

Democratic Governance in Organizations with a Social Mission

The workshop aims to zoom in on democratic governance and invites both conceptual and empirical inquiry into how democratic and civic ideals are translated into organizational practice. The workshop invites contributions that provide insights into what makes up emerging forms of democratic governance, exploring where and how practices that reflect diverse interests and responsibilities toward stakeholders and the broader public are sustained and actively cultivated. Of particular interest is how organizations respond to demands for participation and representation while navigating between challenging institutional conditions and inherent trade-offs, as well as practices that risk undermining public accountability. With this, we seek to foster critical discussion of the societal and organizational conditions that enable or hinder democratic governance. The call is open to any academic field interested in joining a discussion on navigating tensions among participation, accountability, and effectiveness.

Workshop format: Introductions (check-in and getting to know each other); presentation session; lunch; outdoor session*; presentation session; plenary discussion on publishing (un)successfully on organizational democracy.

**The format will be adapted to participants' needs and interests.*

Duration: 9.00 am to 5.00 pm, followed by a joint dinner

Application procedure: submit application via EGOS website by March 31, 2026

- **presenters** must submit a short paper, comprising around 3,000 words (incl. references, appendices, and other material)
- participation of non-presenters is also welcome, **non-presenters** must submit a short letter of motivation

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