

Abstract

Pete Pesonen

15.09.2016

Collecting Working Culture Traditions

Non-Commercial Work

This presentation discusses sources and material about non-commercial work performed by the Finnish industrial workers for their personal benefit (referred to later simply as non - commercial work) from post – world war II era.

Non-commercial work refers here to work performances done by the workers for themselves at the workplace with the employer's equipment and using the employer's material. The non - commercial work usually meant the production of various household goods. Non - commercial work has been a part of the paternal exchange system, where the factory owners provided the workers with the living conditions that were necessary for the continuance of the work, both as pay and as fringe benefits. Non-commercial work was considered to be in the grey area between fringe benefits and pilferage from the workplace. Non-commercial work is part of less researched workers' culture which demonstrate workers' "self-will".

The presentation introduces how controversial phenomenon can be examined. What kind of challenges must be reckon and how to achieve wide enough sample?

The collecting material about non-commercial work is an ongoing project organized by me at the Finnish Labour Archives. The project is divided to the interviews and collecting written memoirs about non-commercial work in Finland. The aim of this project is to verify the picture of working cultures in industries. What kind of social networks were behind non-commercial work and who was allowed to do it?