

Memorandum of Understanding

Solidarity Research Network

This **Memorandum of Understanding (MoU)** sets out the principles, objectives, and modes of collaboration among the partners of the **Solidarity Research Network (SRN)**.

1. Purpose of the Memorandum

The purpose of this MoU is to establish a shared framework for cooperation among SRN partners in order to advance solidarity research across disciplines, regions, and practices. It aims to foster collaboration, mutual learning, and joint action while respecting the diversity of perspectives, contexts, and institutional backgrounds represented within the Network.

This MoU is based on shared commitments rather than legal obligations and reflects a common understanding of goals, values, and contributions.

2. Background and Rationale

Solidarity is understood and practiced differently depending on geographical, cultural, political, and disciplinary contexts. The SRN responds to this diversity by creating a space for systematic exchange, comparison, and critical reflection on solidarity concepts and practices.

The Network recognizes that contemporary global challenges—such as climate change, poverty, ecological crises, social inequality, and armed conflict—require collaborative, transdisciplinary, and transformative approaches to research and action.

3. Objectives of the Solidarity Research Network

SRN partners agree to work collectively toward the following objectives:

- **Advancing Solidarity Research**
 - Conducting joint research and academic work on solidarity.
 - Mapping, comparing, and systematizing different concepts and practices of solidarity.

- Tracking changes in the language and meanings of solidarity over time.
 - **Conceptual Clarification**
 - Exploring and defining distinctions and intersections between solidarity and related concepts such as social justice.
 - Developing a shared vocabulary that enables communication across disciplines and regions.
 - **Transformative and Applied Research**
 - Connecting research with practice to identify solutions to societal and global challenges.
 - Supporting an active, transformational approach to solidarity research through empirical studies and knowledge transfer.
 - **Amplifying Marginalized Perspectives**
 - Strengthening the visibility and voice of researchers and perspectives from the Global South.
 - Learning from diversity and contextual knowledge.
 - **Education and Capacity Building**
 - Cooperating in teaching and educational activities related to solidarity.
 - Supporting early-career researchers and practitioners.
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4. Principles and Values

SRN partners commit to the following guiding principles:

- **Mutual Respect and Inclusivity**
 - Recognition of diverse epistemologies, methodologies, and cultural contexts.
 - **Open Exchange and Dialogue**
 - Encouraging critical discussion, transparency, and continuous communication.
 - **Ethical Reflection**
 - Ongoing reflection on ethical questions related to solidarity research and practice, including the role of researchers and institutions.
 - **Living Solidarity**
 - Acknowledging that solidarity may also be reflected in collaborative practices, mutual support, and responsible engagement within the Network.
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5. Forms of Collaboration

SRN partners may collaborate through, but are not limited to, the following activities:

- Regular exchange of information and knowledge.
 - Joint publications, workshops, conferences, and events.
 - Critical discussion of theories, concepts, and empirical findings.
 - Development of collaborative research projects and proposals.
 - Engagement with practitioners, civil society, and the broader public.
 - Providing a collective academic and political voice on issues affecting humanity and the natural environment.
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6. Funding and Resource Mobilization

SRN partners agree to:

- Share information on relevant funding opportunities.
 - Support one another in developing and submitting joint funding applications.
 - Explore the establishment of consortia or other organizational structures when appropriate.
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7. Network Structure and Governance

- The SRN functions as a flexible, transdisciplinary network using the principles of sociocracy (see appendix I, p. 7).
 - Organizational structures may evolve over time in response to the Network's needs.
 - Regional or thematic circles (e.g., the African or Ukrainian circle or/and Solidarity in the areas of Family, Work, Nation or Nature) may be established to strengthen local engagement and coordination.
 - Participation in governance or coordination activities is voluntary and based on capacity and interest.
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8. Communication and Visibility

SRN partners agree to:

- Maintain regular communication within the Network.
 - Contribute, where possible, to public outreach, including events, publications, and digital platforms.
 - Acknowledge SRN collaboration in joint outputs where appropriate.
 - The partners are permitted to advertise with the SRN on their platforms and may also name the partners for this purpose.
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9. Duration and Amendments

This MoU comes into effect upon endorsement by participating partners and remains valid for an indefinite period.

Amendments may be made by mutual agreement of the partners and will be documented in writing.

Partners are free to withdraw from the MOU at any time by informing the SRN Coordinating Team in writing of their decision.

10. Non-Binding Nature

This MoU is a statement of shared intent and does not create legal or financial obligations among the partners. Participation in activities remains voluntary and subject to the capacities and institutional regulations of each partner.

Signed on behalf of the Solidarity Research Network partners (single person or a Chair person for a whole circle)

Name	Position	Institution	Date	Signature
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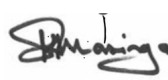
Maria Jastrzebska	Associate Researcher	University of Applied Sciences and Arts Northwestern Switzerland, School of Social Work	27.03.2026	<i>Maria Jastrzebska</i>
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Thomas Geisen	Prof. Dr.	University of Applied Sciences and Arts Northwestern Switzerland	28.03.2026	<i>Thomas Geisen</i>
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Peter Mozolevskyi	Dr.	University of Applied Sciences and Arts Northwestern Switzerland	30.03.2026	
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Jan Ostgen	Mediendesigner	University of Applied Sciences and Arts Northwestern Switzerland	01.04.2026	
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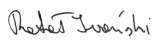
Irma Eloff	Prof	University of Pretoria	25.04.2026	<i>Irma Eloff</i>
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Poppy Masinga	Dr	South African College of Applied Psychology (SACAP)	13.04.2026	
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Mechtild Gomolla	Prof. Dr.	University of Education Karlsruhe	06.04.2026	<i>Mechtild Gomolla</i>
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Marcin Boryczko	Dr habil. Associate professor	University of Gdańsk	03.04.2026	
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Andrzej Klimczuk	dr	SGH Warsaw School of Economics	03.04.2026	
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Rafał Iwański	dr hab.	University of Szczecin	03.04.2026	
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Viorela Ducu Telegdi Csetri	Dr habil	Babes Bolyai University	03.04.2026	
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Prof. Nuzha Allasad Alhuzail Prof. Dr. Sapir Academic College 08.04.2026 

Sally Scholz Prof. Dr. Villanova University 26.04.2026 

Sociocracy Management of the SRN

Sociocracy is a system of self-management for effective and efficient organisation. The method is based on the principle of equivalence and scientific knowledge of dynamic processes in organisations. Sociocracy organisation can be characterised by four basic principles: (1) decisions are made by consent and only serious and well-founded objections can be raised against decisions; (2) work is organised in circle processes, i.e. groups of people who meet regularly to achieve a common goal based on a circular process of manage – perform – measure; (3) there is a double link between the circles: one person is delegated from each circle to the other circle; and (4) the election of persons and functions takes place in open discussion and by consent. Members of the SRN form a community of practice.

Based on these principles, the SRN management will be organised in the following circles: (1) the Management Committee (MC), the leading circle, (2) the “family and solidarity” Working Group 1 (WG1) circle, (3) the “work and solidarity” WG2 circle, (4) the “nation and solidarity” WG3 circle, and (5) the “nature and solidarity” WG4 circle. SRN partners (SRNPs) can also create further circles (regional or thematic) and will contribute to the organisation of the SRN and its activities. Each circle has the following roles (a) a coordinator – Chair and Vice Chair, and WG Leader (WGL), responsible for the organisation of the circle, (b) a delegate, to one of the other circles, (c) a moderator, responsible for moderating the circle meetings, (d) a documenter, responsible for documenting the decisions of each circle, (e) a cultural mediator, responsible for supporting practice and learning of sociocracy in the different circles, and other functions as required. Members are elected according to sociocracy principles within each circle for a period of one year. SRNPs will thus be building a “community of practice”.

The MC is responsible for defining the overall aims and objectives of the SRN and for taking the necessary steps to achieve them. It will also be responsible for offering sociocracy training on a continual basis. The MC is also responsible for the further development of the sociocracy structure. At the first meeting of the MC the following positions will be elected following the sociocracy model: Chair, Vice Chair, Grant Holder Scientific Representative (GH SR), WGLs (proposed by the WGs), Grant Awarding Coordinator, and Science Communication Coordinator. Additionally, each WG will delegate one of its members as elected delegate to the MC.

Each WG is responsible for achieving the aims and objectives of the WG – family, work, nation, and nature. Each WG proposes a WGL to the MC who will be elected by the MC. The WG elects also a delegate to the MC who need not be confirmed by the MC.