantly, the narrow focus on the slavery-freedom dichotomy downplayed the role of coercion in a host of other types of labour relations, including wage labour itself. New empirical research on slaveries before the rise of the modern West (Rotman 2009; Hanß/Schiel 2014) and outside the context of European colonisation (Watson 1980; Campbell 2004; Ulrich 2011) now helps to historicise the conventional narrative and to consider slavery “outside the box of contemporary politicization” (Miller 2012: 2). Consequently, the history of slavery is being rewritten in a way that radically historicises what has traditionally been an ahistorical category. Alongside these developments in the study of slavery, other forms of coercion and bondage – such as the tributary work of indigenous people; the work of prisoners, deportees and convicts, especially in connection to colonization and the building of military and civil infrastructure; the role of indentured labour and debt bondage; and the contract-based coercion of guest workers worldwide – attracted increasing interest in the last decades and contributed to a new area of research called global labour history (Van der Linden 2008; Stanziani 2014; De Vito/Lichtenstein 2015; Van Rossum/Kamp 2016; Donoghue/Jennings 2016; Anderson 2018).

Third, scholars studying ancient and medieval societies, as well as those studying the current process of labour flexibilisation and precarisation, drew on older debates about long-term trends and systematic shifts in modes of production. While the traditional narrative presumed that different modes of production developed towards wage labour, new findings about older civilizations link up with current debates on contemporary labour exploitation, legal restrictions to labour markets and immigration control (Fudge/Owens 2006). Thus, recent studies on the Old, Middle and New Egyptian Kingdoms (3rd and 2nd millennia), the Neo-Assyrian empire (10th to 7th centuries BCE), the Neo-Babylonian empire (7th and 6th centuries BCE) and the Roman world, for example, radically contest the conventional idea that labour in antiquity was primarily compulsory and that wage labour was an unimportant latecomer (Temin 2013). Also, new scholarship on work in the Middle Ages stresses that the degree of feudalization in medieval Europe was lower than hitherto presumed, and that variations of feudalism were substantial even within Western Europe. Furthermore, a spatially expanded perspective including Mughal India, Byzantium and the Ottoman empire has made it possible to frame Western European feudalism as a specific set of social formations within a wider tributary mode of production (Wickham 2010; Banaji 2010). Regarding the current era, experts warn that, although the twentieth and twenty-first centuries have witnessed a relative expansion of contract labour, the presence of a contract does not automatically indicate lack of coercion, let alone freedom (Stanley 1998; Banaji 2010: 131–154). Starting in the 1990s, the increase in the use of temporary contracts, the weakening of collective bargaining, and the practices of outsourcing and relocation of production led to the crisis of the Standard Employment Relationship (SER) even within the global North. Employers attempted to lower the cost of labour and reassert control over the workforce by intervening on recruitment mechanisms, working conditions, and dismissal practices. At the same time, the decrease of welfare and increasing privatization provoked a decrease in social security. The globalised race to the bottom of the cost of labour, combined with production relocation, labour mobility, and technological, product, and financial change, determine a shift beyond the boundaries of the contract regime, toward labour relations characterised by personal dependence and noneconomic coercion (Brass 2013).

At the crossroads of these three trends, a new and radically more complex history of work is in the making. All three trends ultimately challenge the analytical framework of the modern West as being far too narrow to explain the diversity of work relations throughout history and across space. Three dichotomies that functioned as a conceptual matrix for traditional labour history – productive/unproductive, free/unfree, and capitalist/pre-capitalist – have proven not to be universal but specific to the modern West (a product of the age of Enlightenment, the international legal order and European imperialism). The perception of Europe and the modern welfare state as existing at the apex of history was built on these analytical assumptions. Put in a broader geographical and chronological perspective, however, this conceptual matrix proves to apply only to a limited part of the world and a very short period.

1.1.2 DESCRIPTION OF THE CHALLENGE (MAIN AIM)

The different branches and subfields of the new history of work have hitherto remained fairly segregated. New research from gender historians studying interrelations between work and gender have mostly remained disconnected from the larger debate on free and unfree labour (Campbell/Elbourne 2014 is a notable exception). Global labour historians have, ironically, focused primarily on Western European-driven phenomena – such as colonial slave trading and other forms of coerced labour connected to the rise of the modern West – ignoring dynamics of coercion and labour outside Western and colonised societies (especially Eastern Europe, pre-Columbian America, Africa and East Asia). With the exception of scholars of classical Greece and Rome, scholars studying work in the ancient and medieval world have received little recognition in the broader field of labour history. Similarly, scholars focusing on different types of bondage tend to form separate research communities, and those trained in the history of a specific region, language and time period, share their findings at specialist conferences rather than addressing broader methodological challenges across disciplines and fields of specialisation. This tendency towards specialization poses a major obstacle to efforts to conceive work in its broadest sense in long-term and comparative perspectives.

Moreover, while embracing a more open-ended, many-sided history of work, current scholarly debates are heavily dominated by Anglophone and Western (or Western-sponsored) institutions. Thus, huge bibliographies centred on languages and societies outside that realm are mostly ignored. Within Europe, this is especially true for Eastern Europe, where substantial progress has been made recently in three major fields: First, studies on pre-modern rural societies have gone beyond the traditional analytical frame of first and second serfdom and are pointing to the combination of obligatory work, work for survival and work for living standard improvement of bonded peasants as well as to their multiple engagements, including in the secondary and tertiary sectors (Cerman 2012; Panjek 2015). Second, new research is focusing on forced labour in labour camps and their continuities and discontinuities in performing coercion and ideological re-education in early state socialism and during and after World War II (Viola 2007). Third, a debate on wage labour under state socialism has challenged the distinction between free and unfree labour by discussing state-socialist attempts to control the movement of labour across borders and from the countryside to the cities, and by pointing to the grey zone between voluntary and compulsory work in socialist states, for example in youth work camps, civilian work brigades and women's voluntary work (Bálan 2000; Grama/Zimmermann 2018). But as most of this work is published exclusively in Eastern European languages, its impact has been limited to the field of Eastern European history. This is a major loss and a serious constraint on efforts to broaden our understanding of work.

Thus, each subfield of labour history, while striving to extend the field's focus, does so from its own traditional vantage point. Scholars made a substantial effort to reveal the ideologically and historically restricted character of the conventional conceptual matrix and to criticise the Western heritage of analytical categories and key terms in labour history and the humanities in general. However, no analytical and methodological framework exists that could bring together these multiple subfields and enable a long-term and transculturally comparative and connected perspective. Without such a framework (fully addressing the complexity of social formations, connecting individual sites and experiences and enabling abstractions from empirical findings) it will be impossible to overcome the focus on Western Europe as the “theoretical subject” (Chakrabarty 2000) of all histories of work.

Last but not least, although the new interest in historical forms of coercion and bondage is clearly related to the profound transformation of today's world of work, labour historians seldom contribute explicitly to debates on economic and social inequalities or the global process of labour flexibilisation and precarisation (Lucassen 2017). Labour historians are well placed to connect older regimes of coercion and bondage to the direct and indirect coercion occurring today in a range of industries, from Asian manufacturing (e.g. textiles and electronics) to European agriculture and care work, and to articulate the results of such research for a broader audience. Their expertise would add much-needed historic depth to the understanding of this contemporary issue. Yet scholars still underestimate the mutual benefit of knowledge exchanges with stakeholders in education, politics and the media and neglect the potential of such exchanges to address the pressing questions of our time. The new history of work needs to recognise its responsibility to the world outside academia. For scholars, participating in debates on topics such as the expansion of the US penal system, the vulnerability of undocumented workers in informal labour markets, and the increased use of mandatory work requirements in social welfare systems, is both a duty and an opportunity.

The aim of the COST Action “Worlds of Related Coercions in work” (WORCK), therefore, is threefold:

- (1) Bridge the gaps between specialised but hitherto separate subfields and historiographies by bringing them into sustained dialogue and engendering new understandings within each subfield.
- (2) Develop an analytical framework that helps overcome the dominance of the conceptual matrix of the modern West in the humanities and to conceptualise a new history of work.
- (3) Enable scholars to engage in a new way with policymakers, citizens and other stakeholders about pressing contemporary issues.

1.2 PROGRESS BEYOND THE STATE-OF-THE-ART

1.2.1 APPROACH TO THE CHALLENGE AND PROGRESS BEYOND THE STATE-OF-THE-ART

This COST Action calls for a radical change of perspective in labour history by contending that the coexistence, entanglement and overlapping of diverse work relations has been the rule throughout history. Neither the male-breadwinner model nor the free wage labourer or the capitalist mode of production can form a blueprint for our endeavour; instead we address the persistence and transformation of coercion and bondage across gender systems, world empires and historical eras. We seek to overcome the classic divides of labour history discourse (productive/unproductive, free/unfree, capitalist/pre-capitalist) by linking the stories of work and production with those of violence, expropriation, marginalization and criminalization (Fraser 2014).

To that end, WORCK will establish four working groups (WGs) with a clear conceptual (rather than thematic) approach. The conceptual structure will create an academic space that cuts across specific research fields and enables exchanges between scholars working on topics ranging from construction work in ancient civilisations to indentured work and sharecropping in rural societies before and after industrialization, to chattel slavery and coolie work, debt bondage, convict labour and military impressment, as well as coercive mechanisms in household work and wage labour.

- (1) *Grammars of Dependency*: this WG will take inventory of the variety of words, expressions and phrases historical actors themselves used in specific times, places and contexts to articulate social dependencies and work relations. It will collect and compare words, expressions and phrases across time and space for at least three moments of coercion: (a) recruitment into a work relation, (b) use and exploitation of a workforce, and (c) termination of a work relation. By detecting and explaining the social meanings and taxonomical orders behind those words, the WG will challenge the field's reliance on the analytical language of the modern West. It will make it possible to see the words used to name labour relations and conditions of dependency as fields of conflicts among historical agents. In other words, it will treat the naming of a certain status or labour relation as a contested act of power.
- (2) *Sites and Fields of Coercion*: this WG will explore the complexity of coercive mechanisms in specific contexts in order to analyse the fine points of coercion (or the choice not to exercise it) and the experience of compulsion or autonomy. Studying multiple labour relations at specific sites of coercion – such as the plantation, mine, building site, artisanal workshop or factory – will enable a fine-grained analysis of the mechanisms and experiences of domination and dependence. Indeed, tracing small changes in the heterogeneous composition of labour relations at the level of sites of coercion will enable much more nuanced understandings of the way larger processes influenced the lives of workers. At the same time, the concept of fields of coercion will make it possible to view how individual sites of coercion were connected – for example, how various sites were part of a single commodity chain, how they were imbricated in the productive activities of a single company, or how they were located along the migration route of an individual or a group. Diachronic connections among sites can similarly be viewed as forming fields of coercion, for example in analyses that focus on the transformation of one or more work sites over several decades or centuries.
- (3) *(Im)Mobilisations of the Workforce*: this WG will target the spatial dimension of related coercions. Most forms of coercion and bondage are closely entangled with the history of wars, forced migration, or human trafficking, or with small- or large-scale work migration between town and countryside, metropolis and periphery, or economically strong and weak regions. At the same time, processes of immobilization (e.g. the serf bound to the soil or the convict confined to a prison, camp or remote penal colony) are equally crucial for understanding the “logic of deployment” (Banaji 2010) of the workforce by the employer. Processes and experiences of displacement have become major concerns within the specific historiographies of many systems of coercion in recent decades, but such efforts have only sporadically crossed paths. A notable exception has been the scholarship on convict transportation and comparative studies

of runaways where several attempts at systematic comparison of different types of workers have been made recently – though still primarily confined to West European maritime empires in the early modern period. This WG will expand the scope of these efforts to write new histories of workers' (im)mobilisation.

- (4) *Intersecting Marginalities*: this WG will focus on asymmetrical power relations around difference markers such as gender, age, legal status, class, race, religion or sexual orientation. It will explore the ways that acts of bigotry and persecution based on these differences interrelate to create a system of asymmetrical dependencies and discriminations. It will analyse systemic injustice, social inequalities and coercive mechanisms at work in new ways, with a focus on the interrelations between power structures and individual agency. This work will apply intersectional analysis, until now largely confined to feminist theory and studies of contemporary society, to the history of work, while at the same time contributing to the full historicisation of intersectionality.

Relying on existing infrastructures, WORCK will set up a relational database which brings together empirical data on historic and current forms of coercion and bondage and enables new forms of cross-disciplinary analysis using text mining and mapping methods recently developed in the field of digital humanities. Based on this continuous dialogue between scholars from specialised fields of research and a new practice of comparing and connecting empirical data across time and space, WORCK will develop a new empirically based analytical framework. This framework will encompass contexts not only beyond but also before and after the golden age of the modern West and will provide a basis for exploring the relationship between work, social inequality and dependence across time and space in ways that do not take the conceptual matrix of the modern West as a starting point. It makes the case for a contextualised, inter-relational, and trans-epochal approach. Looking simultaneously at all forms of work relations in a specific regional and temporal context and putting those empirical findings in a long-term and geographically comparative perspective will offer a new understanding of key aspects of work and social history. This approach will provide an alternative organizing principle for the field of labour history and a way to study larger historical processes. It will also connect history to urgent contemporary issues as it offers new ways to look at topics including precariousness, modern slavery, social inequality and dependence.

1.2.2 OBJECTIVES

1.2.2.1 Research Coordination Objectives

- Re-balance historiographies, encourage mutual learning and promote conceptual innovation – especially from outside English-speaking academia – in the current debate on a new history of work.
- Promote dialogue between the existing trends towards a new history of work in (a) gender studies, (b) global labour history, (c) the history of work prior to 1500, and (d) legal studies on contemporary forms of coercion.
- Widen the chronology and the conceptual scope of traditional labour history.
- Build methodologically oriented WGs to overcome the current segmentation of the labour history field.
- Set up a relational database with empirical data on coercion and bondage in different time periods and language communities.
- Develop a new analytical framework for the understanding of coercion and bondage across time and space.
- Establish and expand contacts and cooperation between educational providers, policymakers, nongovernmental organisations (NGOs), citizen associations and other stakeholders.
- Engage in knowledge transfer and public debate on social inequalities and the flexibilisation and precarisation of work worldwide.

1.2.2.2 Capacity-building Objectives

- Widen the outreach of WORCK by recruiting scholars, research institutions and stakeholders from the following target groups as COST Action Participants:
 - Young scholars working on coercion and bondage outside the research community of labour history.

- Scholars and research institutions from Eastern Europe, many from Inclusiveness Target Countries (ITCs).
- Educators, policymakers, NGOs, citizen associations and other stakeholders.
- Strengthen WORCK’s conceptual approach by electing a team of four coordinators for each WG, representing different thematic, geographic and chronological subfields and linguistic specialisations.
- Promote mutual learning between Eastern and Western European academics by ensuring the following:
 - Of the annual conferences and meetings of the Action Management Committee (MC) and WGs, 50% take place in ITCs.
 - All Training Schools (TSs) are hosted by ITC research institutions.
 - Of the WG coordinators, 50% are scholars working on research topics hitherto neglected by English-speaking academics.
- Empower Early Career Investigators (ECIs) to carry out research at the European and international levels, counterbalance gender biases and foster the visibility of their research by ensuring the following:
 - At least 50% of the WG coordinators are ECIs.
 - At least 50% of the Short-Term Scientific Missions (STSMs) are assigned to ECIs.
 - At least 50% of the WG coordinators are women.
- Set up an intranet for all COST Action Participants to enable collaboration within and between the WGs outside the annual conferences, workshops and TSs.
- Develop a responsive website to improve the visibility of WORCK outside academia and facilitate exchanges with policymakers, citizens and other stakeholders.

2 NETWORKING EXCELLENCE

2.1 ADDED VALUE OF NETWORKING IN S&T EXCELLENCE

2.1.1 ADDED VALUE IN RELATION TO EXISTING EFFORTS AT EUROPEAN AND/OR INTERNATIONAL LEVEL

Two traditional European conferences have promoted new research in labour history for many years. The “International Conference of Labour and Social History”, a network of historians concerned with the history of labour relations, labourers and labour and other social movements, was founded in Vienna (Austria) in 1964, and its annual “Linz Conferences” originally served as a platform of dialogue between Western and Eastern labour historians. Although it favours a global and inclusive approach to labour history today, its topics remain mainly limited to 19th and 20th century Europe.

The “European Social Science and History Conference”, one of the largest conferences for historians in Europe, takes place every two years in different cities across Europe, bringing together scholars who address historical phenomena using social science methods. One of the largest networks within the Conference is dedicated to labour, and sessions organised within it systematically address topics related to this COST Action. However, it attracts hardly any scholars working on pre- or non-capitalist societies. Conversely, labour is virtually non-existent in the programmes of the much smaller networks on Antiquity and the Middle Ages.

Important research centres and networks have created robust international cooperation among labour historians, creating both opportunities and challenges that this COST Action will take into consideration. In particular, three such initiatives will be looked at closely:

- The International Institute of Social History, in Amsterdam, initiated a “Global Collaboratory on the History of Labour Relations” in 2007, providing statistical insights into the global distribution of all types of labour relations (systematically including women’s and child labour) in five historical cross-sections from 1500 to the present and seeking to explain shifts in labour relations worldwide. However, as the collected datasets build on Western terminologies and taxonomies, it remains bound by the conceptual matrix of the modern West.
- The International Research Centre on “Work and Human Lifecycle in Global History”, founded in 2007 at the Humboldt University of Berlin, brings together ten to fifteen fellows from the global South and the global North every year. It seeks to understand the historical foundations of

current society by tracing and comparing historical interdependencies between work and life course. The research centre organises workshops, international conferences and summer schools and gives fellows the opportunity to discuss their research at various institutions in Berlin. The funding of this institution will, however, end in 2020.

- In October 2018, the German Research Foundation approved a new Cluster of Excellence entitled “Beyond Slavery and Freedom: Asymmetrical Dependencies in Pre-Modern Societies” at the University of Bonn. The cluster is expected to conduct research on societies from antiquity to the present time, in a way that “provincialises” (Chakrabarty 2000) the modern Eurocentric approach. The research and teaching staff includes scholars from all over the world. The organisation of the cluster, however, is still in its initial stages, as is the development of the concept of asymmetrical dependency. Cluster activities will mainly take place in German-speaking institutions.

Besides established Western European conferences and research centres, the creation of national and international organisations of labour historians highlights the growing impact of labour history within academia and beyond.

Labour historians in India (“Association of Indian Labour Historians”, founded in 1996), South Africa (“History Workshop”) and Brazil (WG “Mundos do Trabalho” within the National Association of History, founded in 2001) have pioneered national labour history networks and played a key role in the establishment of the research field of global labour history. Also pivotal to these developments have been the International Institute of Social History and the South–South Exchange Programme for Research on the History of Development, first hosted at the Institute’s headquarters in Amsterdam and subsequently in Manila and São Paulo.

Over the last few years, labour history networks on a national level have spread throughout Western Europe and beyond. The Italian Società Italiana di Storia del Lavoro (SISLAv) and French Association française pour l’histoire des mondes du travail (AFHMT) national associations of labour historians were founded in 2012 and the Spanish Red Española de Historia del Trabajo in 2017, together with less institutionalised groups in other Western European countries, including the Greek Network of Labour and Labour Movement History, working primarily within the Greek Economic History Association. Every fourth year, Northern European labour history societies meet at the Nordic Labour History Conference.

Academic labour history is witnessing not only the emergence of national associations but also the creation of broader continental and even global networks. Three networks are especially important in this respect:

- In 2013, the International Institute of Social History initiated the European Labour History Network. This network has set up several WGs focusing on specific fields of labour history and organises a “European Labour History Conference” every two years.
- Following the conference “Trabajo y Trabajadores”, held in La Paz in May 2017, the Red Latinoamericana y del Caribe de Trabajo y Trabajador@s (REDLATT) was created as a forum of labour historians from throughout Latin America and the Caribbean. It will convene several sessions in the next Conference of the Latin American Association for Social History, to be held in Lima in October 2019.
- The Global Labour History Network was created in June 2015, gathering representatives of labour history institutions worldwide in Barcelona. Its first conference was held in March 2017 in Noida, India; the second will take place in Saint-Louis, Senegal. It builds on existing national and regional organisations in Europe, India, Latin America and South Africa as well as on more informal networks in Canada, China, Japan, Senegal, South Korea, the United States, and elsewhere.

Clearly, the field of labour history has undergone impressive growth worldwide during the last decade, in terms of both organisation and the quality of scholarly debates. This broad trend has been accompanied by important developments in the more specific conversation on coercion and bondage in labour relations, the focus of this COST Action. Indeed, this topic has gained visibility in several academic environments within labour history. Thus, we see the creation of WGs on free and unfree labour within the European Labour History Network, the REDLATT, the Nordic Labour History Conference and national associations like the Italian SISLAv. At the same time, free and unfree labour is increasingly becoming a leading perspective through which the whole of labour history can be observed. For example, while the Nordic Labour History Conferences have traditionally had a strong focus on unions and labour organization in the nineteenth and twentieth centuries, the most recent

iteration (Reykjavik 2016) included several panels that brought different forms of coerced labour into the picture. Similarly, recent conferences and workshops convened by the REDLATT (La Paz 2016) and the SISLAV (Turin 2018) have showcased the potential for the simultaneous analysis of multiple labour relations to expand the scope of traditional conversations among labour historians (e.g. on unions) and historicise hotly debated contemporary issues such as modern slavery and labour precariousness.

Thus, WORCK is timely and deeply embedded in a growing research area. Moreover, it has the potential to advance the entire field by addressing factors currently limiting its growth:

- Absence of labour history associations based in Eastern Europe.
- Limited accessibility of academic labour history networks to students, PhD candidates and ECIs (especially from ITCs).
- Underrepresentation of non-Anglophone scholarship on coercion and bondage (especially from Eastern Europe, but also from East Asia).
- Underrepresentation of scholarship on coercion and bondage in the medieval world as well as in non-colonised East Asia and precolonial Africa.
- Absence of a database that makes empirical source material available for (a) trans-regional and diachronic comparison by scholars from different academic fields and (b) knowledge transfer between academia and the education sector, policymakers, and the general public.
- Absence of an analytical framework encompassing all relevant subfields of a new history of work and enabling the field to overcome Eurocentrism in the conceptualization of coercion and bondage across time and space.
- Limited impact of academic knowledge on political and public debates about migration, modern slavery, social inequality and labour precariousness.

2.2 ADDED VALUE OF NETWORKING IN IMPACT

2.2.1 SECURING THE CRITICAL MASS AND EXPERTISE

The proposers of this COST Action are actively involved in the debates in all main research fields that have given rise to a new history of work over the last decade. Their interdisciplinary network includes gender historians, global labour historians, area studies scholars and social anthropologists, ancient historians and medievalists, philosophers and philologists, sociologists and lawyers. The proposers have already worked together in joint workshops and conference sessions at the national, European and international levels for more than five years. They include both young and well-established scholars. WORCK can count on the cooperation of key figures in the field based in International Partner Countries (IPCs) outside Europe. With strong support from the most prominent research centres and networks in existence, it is optimally placed to have a great impact on the fields of labour and social history within Europe and beyond.

With a broad geographic distribution and a wide range of subspecialties, WORCK will quickly grow, as each proposer can easily bring three to five new members into the network once the COST Action is launched. Also, the TSSs, both taking place at Eastern European universities, will be an important multiplier and an excellent tool to promote excellence.

2.2.2 INVOLVEMENT OF STAKEHOLDERS

Several WORCK proposers already have individual contacts with stakeholders in education, politics, the media and NGOs. Building on and reaching beyond them, WORCK will endeavour to bring non-academic institutions and important public figures into the network. Each of the four annual conferences will contain activities bringing together COST Action Participants and stakeholders. These third-mission activities will primarily focus on current issues related to Europe, such as the refugee crisis; wage dumping and labour exploitation in the nursing sector through work migration between Eastern and Western Europe; people smuggling, drugs and forced prostitution between Eastern and Western Europe; global migration flows and the access to European labour markets and welfare systems.

Activities involving stakeholders will include:

- Round table discussions actively involving stakeholders in plenary sessions during the annual WORCK conferences.

- Public debates organised in cooperation with municipal stakeholders, taking place in non-academic settings and addressing a broader public. Depending on the debate topic, this activity will involve academics, policymakers, and representatives of trade unions, NGOs, human rights organisations, citizen associations, and other social groups directly concerned with the issue.
- Training panels for (and with) secondary school teachers presenting and discussing new teaching ideas for high school and middle school classes concerning the historical and current phenomena of coercion and bondage. The long-term goal of these meetings is the development of co-designed teaching materials that can be used more broadly (with appropriate modifications) across the school systems of selected European countries.
- Small exhibitions in cooperation with local museums and libraries.

2.2.3 MUTUAL BENEFITS OF THE INVOLVEMENT OF SECONDARY PROPOSERS FROM NEAR NEIGHBOUR OR INTERNATIONAL PARTNER COUNTRIES OR INTERNATIONAL ORGANISATIONS

As the COST Action addresses forms of coercion and bondage from a cross-cultural, inter-connected perspective and seeks to address processes of flexibilisation and precarisation on a global scale, the network cannot content itself with bringing the research topics and historiographies of ITC scholars into the Anglophone academic world. It must also collaborate with scholars from outside Europe who are currently moving the field forward.

Joseph C. Miller (Charlottesville, USA) is probably the most important theorist of slavery worldwide today. His book *The Problem of Slavery as History: A Global Approach*, published in 2012, has superseded Orlando Patterson's comparative study *Slavery and Social Death* (1982), which shaped generations of slavery historians. Miller extends the scope of research far beyond the institutional and legal approach and points not only to the practices of slaving as they occurred between master and slave but also to the broader historical contexts in which these practices were inscribed. As an Africanist, his thinking about slavery clearly goes beyond the frame of labour, which would help the WORCK network to connect the perspective of labour historians to broader concerns in social history. He is currently working on a synthesis that seeks to reconceptualise the whole field of slavery studies and to understand why the productive use of slaving practices came to prevail in certain historical contexts while, in others, slaving strategies operated on entirely different principles. A mutual exchange between the COST Action's attempt to develop a new analytical framework and Miller's project of reconceptualising slavery will bring great benefit for both sides.

Judy Fudge (Hamilton, Canada) is one of the leading lawyers studying labour law history and labour precariousness. She studies unfree labour as a concept and explores how unfree labour is used to conceptualise immigration controls restricting the freedom of migrant workers to circulate in the labour market. Her contribution to WORCK is of great methodological benefit because she takes a socio-legal approach to the study of work, an approach with which historians are rather unfamiliar but which will be of great value for the joint development of a new analytical framework. She has also worked regularly with women's groups, legal clinics, trade unions and the International Labour Organization and is therefore key to the effort to bring non-academic stakeholders into the network and strengthen the COST Action's third-mission activity.

Claudio Costa Pinheiro (Rio de Janeiro, Brazil) is a social anthropologist working on classifications of slavery in modern colonialism, comparing India and Latin America, and analyses the imperial power of language in colonial settings. His expertise will be especially helpful for the conceptualisation of "Grammars of Dependency" (WG 1), an important first step in the development of a new analytical framework. As a member of the steering committee of the South-South Exchange Programme for Research on the History of Development, with strong contacts to important research centres in Western Europe (Re:Work, Berlin, and Global South Studies Centre, Cologne), he can also play an important role in bringing together scholars from the global South and the global North interested in coercion and bondage.

Paulo Cruz Terra (Niteroi and Rio de Janeiro, Brazil) is a founding member of the Brazilian WG "Mundos do Trabalho" (Worlds of Labour) and is actively involved in the European Labour History Network. He has studied the interactions of slaves and wage labourers in nineteenth-century Rio de Janeiro, and the entanglements between municipal and state labour legislation during and after the process of the abolition of slavery. His current research interests are (1) anti-vagrancy policy in relation to the abolition of slavery in Brazil and in the Portuguese empire in Africa, which relates to the important question of how law and punishment engender multiple labour relations, and (2) the comparative investigation of

migration to Brazil in the periods 1870–1930 and 2000–2014. Within the COST Action, the WG “(Im)Mobilisations of the Workforce” will especially benefit from his contribution.

Nicole Ulrich (Makhanda, South Africa) studies the labour history of Southern Africa in the early modern period. Her work has unearthed rich traditions of resistance to labour coercion among the lower strata of the Cape Colony. These traditions evolved across ethnic and racial divides, and Ulrich’s work traces the way colonial labour relations produced highly complex solidarities and identities. Her work has demonstrated the need for a labour history that thinks beyond pre-conceived demographic or occupational groups. Ulrich’s experience in writing inclusive histories from below will add valuable methodological expertise to the COST Action, especially to the WG “Sites and Fields of Coercion”.

Babacar Fall (Dakar, Senegal) has published on indentured and wage labourers in colonial Senegal, and on the effect of the memory and legacies of colonization on post-colonial labour. Deeply rooted in national and local networks of academics, teachers and NGO workers, he has also been a fellow in all key hubs of the networks of labour historians worldwide, and is presently on the board of the Global Labour History Network. His broad research interests and academic connections will benefit all the WGs.

Prabhu Mohapatra (Delhi, India) is co-founder of the Association of Indian Labour Historians (AILH) and member of the board of the Global Labour History Network (GLHN). He has contributed extensively to the debate on global labour history, with particular focus on overcoming the standard Eurocentric approach in the study of labour relations. Moreover, he has produced outstanding publications on the employment of indentured workers from colonial India in the Assam tea plantations and in the British Caribbean, which showcase the ambiguity of the contract regime and the precariousness of freedom in the aftermath of the abolition of Atlantic slavery. His affiliation to the COST Action will contribute to connect its Europe-based members with scholars and research centres across the globe, and especially in Asia and the Global South more generally.

Titas Chakraborty (Kunshan, China) is a leading scholar in South Asian and world history with a focus on labour, migration and gender. In her current book project, she explores the mobility practices of workers, how mobility related to immobility and how and why the early colonial state of the British East India Company in Bengal intervened to control workers’ mobility practices. Her specialization in the history of colonial India will facilitate dialogue across area studies and labour history, and her research project will be of great value, especially for the WGs “(Im)Mobilisations of the Workforce” and “Intersecting Marginalities”.

Lucio de Sousa (Tokio, Japan) is a member of the steering committee of the Global History Network and the chair of the board of advisors of the “Global Encounters between China and Europe” (GECEM) project. His prominent research on slave trade in early modern Asia and his most recent book *The Portuguese Slave Trade in Early Modern Japan: Merchants, Jesuits and Japanese, Chinese, and Korean Slaves*, published in 2018, build an important starting point for this COST Action’s intention to balance Asian historiographies with those prevalent in Anglophone academia.

3 IMPACT

3.1 IMPACT TO SCIENCE, SOCIETY AND COMPETITIVENESS, AND POTENTIAL FOR INNOVATION/BREAKTHROUGHS

3.1.1 SCIENTIFIC, TECHNOLOGICAL, AND/OR SOCIOECONOMIC IMPACTS (INCLUDING POTENTIAL INNOVATIONS AND/OR BREAKTHROUGHS)

The COST Action’s potential for scientific, technological and socioeconomic innovation breakthroughs is high. It is designed to tap into and unite a host of on-going concerns and initiatives worldwide. Already, the network of participants has the critical mass to advance the new history of work in pioneering directions – and it will keep growing.

By (a) building conceptual WGs cutting across specialised fields of research, (b) creating an open-access database relating new empirical data on historic and current forms of coercion and bondage, and (c) developing a new analytical framework that helps to overcome the influence of the conceptual matrix of the modern West, WORCK will serve generations of labour and social historians and allow

them to link academic concerns to pressing contemporary questions. It will engender new understandings within each of the hitherto disparate historical subfields, and engage in new ways with public debates on coercion and bondage.

WORCK will build on the existing momentum of the research field and its regional, national and international initiatives and challenge them to move beyond the historical concerns of the modern West and promote long-term analyses, cross-temporal comparisons and other in-depth studies that deepen our understanding of historic, present and future forms of coercion and bondage.

3.2 MEASURES TO MAXIMISE IMPACT

3.2.1 KNOWLEDGE CREATION, TRANSFER OF KNOWLEDGE AND CAREER DEVELOPMENT

The TSs and STSMs in this COST Action will allow a significant number of ECIs, especially from ITCs, to participate in and contribute to the new history of work – and to influence its future direction and research priorities.

Furthermore, WORCK will counteract the devaluation and marginalization of traditional and new Eastern European labour history. It will promote the work of Eastern Europe-based scholars, not only by improving the visibility of studies published in languages other than English but also by improving access to infrastructures and resources. This two-way exchange of knowledge will enable research agendas and academic traditions from less represented countries to help shape the field.

In the same line, the dissemination of conceptual debates and empirical findings in Asian, African, and other languages in cooperation with scholars from IPCs will improve understanding of analytical approaches used outside Anglophone academia and will serve as a test for the new analytical framework developed by WORCK.

3.2.2 PLAN FOR DISSEMINATION AND/OR EXPLOITATION AND DIALOGUE WITH THE GENERAL PUBLIC OR POLICY

Given its broad perspective and the strong support for its proposers within the leading research networks and institutions in Europe and worldwide, this COST Action is well placed to use the enormous potential of this academic field to address top-of-the-agenda issues such as migration, modern slavery, social inequality, and labour precariousness.

To enable the transfer and dissemination of its research results, WORCK will undertake the following third-mission activities:

- Set up a responsive website to publicise WORCK activities.
- Produce podcasts and tweets about WORCK activities.
- Enable access to all or part of the empirical database for non-academic uses.
- Organise classroom presentations on the globalised world of work.
- Provide teaching materials for high school teachers.
- Organise local cinema screenings of a movie or documentary related to current and past coercive forms of work, followed by public discussions between film producers, film critics, academics and the audience.

4 IMPLEMENTATION

4.1 COHERENCE AND EFFECTIVENESS OF THE WORK PLAN

4.1.1 DESCRIPTION OF WORKING GROUPS, TASKS AND ACTIVITIES

The COST Action WORCK comprises four WGs. Each WG will form a leadership team of four coordinators representing different subfields. At least two scholars of each leadership team must be part

of the MC, and two must come from ITCs. Each WG will be in charge of organising one of the four annual conferences.

The WGs will meet for one conceptual workshop and one writing workshop each year.

- The conceptual workshop will take place during the annual conference and will be organised by the WG coordinators. While focusing on the lead WG's conceptual and methodological issues, the workshop will be an opportunity for members of all four WGs to exchange ideas.
- The writing workshop will take place independently of the annual conference and will be hosted by the research institution of one of the WG members. The main aims of the workshop will be to put the conceptual discussions to the test and to work towards joint publications (e.g. a special issue in an Anglophone journal and a state-of-the-art peer review article on the WG's methodological approach) by discussing and refining draft papers.

WGs 1 and 4 will conceptualise and develop the relational database, while WGs 2 and 3 will oversee the dissemination of the research results and the dialogue with the broader public. The specific activities of the WGs are outlined below.

WG 1: Grammars of Dependency

- Conceptualise the digital assessment of semantic settings and taxonomical orders related to coercion and bondage, in close exchange with WG 4 (year 1).
- Collect and inventory words, expressions and phrases historical actors used in specific times, places, and contexts to articulate three moments of coercion: (a) recruitment into a work relation, (b) use and exploitation of a workforce, and (c) termination of a work relation (year 2).
- Present database entries and tools, and discuss on-going refinement of the database at the annual conferences (years 1–4).
- Compare and interpret semantic settings and taxonomical orders of coercion and bondage across time and space (year 3).
- Organise a seminar on “grammars of dependency” at the TS taking place in years 2 and 4 at the annual conference.

WG 2: Sites and Fields of Coercion

- Elaborate the concepts of “site” and “field” of coercion, and broaden the empirical basis for their study both chronologically and geographically (years 1–2).
- On the basis of the database entries created by WGs 1 and 4, create a smaller dataset on the vocabulary used by historical actors to address coercion in and around specific sites in selected fields (years 2–3).
- Select secondary school teachers in at least two COST Member Countries for collaboration (year 2); work with them to design teaching materials on coercion and autonomy in sites and fields that are relevant to local interests (year 3).
- Select museums and other institutions working on heritage and memory in at least two COST Member Countries for collaboration (year 2); work with them to design tools (e.g. exhibitions, graphic novels, podcasts, documentaries and graffiti) to present the history of specific sites and fields of coercion (year 3).
- Organise a seminar on “sites and fields of coercion” at the TS taking place in years 2 and 4 at the annual conference.

WG 3: (Im)Mobilizations of the Workforce

- Starting from existing studies of runaways as well as recent research on different forms of forced migration, build a preliminary conceptual framework that enables systematic comparison of labour confinement and displacement across time and space (year 1).
- On the basis of the database entries created by WG 1 and 4, create a smaller dataset on ways that confinement and displacement were articulated by workers themselves at different moments of coercion (year 2).
- Collect and present empirical studies in all relevant subfields to build a comprehensive foundation for qualitative comparison (years 1–2), and interpret and synthesise findings into a new shared framework to conceptualise the relation between coerced labour, confinement and displacement (year 3).

- Select secondary school teachers and museums or other institutions working on heritage and memory in at least two COST Member Countries for collaboration (year 2); work with them to create interactive maps and other visual resources for use in teaching (year 3).
- Organise a seminar on “(im)mobilizations of the workforce” at the TS taking place in years 2 and 4 at the annual conference.

WG 4: Intersecting Marginalities

- Conceptualise the digital assessment of marginalizing factors and conditions related to coercion and bondage in work, in close exchange with WG 1 (year 1).
- Collect and inventory factors and conditions enabling social marginalization in work relations in a specific time and place, and extract patterns of intersecting marginalities for specific times, places and contexts (year 2).
- Present the analytical categories for the database entries, and discuss its on-going refinement with all COST Action Participants at the annual conferences (years 1–4).
- Compare and interpret patterns of intersecting marginalities across time and space (year 3).
- Organise a seminar on “intersecting marginalities” at the TS taking place in years 2 and 4 at the annual conference.

The MC, meeting once a year at the annual conference, will monitor WG activities and provide the basic facilities they need to carry out their responsibilities, as follows:

- Set up a responsive website presenting the Action’s objectives (year 1) and reporting on its activities (years 1–4).
- Set up an intranet enabling COST Action Participants to exchange documents and ideas and write collaborative texts (year 1).
- Create the technical prerequisites for the WORCK database (year 1).
- Moderate and monitor the discussions on a new analytical framework, and promote exchange between the WGs (years 1–4).
- Contact stakeholders and integrate them in the COST Action (years 1–2), and coordinate third-mission activities (years 1–4).
- Select a team of 3–5 permanent MC members to prepare a peer-reviewed state-of-the-art paper presenting WORCK’s main achievements (year 4).

4.1.2 DESCRIPTION OF DELIVERABLES AND TIMEFRAME

Deliverables and timeframe for WG 1: Grammars of Dependency

- Publish all or part of the database in cooperation with WG 4 as an open-access resource for researchers outside WORCK and for users outside academia (year 3).
- Publish a special issue on “grammars of dependency” in an Anglophone journal, including contributions from ECIs and scholars from ITCs (year 4).
- Publish a peer-reviewed state-of-the-art paper on its methodological approach, co-authored by the WG coordinators (year 4).

Deliverables and timeframe for WG 2: Sites and Fields of Coercion

- Publish teaching materials co-authored with teachers, and produce materials related to memory and heritage (year 3).
- Publish a special issue on “sites and fields of coercion” in an Anglophone journal, including contributions from ECIs and scholars from ITCs (year 4).
- Publish a peer-reviewed state-of-the-art paper on its methodological approach, co-authored by the WG coordinators (year 4).

Deliverables and timeframe for WG 3: (Im)mobilizations of the Workforce

- Publish maps and other visual teaching resources co-authored with teachers (year 3).
- Publish a special issue on “(im)mobilizations of the workforce” in an Anglophone journal, including contributions from ECIs and scholars from ITCs (year 4).
- Publish a peer-reviewed state-of-the-art paper on its methodological approach, co-authored by the WG coordinators (year 4).

Deliverables and timeframe for WG 4: Intersecting Marginalities

- Publish all or part of the database in cooperation with WG 1 as an open-access resource for researchers outside WORCK and for users outside academia (year 3).
- Publish a special issue on “intersecting marginalities” in an Anglophone journal, including contributions from ECIs and scholars from ITCs (year 4).
- Publish a peer-reviewed state-of-the-art paper on its methodological approach, co-authored by the WG coordinators (year 4).

4.1.3 RISK ANALYSIS AND CONTINGENCY PLANS

Most WORCK activities entail no significant risk, as they build on existing individual and institutional networks and involve well-established academic practices (e.g. workshops, conferences and journal special issues). The Action includes a significant number of experienced researchers working in many different countries; if some of them should be unable to fully engage in WORCK, others will easily fill the gap.

Three aspects of WORCK, however, involve both originality and challenge. First, WORCK aims to balance historiographies prevalent in Anglophone academia with approaches from hitherto underrepresented research cultures and languages and create a new methodological framework. For this to succeed, an atmosphere of mutual learning and respect is vital. Challenging established working methods and analytical concepts is essential, but the differences in participants’ backgrounds may give rise to misunderstandings or reawaken old stereotypes. To limit this risk, WORCK will translate key texts published in non-Western languages into English and make them available to COST Participants and others. Each annual conference will include one session in which these translated key texts are discussed. The WGs and the MC will nominate two moderators to monitor this process of mutual learning and mediate any misunderstandings or conflicts.

Second, the creation of a relational database faces two risks: insufficient data and difficulty harmonizing data from diverse sources. To be relevant, the database will need to include a substantial number of entries with a broad geographical and temporal range. Given WORCK’s access to broad existing networks and its large and growing number of participating scholars, many of whom have experience with large databases, the risk of insufficient data is minimal. But there is a risk of communication problems between (a) scholars developing the conceptual side of the database while working at different places throughout Europe, and (b) technical specialists translating their work into the language of a database. To minimise this risk, two measures will be taken: the involvement of a digital humanities expert with a background in history and knowledge about WORCK, and the implementation of a pilot project with a selected number of researchers before the WORCK action starts.

Third, collaboration with teachers, heritage institution staff and other potential target groups of third-mission activities does not entail well-established practices and will require substantial flexibility. Selection of potential partners will be guided by WORCK’s broader goals, but will also depend on existing networks among proposers in some countries and new parties joining after the Action has started. Moreover, within the third-mission activities of each WG, the specific topic (e.g. the particular site of coercion or migration) and the form of presenting the outcomes will have to be discussed with the collaborative partners, in order to maximise the impact. This means that details cannot be provided at this stage on the particular outcomes of third-mission activities. However, the impact of such activities will be greater precisely because the interactions between researchers and other parties are not predetermined. In this sense, the tentative nature of WORCK’s dissemination plan is a positive factor, favouring creativity in networking and the development of new approaches.

4.1.4 GANTT DIAGRAM

Group	Task	2020	2021	2022	2023
MC	set up responsive website				
	set up intranet				
	create technical prerequisites for joint database				
	coordinate and monitor refinement of database				
	moderate and monitor development of analytical framework				
	contact and integrate stakeholders				
	coordinate third-mission activities of WORCK				
	preparation peer reviewed paper on main achievements				
WG 1	conceptualization of digital assessment				
	present database entries and discuss ongoing refinement				
	collect and inventory entries for database				
	compare/interpret semantic settings and taxonomical orders				
	prepare special issue				
	prepare peer review paper				
	organise 2 Workshops per year for WG 1 members				
	organise annual COST conference				
	third mission activity for annual conference				
	organise a seminar on "grammars of dependency" für TS				
WG 2	elaboration of concept "site" and "field" of coercion				
	create small data set based on framework of WG 1+4				
	select secondary school teachers from 2 EU countries				
	create didactic material for and with teachers				
	select museums/other institutions from 2 EU countries				
	design tool to present history of "sites of coercion" for and with museums/institutions				
	prepare special issue				
	prepare peer review paper				
	organise 2 Workshops per year for WG 2 members				
	annual COST conference at institution of ITC COST researcher				
	third mission activity for annual conference				
	organise a seminar on "sites and fields of coercion" für TS				
WG 3	build initial conceptual framework				
	collect and present empirical studies				
	create small database set based on framework of WG 1+4				
	interpret and synthesize findings into new shared framework				
	identify secondary school teachers from 2 EU countries				
	create set of resources for and with teachers				
	prepare special issue				
	prepare peer review paper				
	organise 2 workshops per year for WG 3 members				
	annual COST conference				
third mission activity for annual conference					
	organise seminar on "(im)mobilizations of work" for TS				
WG 4	conceptualization of digital assessment				
	present database entries and discuss ongoing refinement				
	collect and inventory factors for marginalization				
	compare and interpret patterns of intersecting marginalities				
	prepare special issue				
	prepare peer review paper				
	2 workshops per year for WG 4 members				
	annual COST conference at institution of ITC COST researcher				
	third mission activity for annual conference				
	organise a seminar on "intersecting marginalities" for TS				
	Coordination/Management				
	involves respective WG				
	involves entire network				