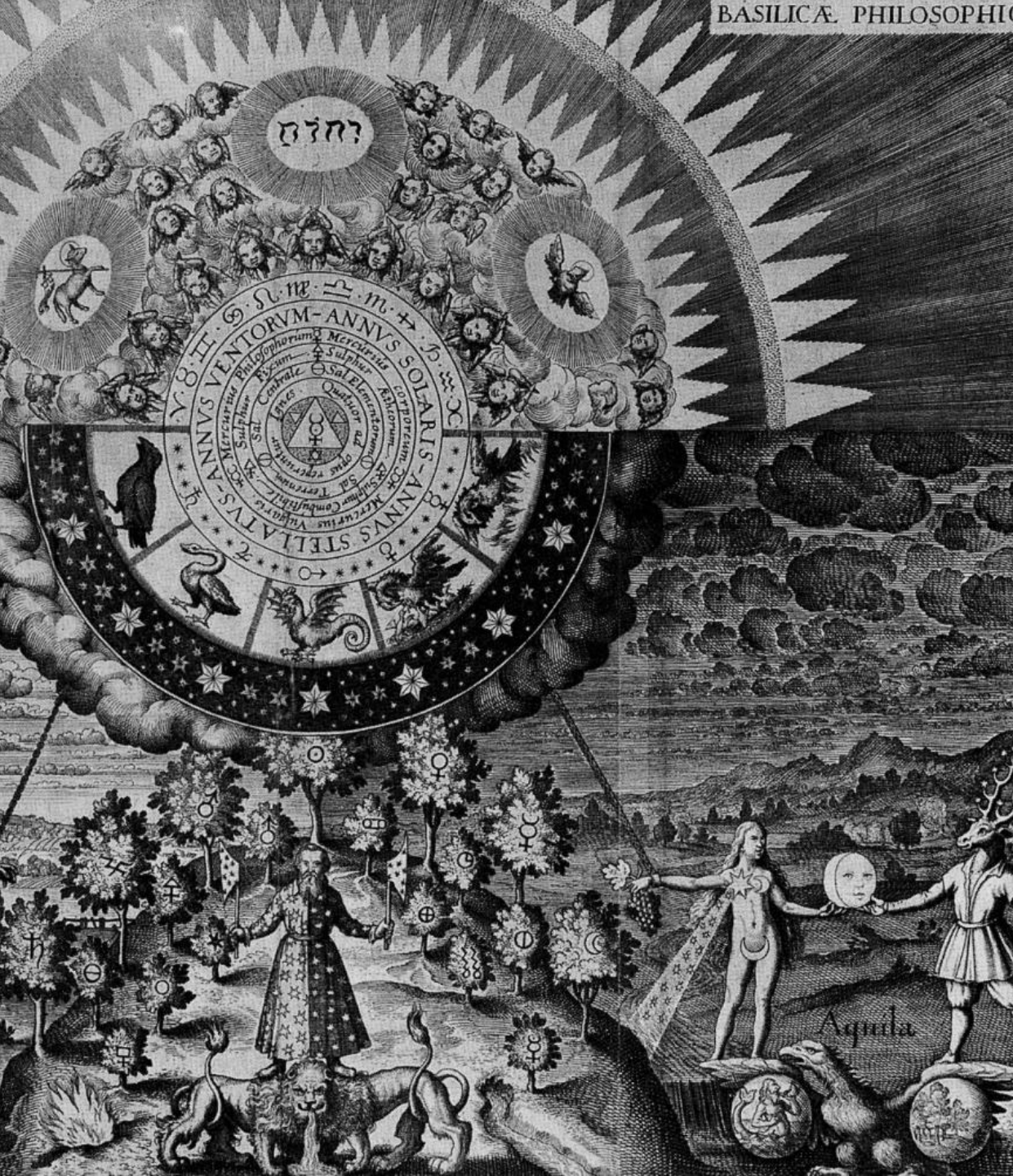




Organizing Space: Subjectivity & the Surveillant Assemblage

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Sub-theme 11:

Organizing in the Age of Digitalization and Datification: Surveillance, Transparency and Power

First beginnings...

Two basic tenets:

- Subjectivity is the produced within a 'circuit of power' (Foucault)
- Space becomes social once subjectivity is produced (Lefebvre)

Reimagining surveillance:

- The gaze is the technique of surveillance by which power manifests itself socio-materially (Foucault)
- The gaze 'renders visible the invisible'
- There are two gazes:
 - Objective (hierarchy)
 - Subjective (solidarity)

Surveillant Assemblage

Surveillant Assemblage:

- Surveillance as an 'assemblage' of techniques and practices that produces subjectivity (cf. Haggerty and Ericson, 2000)
- Because it is productive of subjectivity the concept of the assemblage '... allows us to dispense with any reference to a foundational human subject' (Roffe, 2015: 54)

Our proposition:

- The surveillant assemblage is the specific power circuit as captured by the interaction of the 'objective gaze' and the 'subjective gaze'

Distinctive feature of a type of surveillant assemblage:

- Whether the (objective or subjective) gaze originates from within or without the boundaries of an organization

Four types of surveillant assemblage:

- Theocratic panopticism
- Bureaucratic panopticism
- Autocratic panopticism
- Agoracritic panopticism (e.g. sharing and gig economy)

Caveats...

- Our theory presents surveillant assemblages as stylized ideal types; in practice only their contours can be observed
- Whilst presented in chronological order, there is no historical necessity or evolutionary progress implied

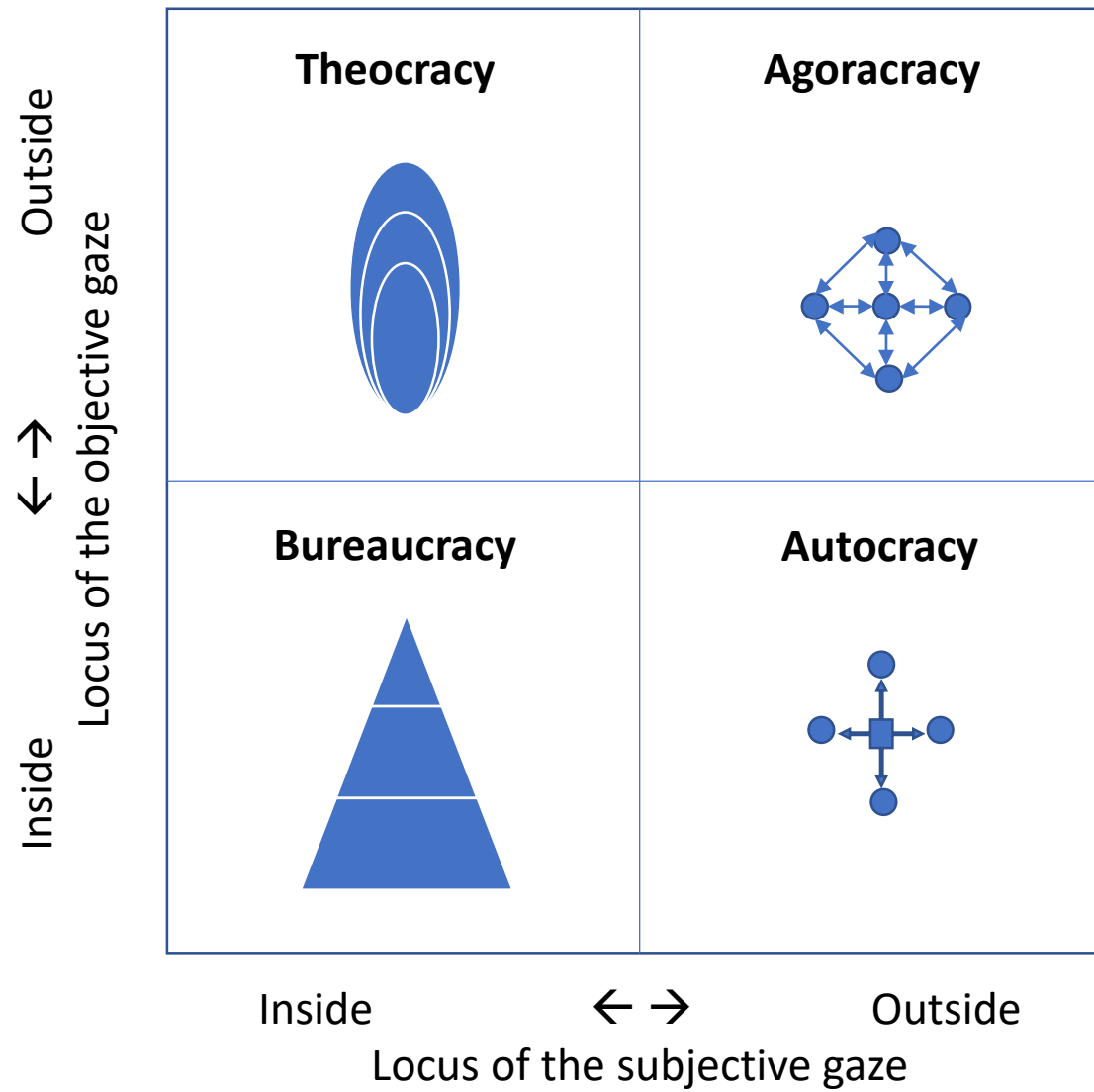


Figure 1: The organization of the surveillant assemblage via the gaze & the production of social space and organizational forms

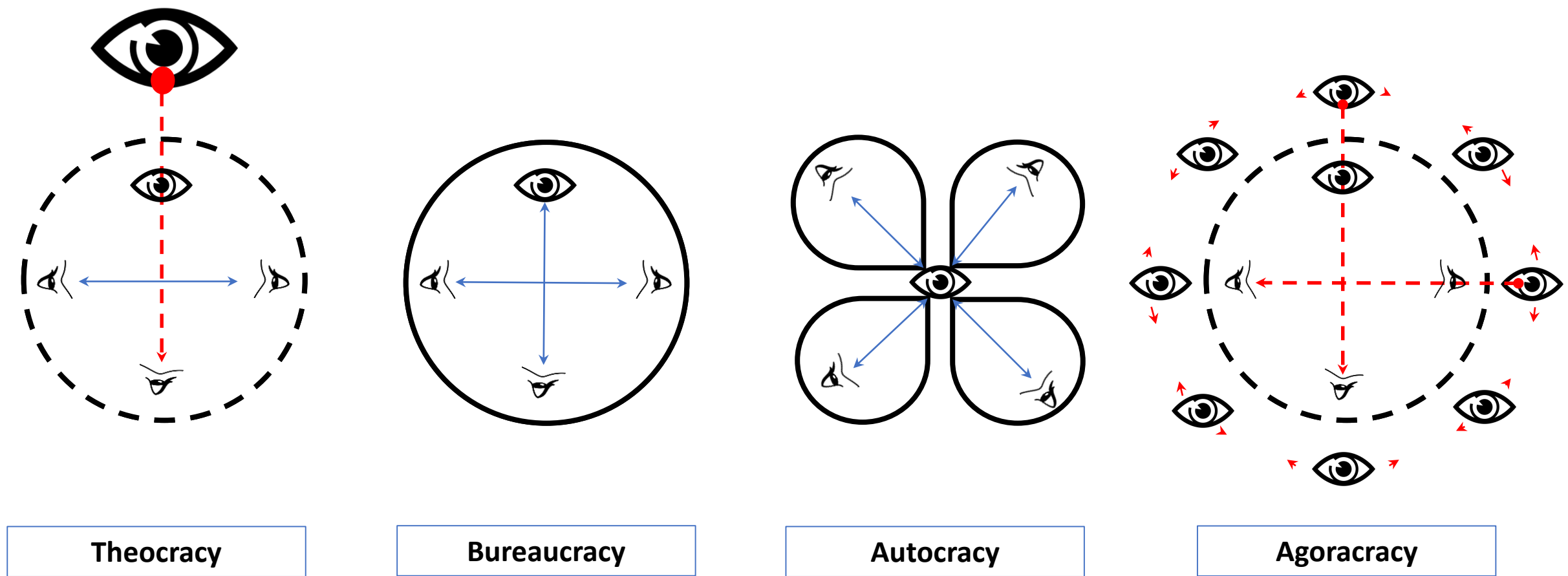


Figure 2: The organization of the surveillant assemblage via the gaze & the production of social space, where:

= objective gaze
 = subjective gaze
 = outside gaze
 = origin of outside gaze
 = solid boundary
 = porous boundary



THEOCRACY

‘The Great Chain of Being’ as the typical organization of the surveillant assemblage

Source: 1579 drawing of the Great Chain of Being from Didacus Valades, *Rhetorica Christiana*

Theocracy

Theocracy is typically associated with 'divine' rule

As a circuit of power, the objective gaze is invoked and implied by the subjective gaze

As an organizational form it distinguishes itself through a strong form of integration (hierarchy via solidarity)





BUREAUCRACY

The 'Open Plan' as the typical organization of the surveillant assemblage

Bureaucracy

Bureaucracy is typically associated with 'absolute' rule

As a circuit of power, the objective gaze and the subjective gaze operate in concert

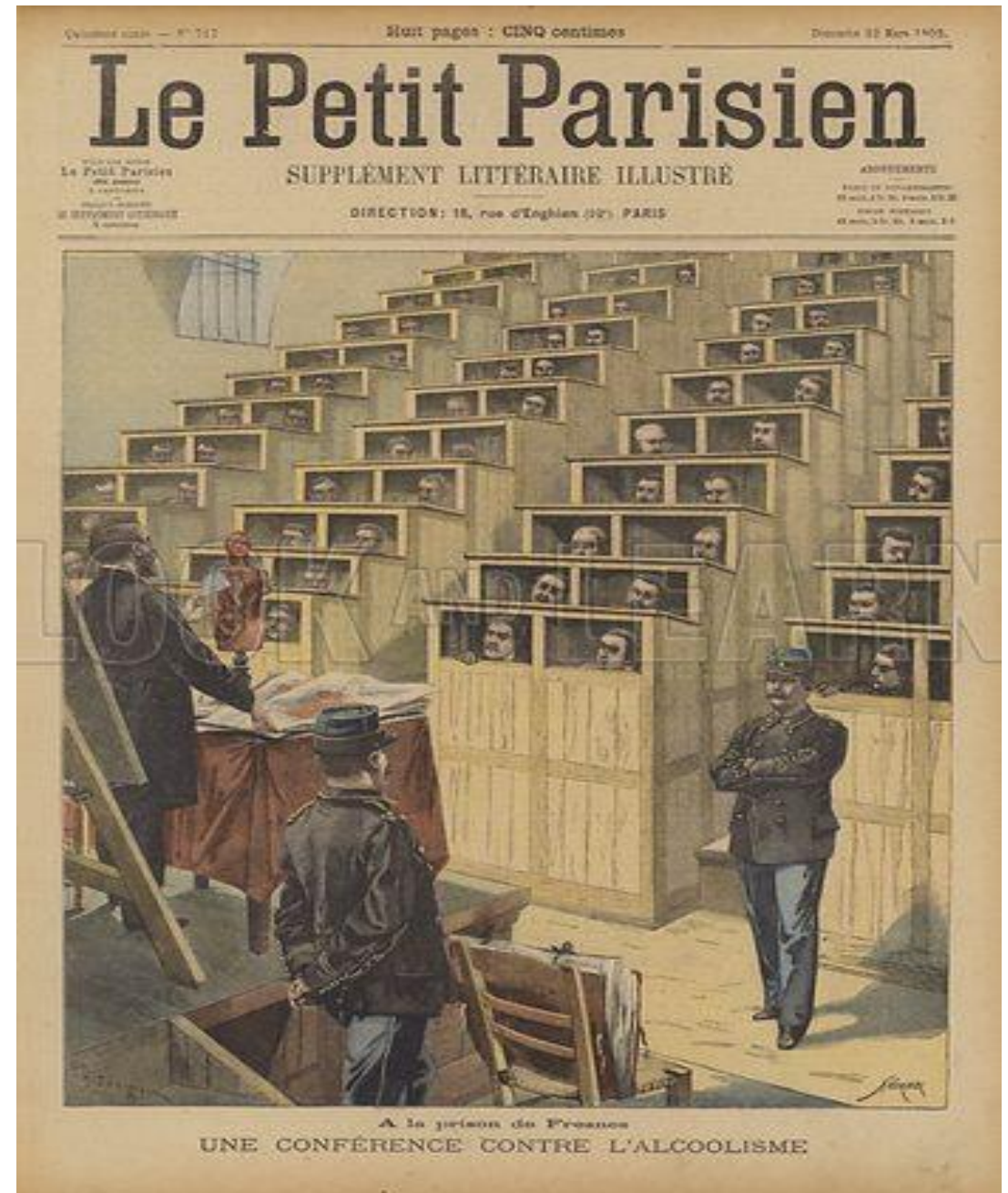
As an organizational form it distinguishes itself through a high level of integration (both hierarchy and solidarity)



AUTOCRACY

The 'Carceral Archipelago' as
the typical organization of the
surveillant assemblage

Source: Une Conférence Contre L'Alcoolisme
à la prison de Fresnes (Conference against
alcoholism at Fresnes Prison, France).
Illustration for Le Petit Parisien (Supplement
Littéraire Illustre), 22 March 1903.

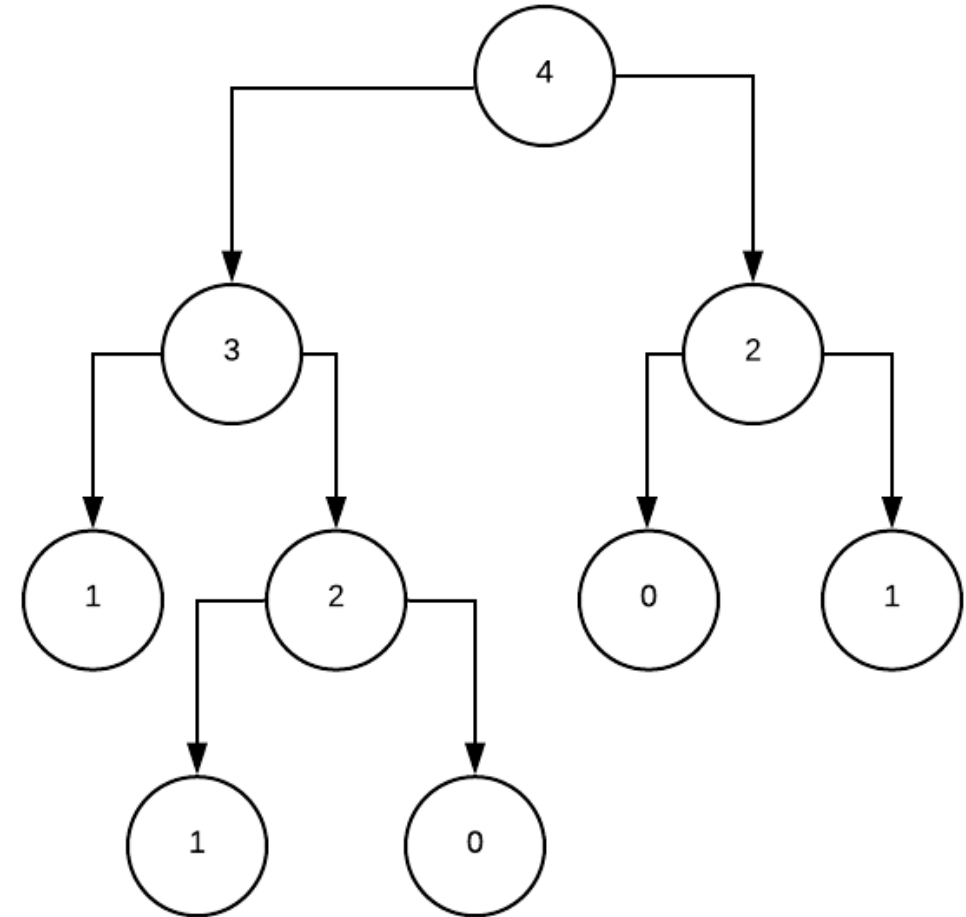


Autocracy

Autocracy is typically associated with 'absolute' rule

As a circuit of power, the objective gaze is never challenged by the subjective gaze

As an organizational form it distinguishes itself through a very limited level of integration (only hierarchy)





AGORACRACY

The 'Nowhere Office' as the typical organization of the surveillant assemblage

Agoracracy

Agoracracy is typically associated with the gig economy as it is governed from the outside

As a circuit of power, the objective gaze and the subjective gaze reside outside the organization

As an organizational form it distinguishes itself through the absence of integration (neither hierarchy nor solidarity)

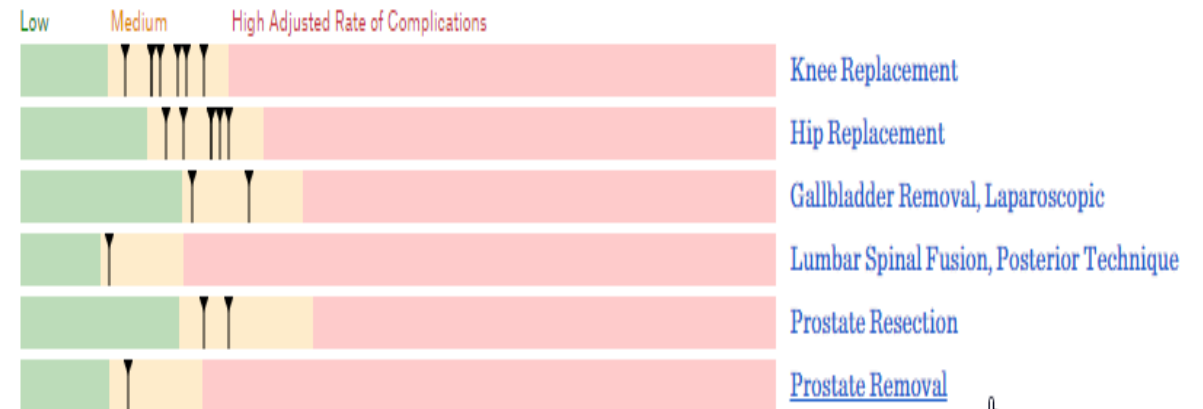
SOME HOSPITAL

SOMEWHERE, [CALIFORNIA](#),

How Surgeons at This Hospital Perform, by Procedure

KEY:  An individual surgeon who performs this procedure at this hospital.

 At least one surgeon performing this procedure has a high adjusted rate of complications.



Organization of Surveillant Assemblage

	Theocratic Panopticism	Bureaucratic Panopticism	Autocratic Panopticism	Agoracracic Panopticism
Typical Social Space	‘Great Chain of Being’	‘Open Plan’	‘Carceral Archipelago’	‘Nowhere Office’
Subjectivities produced	Theocratic Subjectivity	Bureaucratic Subjectivity	Autocratic Subjectivity	Agoracracic Subjectivity
Origin of Objective gaze	From without	From within	From within	From without
Origin of Subjective gaze	From within	From within	From without	From without
Typical Structure of Social space	Nested hierarchy	Pyramidic hierarchy	Hub-spoke	Network or ‘rhizome’

De/Reterritorialization of the Surveillant Assemblage during Digitization

	Theocratic Panopticism	Bureaucratic Panopticism	Autocratic Panopticism	Agoracratism
Non-Digitalized Organization of Surveillant Assemblage	Physical architecture opening onto the subjective gaze; the objective gaze hierarchically implied through symbolic representations like statues, paintings, etc.	Physical architecture opening onto the subjective and the objective gaze; e.g. open plan office, but also artefacts like the 'silent monitor', clocks etc.	Physical architecture opening onto the objective gaze only; e.g. isolated work cells, but also cars, trucks, etc.	Physical architecture opening onto the subjective and the objective gaze; assemblies open to members & non-members, auctions, public voting, etc.
Digitalized Organization of Surveillant Assemblage	Digital architecture opening onto the subjective gaze; the objective gaze hierarchically implied through digital symbolic representations on social media platforms, e.g. Instagram, Yammer, Facebook groups, etc.	Digital architecture opening onto the subjective and the objective gaze; e.g. Google Docs, Lync/Skype, etc.	Digital architecture opening onto the objective gaze only; e.g. dedicated computer networks, monitoring of performance in real time outside of traditional workplace conditions, etc.	Digital architecture opening onto the subjective and the objective gaze through platform companies, e.g. Uber, Google Scholar, ProPublica, TripAdvisor, AVVO, etc.

Conclusion/Discussion

- **Irony:** a return of the 'spectacle'
- Organizations as social spaces are not bound by materiality nor by contractual obligations or by tradition, but by the way that they constitute particular circuits of power
- Digitization has a profound impact on surveillance but necessarily on the circuits of power that are constitutive of organizations