

## **Cooperation and labor contracting: an intense relationship**

### **Patrick Micheletti**

Full Professor, Ph.D, Sociology, School of Management Euromed  
Euromed Marseille, Domaine de Luminy, 13288 Marseille cedex 9, France,  
Phone: 33 (0)4 91 82 78 00 – Fax 33 (0)4 91 82 78 01,  
Email: Patrick.Micheletti@euromed-marseille.com - www.esc-marseille.fr.

### **Michel E. Philip**

Researcher, Ph.D, Economic analysis, Centre d'analyse économique  
CAE–FEA, Université de droit, d'économie et des sciences d'Aix Marseille III, 3 avenue Robert Schuman,  
13628 Aix-en-Provence Cedex 1, France,  
Phone: 33 (0)4 42 17 29 94 – Fax: 33 (0)4 42 59 38 87,  
email: mphil7@free.fr - www.univ-cae.org  
Cooperation and labor contracting: an intense relationship

Whenever a labor contract is defined as an encounter between consenting parties, whatever the institutional context, the sole universal quality pertaining to that contract is its unrestricted duration (e.g. permanent contract). And to express this notion in terms of a dynamic model irrespective of any organisational or institutional structures, two additional conditions are both necessary and appropriate: a common intention (in this case their desire to enter into a contract) and the cooperation of all the parties involved in the contract. This cooperation (based on the concept of mutual trust) must be attained ex ante and sustained from one period to another, failing which the contractual gain incurred would be declared null and void. A kind of tactical game is then elaborated, based on an intertwining of transactional and relational aspects, in which trust is the basis for every new contract and ensures its duration even if the allocation of profits from one period to another may constitute a cause for conflict. A contract that is transactional and relational characterizes the global aspect of a joint enterprise in terms of the values and principles invested by its various participants. The contractual process provides the parties with an opportunity to actively define, by virtue of their mutual commitment, their general aspirations for such a relationship in terms of patrimonial or extra-patrimonial rights.

Keywords: Labor contract, Cooperation, Relational, Transactional  
JEL: K2, J3, C7