



Universiteit  
Leiden  
The Netherlands

## **How to Self-Organise? Insights from Workers at Albert Heijn (Ahold) and Unox (Unilever) in the Netherlands, 1960-2020**

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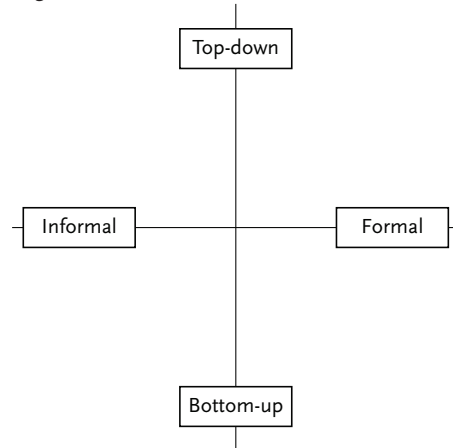
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## Appendix A. Analytical Framework

### Organisational forms



How did self-organisation take shape in relation to the organisational forms and groups, considering:

The formal and informal:

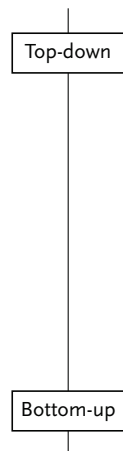
- Nature (long-standing/spontaneous)
- Control mechanisms (strictly/weakly defined rules, policies and plans)
- Relationship with other organisations (part of formal groups and networks/operating independently)
- Place in the political landscape (recognised/not recognised by others)

Top-down and bottom-up dynamics:

- Hierarchies (strong/weak)
- Roles (clearly defined/flexible)
- Direction of power (top-down/bottom-up)
- Participation (active/passive)

### Activities

Repertoires



How did self-organisation take shape in relation to the activities, considering:

Repertoires:

- Collective action
- Collective bargaining
- Lobbying
- Legal action

Top-down and bottom-up actions:

- Hierarchies (strong/weak)
- Roles (clearly defined/flexible)
- Direction of power (top-down/bottom-up)
- Participation (active/passive)

### Target groups

Who

How did self-organisation take shape in relation to the target group which could be:

- Workers
- The public
- Politicians

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Almost all the primary sources used for this dissertation were in Dutch. To avoid distracting the reader and to keep the dissertation to a reasonable length, I have chosen not to cite the original quotations in either the text itself or the references. However, in the references, I provide details about the types of sources used in a way that is understandable to non-proficient Dutch speakers. All translations from Dutch to English, including quotations and descriptions of archival documents, are my own.

To gain access to the KWJ archives and to the Facebook group of the Unox workers, I had to anonymise, meaning I could not quote any of the workers directly.

The people I interviewed for this project gave their permission for their stories to be used. It is intended that the interview recordings and transcripts, along with the other material I collected, will be added to the collection of the International Institute of Social History. This will not include the transcripts from the private Facebook group.

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Archief Katholieke Werkende Jongeren districten 885  
Historical Information Centre Oss (HICO)  
International Institute of Social History (IISH)  
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