

**A SELECTION of PUBLICATIONS, PAPERS AND SPEECHES
by GARY B. HANSEN ON COOPERATIVES AND OTHER FORMS
OF EMPLOYEE OWNERSHIP, 1964-2009**

- “The effects of centralization and bureaucratization on mutual benefit societies: The case of the cooperatives.” Term Paper, Cornell University, Spring Semester, 1964
- "Final Overview, Discussion and Synthesis." Concluding speaker at “Productivity, Participation and Ownership: an USAID-USDOL Conference,” Washington, D.C., May 24-25, 1983.
- "Job Creation and Worker Ownership: Innovative and Entrepreneurial Approaches to Economic Development." Seminar with union leaders and economic experts of CISL and UIL labor confederations, Rome, Italy, March 24, 1986.
- "Job Creation and Worker Ownership: Innovative and Entrepreneurial Approaches to Economic Development." Luncheon address to officers and staff of FILSE (ligurian regional development agency) Genoa, Italy, March 26, 1986.
- "Job Creation and Worker Ownership: Innovative and Entrepreneurial Approaches to Economic Development." Lecture to faculty and students at the Catholic University, Milan, Italy, March 27, 1986.
- "Innovative and Entrepreneurial Approaches to Job Creation and Economic Development." Luncheon address to government officials, labor leaders, and university faculty members in Lisbon, Portugal, April 1, 1986.
- "Job Creation and Worker Ownership: Innovative and Entrepreneurial Approaches to Economic Development." Presentation to President and staff of the Canadian Federation of Labor, Ottawa, Ontario, June 4, 1986.
- "What Have We Learned?" Concluding North American speaker at North American-European Conference on Worker-Owned Cooperatives, Brussels, Belgium, October 3, 1986.
- “Toward improved economic competitiveness and employment security: A modest proposal.” Final Report: Subcommittee on Public Policy Responses, Secretary of Labor’s Task Force on Economic Adjustment and Worker Dislocation. October 20, 1986. 16 pp. Chair of Subcommittee.
- Job Creation and Retention: Innovative Approaches to Local Economic Development in America. Logan: Utah Center for Productivity and Quality of Working Life, Utah State University, December 1986, 23 pp. (Also March 1986, November 1986 versions)
- "The Mondragon System of Worker-owned Cooperatives: An Overview." Presentation to the faculty of the Graduate School of Management, Brigham Young University, December 16, 1986.

Economic Adjustment and Worker Dislocation in a Competitive Society: Report of the Secretary of Labor's Task Force on Economic Adjustment and Worker Dislocation. Washington, D.C., December 1986. (Member of the Task Force and its drafting committee)

Putting Democracy to Work: A Practical Guide for Starting Worker-Owned Businesses. (with Frank T. Adams) Eugene, Oregon: Hulogos'I Communications, Inc. 1987, 298 pp.

The Mondragon Cooperatives: An Example of Successful Community Economic Development. Logan: Utah Center for Productivity and Quality of Working Life, July 1987, 20 pp.

"Starting a Worker-Owned Cooperative." (with Frank T. Adams) Chapter in *Employee Ownership for Smaller Businesses*, Oakland: National Center For Employee Ownership. September 1987, pp. 24-35.

Saving Jobs and Putting Democracy to Work: Labor-Management Cooperation at Seymour Specialty Wire. Washington, D.C.: U.S. Dept. of Labor, Bureau of Labor-Management Relations and Cooperative Programs. November 1987.

"Some Thoughts about Unions and Employee Ownership." Speech delivered to the AFL-CIO Industrial Union Department Coordinating Bargaining Committee, Palm Springs, CA, January 8, 1988.

"Worker Ownership and Community Development." Presentation at the Seventh Annual Conference on Employee Ownership and Participation, Washington, D.C., March 25, 1988.

"Starting a Worker-Owned Cooperative," in Matthew Kumin and Corey Rosen, *Community Economic Development and Employee Ownership: A Resource Guide*, Oakland: The National Center for Employee Ownership, 1988, pp. 71-82.

"An Organic Relationship: Democratic Management & Learning." (with Frank T. Adams) in *Workplace Democracy*, No. 61, Summer 1988, pp. 9-10. (

Some Basic Information About Starting a Cooperative. Logan: Utah Center for Productivity and Quality of Working Life, Utah State University, July 1988. 8 pp.

"Marketing Cooperatives for Small Manufacturing Businesses: Some Advantages and Disadvantages." Presentation to the Northeastern Marketing Group, Eastern Oregon State College, LaGrande, Oregon, August 1, 1988.

ESOPS, Unions and the Rank and File: A Shirt Pocket Book for ESOP Participants. (with Frank T. Adams) Somerville, MA: The Industrial Cooperative Association, September 1989. 63 pp.

"Self-generating Economic Development in Third World Nations: The Industrial Cooperative as an Alternative Strategy." Draft, January 23, 1990. 29 pp.

“A Proposal to Establish The Helen Foster Snow Institute for Cooperative Studies at Utah State University.” September 4, 1990. 15 pages.

Nektere Aspekty Druzstevniho Podnikani Ve Vyspelych Kapitalistickyh Zemich. Prague: 1990. 28pp. (A translation of selected chapters from *Putting Democracy to Work* into Czech by the Klub Samospravného Lideoveho Podnikana.)

Using Cooperative Entrepreneurship as a Development Strategy for Job and Enterprise Creation in Eastern Europe and Third World Countries. Logan: Utah Center for Productivity & Quality of Working Life, Utah State University, Draft January 15, 1991. 26pp. March 31, 1991.

Fulfilling the Land-Grant Mission by Promoting Economic Development, Worker Ownership and Workplace Democracy. Logan: Utah Center For Productivity and Quality of Working Life, Utah State University, 1991. 12 pp.

“Using Cooperative Entrepreneurship for Job and Enterprise Creation in Developing Countries and Eastern Europe.” Paper presented at the Conference on Internationalizing Entrepreneurship Education, Training and Research, Pembroke College, Cambridge University, July 1-5, 1991. 28 pp.

ESOP: a związki zawodowe. (A translated version of ESOPs, Unions and the Rank and File: An ICA Shirt-pocket Book for Union Members in Businesses with ESOPs (with Frank T. Adams) into Czech by the Klub Samospravného Lideoveho Podnikana.) Wrocław, Czerwiec, 1991. 62 pp.

A Concept Paper Outlining Some Ways to Promote Cooperatives for Job and Enterprise Creation. Working Paper. Geneva: Cooperative Branch, International Labour Office, September 1991. 14 pp.

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ESOPs in the U.S.A. Working Paper. Geneva: Cooperative Branch, International Labour Office, October 1991. 12 pp.

“Business and Democracy: Implications for Education.” (with Frank T. Adams) Paper presented at the ICA 1992 Conference, Cambridge, MA.

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"Education for Participation and Ownership." (with Frank T. Adams) in Chapter 5 of the book *When Workers Decide: Workplace Democracy takes Root in North America*, edited by Frank Lindenfeld and Len Krimerman. Philadelphia, 1992, pp. 135-140.

An Entrepreneurship Development Programme for Displaced/Redundant Workers in Central and Eastern Europe. Working Paper. Geneva: Cooperative Branch, International Labour Office, March 1992. 15pp.

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"Ownership: Workers' Enterprises Around the World." (with Frank T. Adams) in *At Work: Stories of Tomorrow's Workplace*, Vol. 1, October/November 1992, pp. 13-15.

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ESOPs and You. (with Frank T. Adams) Ashville, North Carolina, Southern Appalachian Cooperative Center, 1st edition, 1992.

"The Role of cooperatives in the promotion of employment and income in the rural and informal sectors." Presentation at the Meeting of Experts on Cooperatives convened by the International Labour Organisation in Geneva, Switzerland, 29 March-2 April 1993. *Report of the Meeting of Experts on Cooperatives, 29 March-2 April 1993*. (Geneva: International Labour Organization, 1993.)

"Impact of the Social Economy and Cooperative Sector on Employment in Countries with Market Economies." Paper presented at the ILO/Ukraine Ministry of Labor seminar on "The economies in transition and the employment problem: the role of cooperatives and associations," Kiev, Ukraine, 11-14 May 1993. Published in *Proceedings*. [in Russian] (Kiev: Ukraine Ministry of Labor, 1993)

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International Conference of the International Institute for Self-Management, 1993.
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Promoting employment through cooperatives: A systematic approach for implementing the CEED entrepreneurship model in urban and rural communities. Utah Center for Productivity and Quality of Working Life, Utah State University, October 1993. 23 pages.

A Modern Tragedy: The Failure to Enlist Workers' Cooperatives in the Battle against Unemployment and Poverty. *Internal Working Paper*. Cooperative Branch, International Labour Organization, Geneva, November 1993. 15 pp. (unpublished?)

Lessons from the past: Selected readings on the systematic development of workers' cooperatives to generate employment and income. Paper prepared for the ILO Workshop on Workers' Cooperatives, Bangkok, Thailand, 30 November-2 December 1993. Bangkok: Regional Office for Asia and Pacific, International Labour Organization. November 1993. 32 pp.

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“Steps to Starting A Worker Cooperative.” (with E. Kim Coontz and Audrey Malan) Puget Sound Cooperative Federation and the Center for Cooperatives, University of California at Davis, Draft version, August 1996.

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“Organizing Cooperative Businesses to Create Jobs,” Chapter 6 in Part II of A Guide to Entrepreneurial Initiatives for Local Economic Development. A Publication of the ILO/UNDP Local Economic Development Programme and the USDOL CEE Adjustment Program. *Part I: Planning, organising and implementing economic development programmes*, 223 pp. *Part II: Economic development opportunities handbook*, 290 pp. (Washington, D.C.: OFR, USDOL. Second edition revised October 1998) Originally published in English, this version has also been translated and published in Bulgarian, Polish, Romanian and Macedonian.

- “Organizing Cooperative Businesses to Create Jobs,” Chapter 6 in Part II of A Guide to Community Economic Renewal, *Part I: CER Participant Workbook*. 315 pages; June 2000 *Part II: CER Resource Handbook*, 300 pages, April 2001 Translated by WSI and USDOL into Bulgarian, Macedonian, Ukrainian, Polish and Romanian for use with CER projects funded by the U.S. Government in those countries.
- “The contribution of Helen Foster Snow to the promotion and use of group entrepreneurship and worker cooperatives for job creation, income generation and economic renewal.” Paper and Presentation at the Helen Foster Snow Symposium, BYU, Provo, Utah, Oct. 26-28, 2000.
- “JUMP: Jobs for Unemployed and Marginalized People through self-help (Interregional programme to create decent jobs for women and men in developing and transition countries).” Geneva: International Labour Organisation, Multi-bilateral programme of Technical Cooperation, Programme Document, Final version June 29, 2001.
- “Organizing Cooperative Businesses to Create Jobs,” Chapter 6 in Part II of A Guide to Community Economic Renewal, *Part I: CER Participant Workbook*.; 4th edition revised, 364 pages; July 2002 *Part II: CER Resource Handbook*. 4th edition July 2002, 319 pages; *Part III: CER Workshop Facilitators Guide*, 1st edition July 2002; *Part IV: Tools and tips to build successful CER programs*, 1st edition January 2003. English version published by WSI for use in subsequent projects in CEE and other Regions. Translated into Serbian in 2004.
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- “Promoting worker cooperatives and employee ownership to create and save jobs.” Chapter 4 in “*Adventures of a Million Miler: Four Decades of Professional Work in and out of Academia*,”(The memoir of Gary B. Hansen, July 2009 (in progress))