

Paulo Granjo (ICS-ULisboa), João Feijó (Observatório do Mundo Rural, Mozambique) | *Processes of inclusion (or not) in workers' cultures and their impacts. A comparison of Portuguese and Mozambican cases*

This article reviews the data and conclusions from three long-term researches held in labour contexts (inside the larger industrial companies in Portugal and Mozambique, GALP and MOZAL, and amongst the workers of several smaller Mozambican companies with Portuguese, Chinese or Mozambican owners), in order to compare and contrast three major aspects: (i) the processes and dynamics of newcomers' integration into the job and into the workers' group, identities and cultures; (ii) the different visions about labour and about the duties/rights relationships amongst workers and between employees and bosses; and (iii) the impacts of the previous aspects on the development and reproduction of labour cultures, safety and production.

Such comparison highlights the existence of multiple processes of inclusion and exclusion, leading to multiple potential identities which choice mutates according to the relevance, in each context and moment, of endorsing a broader or a more exclusive one. It also shows how different processes (and driving actors) of newcomers' integration into the working group and into the labour tasks strongly impacts the production and reproduction of working cultures, of shared and informal protective knowledge and, in the end, safety and production.

Looking further than the shopfloor, such comparison and contrast also allow us to understand how do the visions about labour and working relationships which are dominant in the broader society are, or are not, "imported" inside the factory, depending on the processes of inclusion and the labour conditions – including the salary levels.