



DisCO GOVERNANCE



DisCO

qu'est-ce que c'est?

DisCO is.1/

A BRAND



1. AntiCapitalist

2. Decolonial

3. Inter/Feminist



**DisCO is.2/
An Open
Source
Conspiracy**







DisCO is .3/

An Economic

LARP



The image depicts a complex, isometric digital cityscape. The buildings are rendered in dark grey and black, with many surfaces featuring a grid of small, glowing white dots, suggesting a data-driven or technological environment. Interspersed among these dark structures are vibrant red elements, including walls, floors, and architectural details, which create a strong visual contrast. In the center of the scene, a glowing white human silhouette stands on a platform, emitting a soft light. The overall atmosphere is one of high-tech, digital governance or urban planning.

Governance?



Κυβερνάω



Peer Governance



VALUES

VALUE/S

- ***A process* guiding our collective behaviour**
 - Production
 - Recording
 - Actualization
- **Co-determining what Value is**



CARE

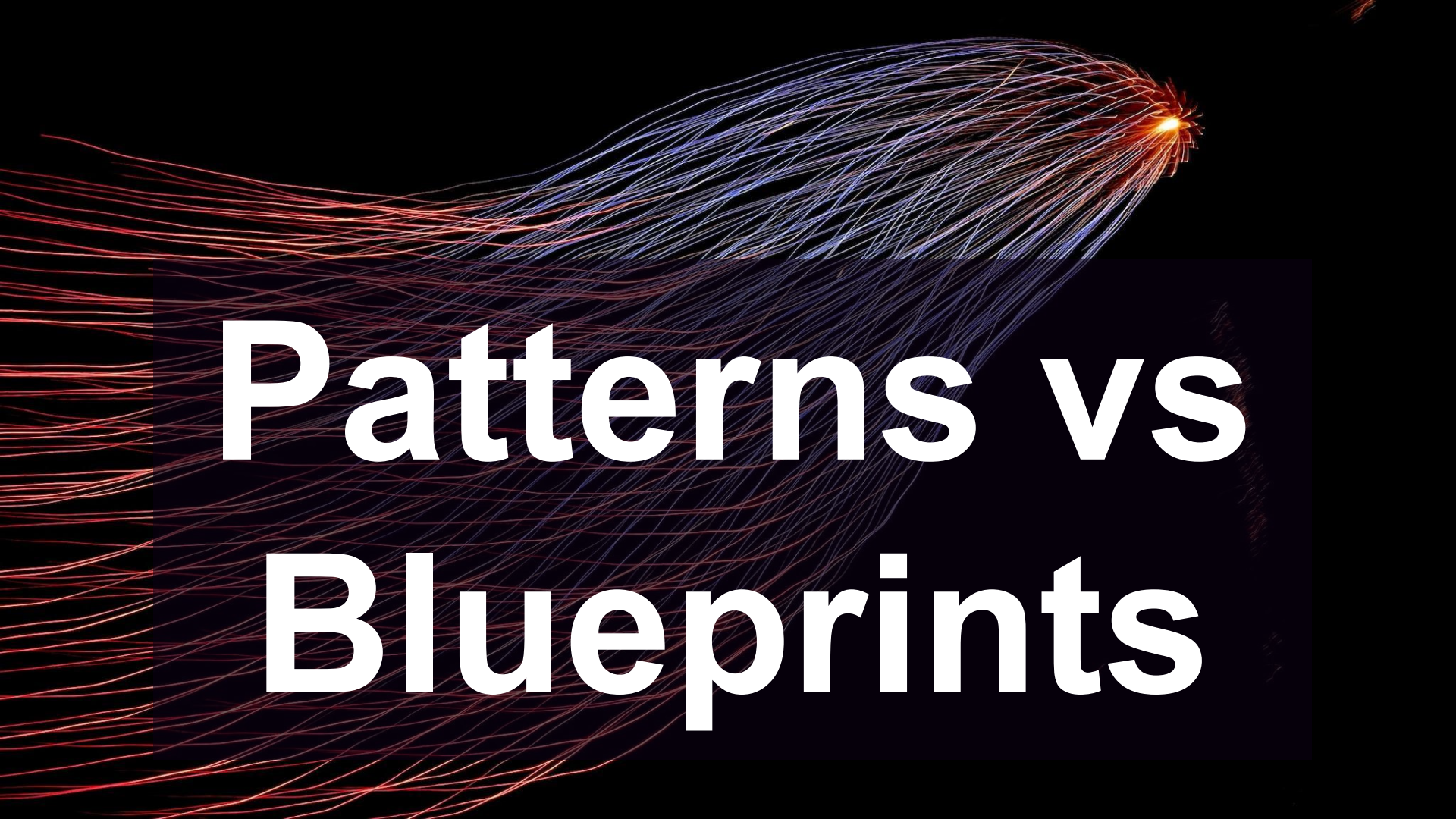
CARE

"On the most general level, we suggest that caring be viewed as *a species activity that includes everything we do to maintain, continue and repair our "world" so that we can live in it as well as possible.* That world includes our bodies, our selves, and our environment, all of which we seek to interweave in a complex, life-sustaining web."

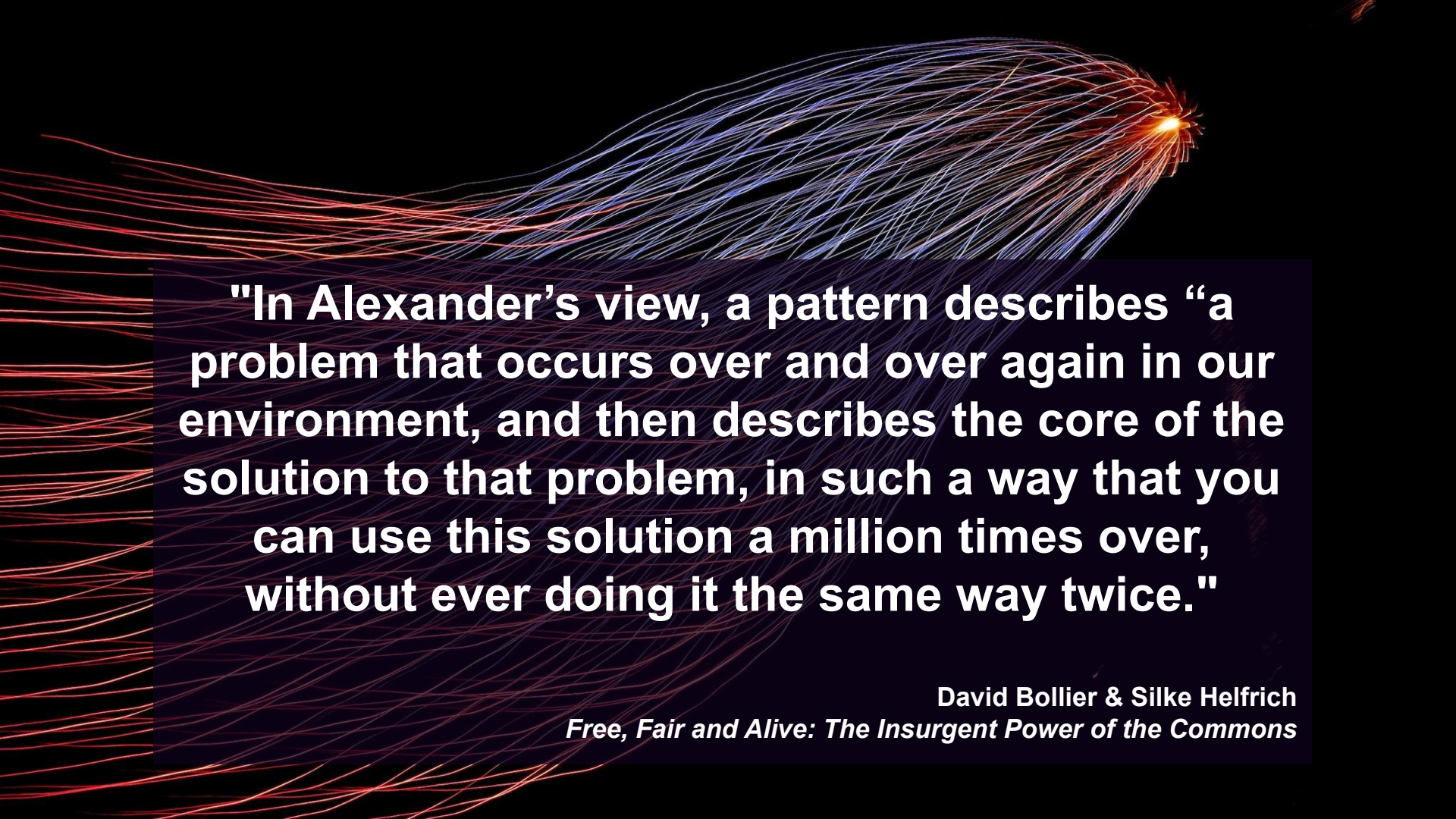
**Berenice Fisher and Joan Tronto
*Toward a Feminist Definition of Caring***



Governance Modeling



Patterns vs Blueprints



"In Alexander's view, a pattern describes "a problem that occurs over and over again in our environment, and then describes the core of the solution to that problem, in such a way that you can use this solution a million times over, without ever doing it the same way twice."

David Bollier & Silke Helfrich
Free, Fair and Alive: The Insurgent Power of the Commons



1) Roles



2) Elements



3) Value



4) Decisions



1) Roles

1) Roles

- Casual/Committed
 - Dating
 - Mentoring

2) Elements



2) Elements

- Community Rhythms
 - Mutual Support
- Commitment Statements
 - Working Circles



3) Value Tracking

3) Value Tracking

- Livelihood Work
 - LoveWork
 - CareWork



4) Decision Making

Economic Democracy

"The problem with majority rule is simple: When a decision has a greater affect on some people than others, by giving each person an equal vote, those more affected by a decision can find themselves overruled by those who are less affected.

Economic democracy should be defined as decision making input, or power, in proportion to the degree one is affected by different economic choices. We call this economic self-management and believe that thinking about achieving economic self-management for everyone is the best way to think about achieving economic democracy."

Robin Hahnel
Of the People, By the People

Decision Making

- Casual vs Committed
 - Who showing up?
- Who's affected/Working Circles
- MultiConstituent Consultation
 - Historical Credits



Reimagining Value in action

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:



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**.



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'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.

Federation

- Economic Syntax
 - Modularity
- Mutual Recognition
- SuperDisCOs & DisCO Clusters



DisCO!coop

**Distributed cooperatives for
radical workplace democracy.**



Distributed
cooperatives for
radical workplace
democracy.

Welcome to the world of
DisCOs (Distributed
Cooperative Organizations)



Find out more

Media.



Manifesto



Elements



Stories



Videos

See all media

New to **DisCO**?

The DisCO Basics website is a simple to understand tour through the many dimensions of the DisCOverse.

[Go to DisCO basics](#)



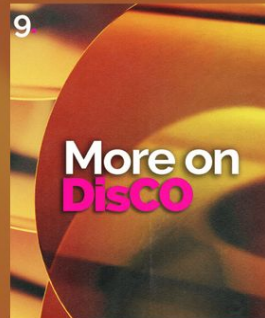
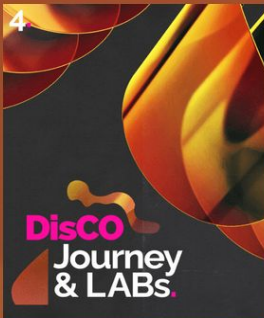


DISCO BASICS.

How to use this site

Start







DisCO.coop

- hello@disco.coop
- stacco.works
- [@staccop2p](https://twitter.com/staccop2p) (TW)
- [@stacco.social.coop](https://mastodon.social/@stacco.social.coop) (Mastodon)