



LMIs and autonomous work





From autonomous work to discontinuous career paths

- Autonomous work raises many questions in terms of continuity of income, skills development, access to the social security system, integration into the social dialogue, etc. (Davidov, 2004; Havard et al., 2009; Keller & Seifert, 2013; Wears & Fisher, 2012)
- Between the "hierarchical" steering of organisational careers and the free "market" of boundaryless careers, more and more LMIS/HRIs seek to relieve individuals of the administrative difficulties linked to a discontinuous series of different work statuses, while offering them services destined to secure their professional transitions
- LMIs are entities that stand between the individual worker and the organization that needs work done (Bonet et al., 2013)

Research questions



- Who takes care of discontinuous career paths?
- What kind of support is provided to workers in discontinuous career paths?
- Existing literature on LMIs/HRIs often limited to one-dimensional typologies:
 - Information providers/matchmakers/administrators (Bonet et al., 2013)
 - For-profit/public sector/membership-based (Benner, 2003)
 - Voluntary/compulsory participation (Autor, 2008)
 - Meeting places/brokers/motors for local development (Brulin & Svensson, 2012)
 - Information valuation (Bessy & Chauvin, 2013)

=> Towards a multi-dimensional grid likely to grasp the diversity of initiatives currently developed on the labour market



Dimensions	Questions	
Partnership logic (Williamson, 1975; Miles & Snow, 1992)	Where do they come from (and how do they emerge on the labour market)?	
Responsibility for matchmaking (Bonet et al., 2013)	Who is responsible for the matchmaking process?	
Prevailing regulatory framework (Gazier & Gautié, 2011)	When do they intervene for securing professional paths?	
HR configurations (Verburg et al., 2007)	How do they accompany professional transitions?	
Availability of information produced (Bessy & Chauvin, 2013)	What kind of information do they produce and diffuse on the labour market?	
Innovativeness (Lawrence, Suddaby & Leca, 2009)	Why do they intervene on the labour market (and what are their justifications)?	



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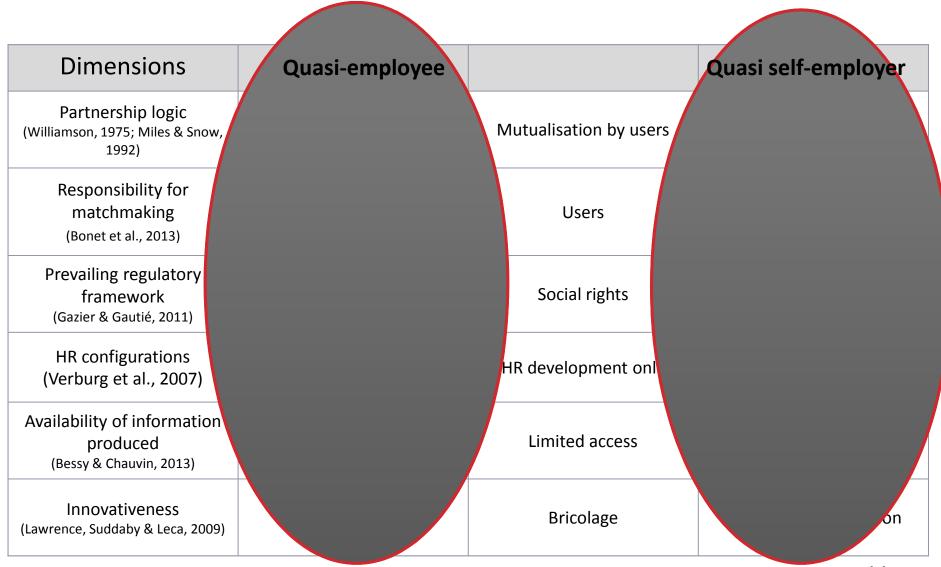


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Two idealtypical categories of support to discontinous career paths



The case of work & employment cooperatives



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Towards sustainable supports of discontinuous See debates about desegmentation and blurring frontiers between

- LMIs considering workers as quasi-em (Dekker & van der Veen, 2015)
 markets but are concentrated in profitable businesses of new social dualities on the labour markets.
- LMIs considering see debates about the conditions of solutions, to capacitation in a context of active market; how to avoid path dependency with an

See debates about the relations
between traditional unions and quasiunions (Heckscher & Carré, 2006)

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rg unemployment benefits, health insurance, retirement
benefits, etc.:

• All LMIs are led to develop "institutic disparities by luncheon vouchers, of missing contracts, customized insured i

Conclusions

- 2 main contributions:
 - Building a multidimensional analytical framework for exploring the different ways by which LMIs attempt to secure nonstandard career paths
 - Emphasizing societal challenges linked to the quasi employee and the quasi self-employed situations
- Necessity to define evaluative criteria likely to equip policy makers with relevant guidelines for their regulative actions
 - To what extent do LMIs improve job quality for autonomous workers?
 - To what extent do they enhance the employability of individual workers while maintaining collective capabilities?
 - What are the conditions under which the actions of LMIs may lead to an evolution of the labour market and more relevant employment policies?