

Job quality in the social and solidarity economy: An exploratory study of the Pays de la Loire region?

Franck Bailly, Karine Chapelle and Lionel Prouteau

Based on initial results using DADS (annual employment, pay and social security statements), the article describes some of the characteristics of jobs in social and solidarity economy organizations in Pays de la Loire. The article also provides information about the employees in these jobs. One concern of the study is to see how the social and solidarity economy compares with other parts of the economy. The study focuses on jobs in the culture, health and social care sectors. Overall, the social and solidarity economy seems to have a larger share of casual employment and a smaller share of full-time and permanent positions. Hourly wages are comparable to the public sector but below private for-profit companies, particularly at the managerial level. However, an examination of the culture, health and social care sectors reveals large variations in the employment systems and job quality in the social and solidarity economy.

The meaning of work in the French Red Cross: A cause and a job

Monique Combes-Joret and Laëtitia Lethielleux

Looking at paid and volunteer staff in the French Red Cross (CRF), the article highlights the contradictions and ambivalence inherent in the meaning of work in social and solidarity economy organizations. For skilled paid employees, working in the CRF is clearly a rational choice, while for others (skilled and unskilled) it is a constrained choice due to the absence of an alternative in the local labor market. For the volunteers, the meaning of the commitment to the CRF definitely has various dimensions (vocation, career and the search for identity) and is closely tied with personal development. However, there is one feeling

that is largely shared by all the volunteers, both elected officers and volunteers working on the ground. In their daily work, volunteers feel they are subject to growing demands for professionalization and requirements very much like those for paid staff (workloads, flexibility and meeting standards).

The story of democratic employment relations in social economy organizations

Gilles Rivet

This contribution sets out to understand the difficulties of the social dialogue in social economy organizations without going detail about the different practices and forms (consultations, collective bargaining, etc.). From an examination of the rare regional studies undertaken by social economy employers' organizations, it can be concluded that formal employee representation has a weak presence in the sector, which is dominated by small nonprofit organizations. These studies particularly reveal the complexity of the social dialogue in organizations where members or activists play a more important role than the employees. The article thus considers the historical and political origins of these organizations that aim to abolish waged labor and, consequently, argues this suggests continuity and coherence rather than a split and a contradiction.

From waged labor to a solidarity economy: A basic guaranteed income

Eric Dacheux and Daniel Goujons

The solidarity economy has a great ambition – to democratize the economy. This ambition demands a vast recasting of capitalism, which can only happen by ending waged labor. How can we move beyond waged labor? Two possible solutions are solidarity initiatives, on one hand, and a basic guaranteed income, on the other hand. The central thesis of our work is that each solution is incomplete without the other, and together they acquire new power in the emerging knowledge society. ●