

The complementary market or the workers behind the scene.

In Switzerland, many people work in the complementary market without being socially recognised as workers. They work in work programmes of the unemployment insurance, the disability insurance, social assistance, asylum, sheltered workshops, civil service or community service. Remuneration and social entitlements vary according to the legal qualification of the work performed, its social recognition as well as the workers' social or administrative status. In this regard, analysing how the State ascribes material and symbolic value to the workers behind the scene is highly relevant. In particular, it is relevant to clarify to what extent productive activities in the complementary market are considered as work or not.

From our perspective, the complementary market (hereafter CM) is a service market aimed at matching work places and people with specific administrative statuses. The service exchange takes place with the State authorising service providers (i.e. associations, foundations, private companies, public administrations) to exercise a productive relationship by creating work places requested by the State.

A person has to meet strict administrative criteria in order to be entitled to access the complementary market. For example, to participate in a "Temporary Employment Programme" provided by the unemployment insurance, the person has to be unemployed and declared "fit for work", among other aspects. Furthermore, a service provider has to meet specific criteria in order to be allowed to implement such programmes. Thus, the possibility to hire workers in the CM depends on specific requirements and values set in a legal framework. Based on their administrative status, individuals in the CM can turn into a workforce and hence be exploited in terms that differ from the labour market (remuneration, working hours, social entitlements, etc.). Therefore, state valuation processes are fundamental for the determination of working conditions on the CM.

For this workshop, we propose to explore the concept of CM as a service market. More specifically, we will discuss categorization promoted by the State through legislation assigning specific administrative status to individuals. If contractual arrangements of productive relationships are mostly defined upstream by administrative status of workers, dealing with the issues of working conditions may be pertinent as well. What are the effects of valuation processes taking place at the legal and administrative level on workers' employment conditions, remuneration and social entitlement?