Labour Transformation and Institutional Re-arrangement
A Preliminary Study of a Business and Employment Cooperative

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Institutional Orders Regulating Labour in France

Welfare regime

Bismarckian model
Insurance based on the worker status

Marginalization of worker cooperative movement
Negociation between unions and employers’ representatives

Market
Entrepreneurship
Need for autonomy

State
Employment
Need for protection

Social economy
Cooperation
Need to be part of a collective

Practice

Meaning
Welfare Regime Destabilisation and Grey Employment Zones

Individualisation and digitalisation of work relations
  Self-employment and platforms
  266,000 clicworkers

Inability of the welfare regime to recreate appropriate solidarity links
  Unemployment
    9% in 2018 and over 8% since 2008
  Welfare regime deficit
    2.2 billion euros in 2017
How cooperative movement can create new institutional arrangements to respond to the transformation of labour?
Business and Employment Cooperative

Mentoring
Entrepreneurs keep their former status
Individual support, workshops & meetings

Work contracting
From turnover to salary

Cooperating
Democratic governance

200 BECs in France
7000 salaried-entrepreneurs
3000 project holders with a support contract

Created in 2003 in Paris
800 members
Coopaname selective coupling – The Market

Coopaname criticises micro-entrepreneurship

BUT

its members are autonomous in developing their activities,

their salaries fluctuate,

and they commercialise with their own brand

“Most of the time, the micro-entrepreneurship approach only gives the entrepreneur a micro-income and micro-protection.”

Members of the board writing in an academic journal on social economy
Coopaname selective coupling – The State

Coopaname uses salaried contracts for the link to the welfare regime protection

BUT

Critises the subordination relationship characterizing it

“ It is probably the time to redefine another way to conceive the relationship with labour [...] Especially removing the notion of subordination, which, for us, really corresponds to a completely feudal system ”

Former co-director
Coopaname selective coupling – The Social Economy

Coopaname relies heavily on cooperative principles, offers the opportunity to change and/or have multiple activities, organises collective events fostering mutual support. BUT criticises the weakness of the political movement of the social economy. 

"What is at stake is not size or institutional recognition, but the disastrous lack of a political project shared by social economy organisations to sustain the whole economy. [...] we have to assume that the mission of the social economy is not simply to create employment, but to develop new forms of labor."

Former co-director
New Institutional Arrangement at Meso-level

Macro level
- Welfare regime disruption
  - Inefficiency and decreasing legitimacy

Meso level
- Coopaname selective coupling
  - Meso-level institutional arrangement
  - Education, training, information

Micro level
- Individuals urgency
  - Autonomy, security, collective
Thank you!

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