



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

Towards a multidimensional grid



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)?

Towards a multidimensional grid



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Two idealtypical categories of support to discontinuous career paths

Dimensions	Quasi-employee	Quasi self-employer
Partnership logic (Williamson, 1975; Miles & Snow, 1992)		Mutualisation by users
Responsibility for matchmaking (Bonet et al., 2013)		Users
Prevailing regulatory framework (Gazier & Gauthier, 2011)		Social rights
HR configurations (Verburg et al., 2007)		HR development only
Availability of information produced (Bessy & Chauvin, 2013)		Limited access
Innovativeness (Lawrence, Suddaby & Leca, 2009)		Bricolage

The case of work & employment cooperatives



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Towards sustainable supports of discontinuous careers

- LMIs considering workers as quasi-employed in primary labour markets but are concentrated in profitable businesses. *How to avoid a growing risk of new social dualities on the labour market?*
See debates about desegmentation and blurring frontiers between primary & secondary labour markets (Dekker & van der Veen, 2015)
- LMIs considering workers as self-employed appear as more innovative solutions, to be implemented in a context of active Welfare State (van Berkel, de Graaf & Sirovatka, 2011). *How to avoid path dependency with an increasing responsibility of their care?*
See debates about the conditions of capacitation in a context of active Welfare State (van Berkel, de Graaf & Sirovatka, 2011)
- LMIs considering workers as self-employed lead to a hyper-fragmentation of labour paths => *how to maintain collective solidarity?*
See debates about the relations between traditional unions and quasi-unions (Heckscher & Carré, 2006)
How to maintain unemployment benefits, health insurance, retirement benefits, etc.?
- All LMIs are led to develop “institutional arrangements” to manage disparities by luncheon vouchers, etc. *How to manage the risk of missing contracts, customized insurance, etc.?*
See debates about the organization of transitional labour markets (Gazier & Gautié, 2011) and functional equivalents (Marsden, 2004)
What regulatory evolutions must be undertaken and at what pace in order to avoid a chaotic juxtaposition of informal arrangements?

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?