



DisCO economics and governance are determined by each individual DisCO.

DisCO Governance Model offers tweakable templates to meet the **7 DisCO Principles** in various ways.

HERE IS HOW IT WORKS:

Each DisCO member is a shareholder whose work is accounted for in three ways, representing **"value streams"** that determine their **share of income distribution**.

THE VALUE STREAMS ARE:



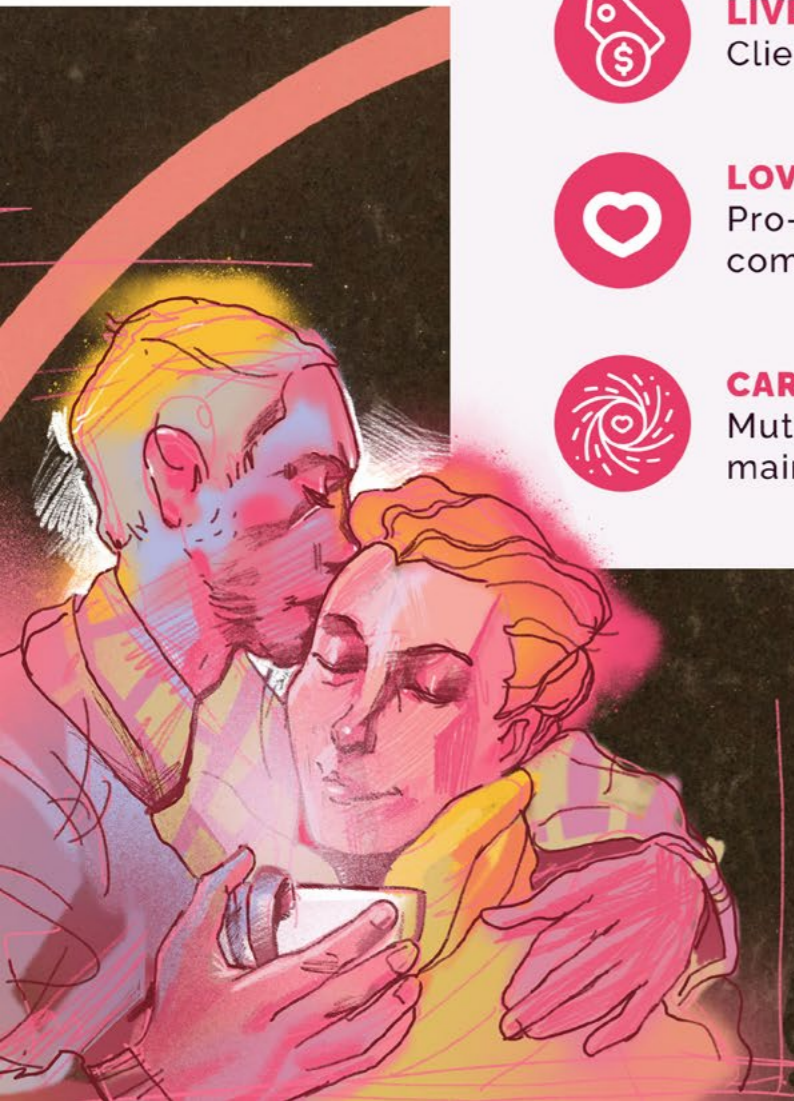
LIVELIHOOD:
Client-paid market goods or services



LOVE WORK:
Pro-bono/voluntary work to create commons



CARE WORK:
Mutual support for members and maintaining the collective



OPEN VALUE ACCOUNTING

DisCO members' work becomes shares in 3 streams:

Tokens account for **Livelihood** and **Love work**.

Both are **the productive work** of any DisCO

(goods and services like translation, plumbing, music production, textiles... anything goes!)

But what is Care Work?

It's all the **reproductive work** done to maintain the DisCO and keep its members happy, accounted for in **hours**.

When work in three streams has all been accounted, each type of share is paid based on **current liquidity**.

So, if a DisCO has **10,000 €** cash available one month,



75% goes towards Livelihood shares
(7,500 €)



25% goes towards Lovework shares
(2,500 €)

NOW, EACH BUCKET IS DIVIDED ACCORDING TO INDIVIDUAL MEMBERS' SHARES IN LIVELIHOOD



Joaninha has **25%** of Livelihood Shares **(1,875 €)** and **40%** of Love Shares **(1,000 €)**. They are paid **2,875 € TOTAL**



Gayatri has **50%** of Livelihood Shares **(3,750 €)** and **25%** of Love Shares **(625 €)**. She is paid **4,375 € TOTAL**



Julio has **25%** of Livelihood shares **(1,875 €)** and **35%** of Love shares **(875 €)**. He is paid **2,750 € TOTAL**

BUT WHAT ABOUT CARE WORK?



The Care Work shares (in hours) are **dynamically balanced**. The method is similar to a "tax".

TWO POSSIBLE SCENARIOS:

1



Joania and Julio have done **2 hours of care work** each. **Gayatri** did **4 hours of care work** this month.

Amazing coincidence! Each member has contributed **proportionally** the same, so **no change is made to the payments above**.

2



Joania, Gayatri and Julio have contributed care work hours according to their real capacity for the DisCO's needs

Joania has accrued **8 hours** of care work.

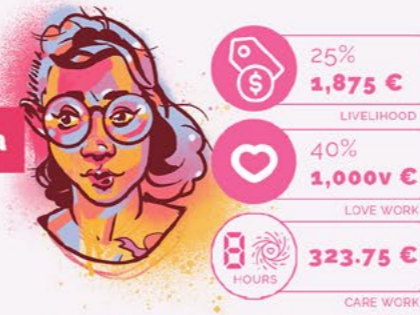
Gayatri has accrued **4 hours** of care work.

Julio has accrued **3 hours** of care work.

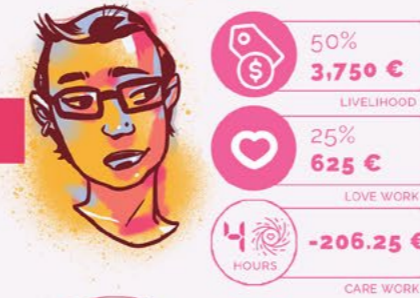
In this case, the ratio is **dynamically** applied, to fairly balance the payments. Those who contributed **less** time for care work will compensate those who contributed **more**.

WHAT THIS LOOKS LIKE IN NUMBERS:

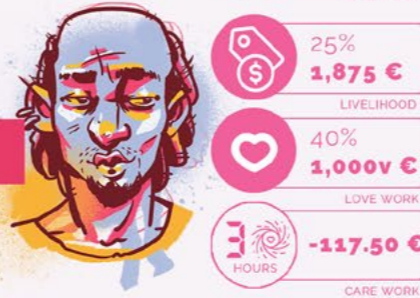
Joania



Gayatri



Julio



Joania's care work hours this month are valued at 7% of their total livelihood and love shares.

Gayatri's care work is 2.3% of her total livelihood and love shares.

Julio's care work is 2.7% of his total livelihood and love shares.

In a perfect world, care work would always be distributed fairly among members. In this example, that would equate to the equivalent of 7% of their total love and livelihood shares each. For real world reasons, that ideal is impossible, but it is the benchmark for the formula to apply to balance payments fairly.

So, **Gayatri** should have carried out **12.25 hours** of monthly care work, but instead owes **8.25 hours** (12.25 minus the 4 hours of completed care work) to **Joania**, a total of **206.25 €** (8.25 times 25 €). **Julio** should have carried out 7.7 hours of monthly care work, owing 4.7 hours (7.7 minus the 3 hours of completed care work) to Joania, a total of **117.50 €** (4.7 times 25 €).

WHAT DOES THE DisCO GOVERNANCE MODEL ACCOMPLISH?

- ♥ Encourages and rewards all types of work (care, love, livelihood) per each DisCO's value agreement
- ♥ Values forms of power-to-act centered around the commons
- ♥ Highlights affective and movement-building work (often hidden)
- ♥ Optimally balances the workload to avoid "activist burnout"
- ♥ Creates community-empowered platforms for sustainable activism
- ♥ Enables economic resistance
- ♥ The DisCO Governance/Economic model enables federated, mission oriented co-ops to practice value sovereignty and address urgent socio-environmental crises.