

focused on (collaborative) politics in the making through socio-technical controversies. I will use these theoretical insights to analyse the quest for an alternate route design for the Schiphol Spijkerboor departure in 2009-2010. Redesigning this departure route became focal point of a major controversy between the concerned actors. The case will point out that decision-making processes should focus on the disposition of complexity: as a multiplicity of stakes and divergent perceptions arise, disagreements, ambiguities and uncertainties ensure that the decision-making process takes place in an undefined area somewhere between facts and values, where science and politics are mutually intertwined. By shifting the focus from "studying complexity" to "studying the disposition of complexity", deadlocks can be understood in a different way, leading to new insights on how to break free from them.

RC30-513.10

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Scale Effects in Workplace Innovation

Workplace innovation is defined as the implementation of new and combined interventions in work organisation, HRM and supportive technologies, and strategies to improve performance of organisations and quality of jobs. Previous research indicated a positive relationship between workplace innovation and organisational performance. Through OLS regression we empirically tested whether firm size moderates the relationship between workplace innovation and organisational performance. We used a sample of 1,132 Dutch firms. Our database consist of variables from The Netherlands Employers Work Survey (NEWS; 2010) and balance sheet statistics for non-financial firms (NFO; 2010 and 2011) collected by Statistics Netherlands (CBS). Organisational performance is operationalized as the labour productivity growth, employment growth, and growth of return on capital. Firms are categorised into four size classes: micro firms (≤ 9 employees), small and medium firms ($10 \leq 249$ employees) and large firms (≥ 250 employees). Workplace innovation is measured with four sub-constructs: strategic orientation, flexible work, smart organising and product-market improvement. We find a combined effect of firm size and strategic orientation on labour productivity growth. In terms of labour productivity growth strategic orientation is significant more beneficial for micro firms compared to small and medium sized firms. Additionally, the result show a combined effect of firm size and product-market improvement on labour productivity growth. For micro sized firms product-market improvement seems to have a negative effect on labour productivity growth, whereas it has a positive effect on labour productivity growth for small and medium and large firms. Furthermore, we find an interaction effect for firm size and product-market improvement on employment growth. For large firms product-market improvement has a negative effect on employment growth, however it has a positive effect on employment growth for micro and small and medium firms. This indicates scale effects exist and policy measures aimed at stimulating workplace innovation should differentiate between size classes.

RC24-438.3

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Farmer Approaches to Animal Welfare: Understanding on-Farm Animal-Human Relations

In the last three decades, livestock production practices have risen to importance in scientific, political, and public debates on sustainable development. Topics of debate related to livestock farming's environmental impact, food safety and security, and animal and human health have received considerable sociological attention. Animal welfare issues, and particularly the farm animal-human relations implicated in these, have only recently become a topic of sociological scrutiny and remain under-theorised – despite an increasing public and policy attention for animal welfare. This paper aims to contribute to the understanding of approaches to animal welfare by a group of actors whose actions are particularly consequential for farm animals' well-being: farmers. The paper argues that to date studies of farmers' stances on animal welfare have focussed too little on how these stances are informed by farmers' embodied, and socially and materially contextualised interactions with their animals. In this light, the paper develops a practice-oriented conceptual framework that allows for an analysis of the situated dynamics of farmers' animal welfare approaches. Drawing on qualitative interviews with Belgian pig farmers about their implementation of EU animal welfare legislation that required them to group-house their gestating sows, the paper discusses how farmers 'negotiate' an amalgam of political, ethical, socio-economic, and practical demands when designing and managing their daily interactions with their sows. Furthermore, the paper analyses how farmers' understandings of their sows' welfare experiences and needs were affected by their daily interactions with these animals in the context of the new sow housing system. Moving beyond understandings of farmers' involvement in animal welfare governance as economic rational actors or as rather passive recipients of governmental and market-based

norms, the paper ends with a reflection on the scientific and policy implications of its more situated understanding of farmers' animal welfare approaches.

RC07-138.6

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Propuesta De Paradigma Neurocuántico. Proposal of Neuroquantic Paradigm

Propuesta de un paradigma denominado Neurocuántico (PNC), que es el marco utilizado para definir las características del objeto (nivel ontológico), la relación del sujeto-objeto (nivel epistemológico) y el proceso que se utiliza para proceder a la adquisición del conocimiento (nivel metodológico).

Se considera y propone como la continuación de la tradición de los paradigmas Positivismo, Pospositivismo, Teorías Críticas y Constructivismo.

El PNC hace referencia a elementos físicos: las neuronas (neuro) como el soporte físico de almacenamiento de la información, y la luz (cuántico), ondas sonoras y estímulos químicos que llegan hasta los sentidos para crear la información. Por lo tanto se considera que aporta una base material y objetiva, para los hechos de la Sociología considerados principalmente inmatriciales y subjetivos. Por estas características, sería considerado un paradigma científico.

Por lo tanto, se asume que existe una realidad externa, y una realidad interna del sujeto.

Esta comunicación acarreará la propuesta de un método para la investigación en Sociología.

Aplicaciones prácticas:

Aplicaciones Teóricas: Propuesta de alguna duda razonable sobre algunos de los planteamientos de Newton, Darwin, Einstein y Descartes.

Posibles aplicaciones a la vida cotidiana

RC34-595.3

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The "Born Free Generation" in South Africa: Vulnerabilities and Aspirations -- CANCELLED

Almost twenty years after the end of apartheid, South Africa remains one of the world's most unequal countries. Despite promises of a 'better life for all', racial and class inequalities continue to shape young people's identities, life chances and dreams for the future. 'Black' and 'Coloured' youth are especially vulnerable, with high levels of school drop-out, unemployment and large numbers of 'discouraged work seekers'. The situation has given rise to a new moral panic around the country's exceptionally large youth cohort. Yet little is understood about how ordinary young South Africans experience their reality of un(der)employment in the context of transformation and promises about upward mobility. This paper draws on 18 months of ethnographic research with 6 young South Africans of the so-called "Born Free generation" in the Western Cape. The study provides rich insights into the participants' current life trajectories and their families' background. Detailed family histories enable us to unravel how differences in racial categories, geographical location, and class influenced the decisions people made at the time of the transition. Such decisions continue to affect the socio-economic position of many young people today. In-depth research also enables us to focus on individual trajectories, for example, in the search for employment. The paper describes detailed trajectories in search of work and the "saw tooth" patterns of youth transitions through employment stages. The discussion identifies gaps in our understanding of life with long term unemployment or constant short term employment, problematizing the ways in which employment or unemployment are generally measured and the category of young adults "Not in any kind of Employment, Education or Training". The work notes severe psycho-social consequences for young adults in un(der)employment, and offers detailed insights that are relevant to policy discussions about a Basic Income Grant or Youth Wage Subsidy in South Africa.

RC14-246.7

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Le Cas Oscar Pistorius, Analyse Des Débats Médiatiques à Propos De La Technologisation Du Corps Humain

Oscar Pistorius est un athlète Sud-Africain bi-amputé fémoral. Il court avec deux prothèses insérées sous les genoux. Ses performances le porte sur les plus hautes marches des podiums en sport adapté. En 2007, il demande l'autorisation de participer aux Jeux Olympiques (donc avec les sportifs "valides"). Cela lui est