

# Employment stability in an age of flexibility

*Evidence from industrialized countries*

General editors  
Peter Ager and Sandrine Cazes



INTERNATIONAL LABOUR OFFICE • GENEVA



# Employment Stability In An Age Of Flexibility

**Ajit Kumar Ghose**





## **Employment Stability In An Age Of Flexibility:**

**Employment Stability in an Age of Flexibility** Sandrine Cazes, 2003 While offering a comparison of employment stability and flexibility in 16 OECD countries the book provides a detailed analysis on the type of labor market regulations needed to ensure a balance of employment flexibility and security Transforming European Employment Policy Ralf Rogowski, Robert Salais, Noel Whiteside, 2011 Since the mid 1990s the focus of European employment and social policy has shifted from protection to promotion This book provides a timely analysis of this new form of governance and the new forms of policy delivery and audit which accompany it The limitations of the current approach became particularly apparent during the financial crisis of 2008 and it has now reached a turning point The book offers a new coherent European reform agenda that views easing transitions in employment and promoting the development of individual and collective capabilities as cornerstones The contributing authors focus on vocational training life course policies reflexive labour law and social insurance from theoretical empirical and practical perspectives Transforming European Employment Policy will be of great benefit to policymakers as well as those researching or studying European law labour law industrial relations political science social policy or international business **Research Handbook on the Future of Work and Employment Relations** Keith Townsend, Adrian Wilkinson, 2011-01-01 This is an enlightening text on the subject of employment and work relations that will be useful for students in economics specifically those studying labor relations Lucy Heckman American Reference Books Annual 2012 The broad field of employment relations is diverse and complex and is under constant development and reinvention This Research Handbook discusses fundamental theories and approaches to work and employment relations and their connection to broader political and societal changes occurring throughout the world It provides comprehensive coverage of work and employment relations theory and practice This up to date research compendium has drawn together a range of international authors from diverse disciplinary backgrounds There are chapters from labour historians theoreticians more mainstream industrial relations scholars sociologists organizational psychologists geographers policy advisors economists and lawyers At the heart of each chapter is the notion that the world of work and employment relations has changed substantially since the halcyon days of IR throughout the Dunlop Era of the 1950s However many areas of enquiry remain and more questions have developed with society and technology This Handbook reflects this view As the field of study and practice continues to evolve throughout the twenty first century what lessons have we learnt from the past and what can we expect in the future Academics and postgraduate students researching industrial relations human resource management employment relations industrial sociology and sociology of work will find this important resource invaluable Changes in Japanese Employment Practices Arjan Keizer, 2010-01-21 Keizer examines changing employment practices in Japan focusing on the position of the Japanese firm that is confronted with the need to address the changing economic circumstances while also maintaining some fit with the wider set of institutions that govern



the Japanese labour market      The European Social Model and Transitional Labour Markets Ralf Rogowski, 2016-02-11  
 Bringing together theoretical empirical and comparative perspectives on the European Social Model ESM and transitional labour market policy this volume contains theoretical accounts of the ESM and a discussion of policy implications for European social and employment policies that derive from research on transitional labour markets It provides an economic as well as legal assessment of the European Employment Strategy and contains evaluations of new forms of governance both in European and member state policies including discussions of the potential and limits of soft law instruments Country studies of labour market reforms in Denmark the Netherlands Belgium and France assess their contribution to an emerging ESM while comparative accounts of the ESM examine mobility and security patterns in Europe and beyond and evaluate recent flexicurity policies from a global perspective      World Employment Report 2004-05 International Labour Office, 2005  
 Productive employment is the economic foundation of decent work Laying this foundation is the central challenge we now face Decent and productive employment remains only an aspiration for many hundreds of millions of people frustrated by a reality of rising unemployment or employment that does not provide the chance to escape poverty      **Jobs and Incomes in a Globalizing World** Ajit Kumar Ghose, 2003 This work offers fresh analysis of the nature of globalisation and its consequences for the international division of labour global economic inequality and the phenomenon of brain drain from developing countries Presenting results of new research it offers a current assessment of the labour market effects of trade liberalisation the core of globalisation in industrialised and developing countries      *Global Employment Trends* Claire Harasty, Dorothea Schmidt, International Labour Office, 2003 Incorporating the most recent data available for 2002 this report analyses current labour market trends and examines the impact of the global economic downturn and post 11 September developments upon different world regions Covering Latin America and the Caribbean East Asia South East Asia the Middle East and North Africa and sub Saharan Africa the transition economies and industrial countries it focuses on the distinct labour market characteristics and challenges faced by each region and economic group It also traces factors contributing to the global employment decline such as the increase in informal sector employment the decrease in employment in information and communication technology as well as extensive jobs losses in the travel and tourism industries and the export and labour intensive manufacturing sectors      *Unemployment Insurance and Non-Standard Employment* Janine Leschke, 2009-02-19 The importance of non standard employment forms has increased over the last decades Janine Leschke addresses two important questions in this regard First do workers with part time and temporary contracts face greater risks of becoming unemployed than those with regular contracts Secondly how far are they disadvantaged in terms of access to and level of unemployment benefits The author compares the design of unemployment benefit systems in Denmark Germany Spain and the United Kingdom After discussing the development and role of non standard employment in these countries she examines the relevant features of unemployment insurance systems such as hours and earning thresholds and minimum



contribution requirements Her empirical analysis shows that non standard workers are more likely to become unemployed or inactive and are disadvantaged in their entitlements to unemployment benefits

**Labour Productivity, Investment in Human Capital and Youth Employment** Olga Rymkevich, 2010-01-01 Unemployment levels are on the rise nearly everywhere and the rate is particularly high among young people If this trend is not reversed the potential long term economic and social damage is incalculable For this reason a particular urgency attended an international conference on the subject held in March 2009 at the Marco Biagi Foundation in Modena Italy in the course of which specialists in labour law human resources management labour economics sociology education and statistics met to present and compare research This issue of the Bulletin of Comparative Labour Relations includes a selection of the papers presented at that conference Although the selected essays present findings on specific issues in particular countries the general applicability at the global level is evident Assessing measures taken to deal with youth unemployment in thirteen countries Italy Spain Russia Sweden Bulgaria Estonia Hungary Poland Israel Nigeria the United States China and Singapore twenty five leading authorities describe and analyse such aspects of the problem as the following vocational education and training quality of employment as well as quantity links between educational institutions and local national and international enterprises consultation and co operation between employers associations and trade unions job security vs employment security funding for postgraduate programmes internships and on the job vocational training career development for future managers safeguards for workers in a framework of flexibility labour market pressure from unskilled immigrant workers earn as you learn schemes work in the informal economy and the rationale behind the phasing out of passive labour market measures for school leavers such as unemployment benefits

*Globalisation and Work in Asia* John Burgess, Julia Connell, 2007-02-28 This book reviews employment conditions in Asian countries This is the hub of the strongest growth area in the world economy and while attention has focussed on job growth and industrial transformation there has been very little attention on employment characteristics and employment conditions In particular the book addresses the issue of whether globalisation taken to mean the growing international integration of economies is a factor that leads to a convergence of employment conditions and more importantly an improvement in employment conditions The book brings together contributions on many Asian economies where these core questions are considered at both the macro level and for specified industries Addresses fundamental questions regarding growth globalisation and working conditions Includes analysis of West East and North Asian countries Includes an overview chapter from researchers from the ILO

*Economic Crisis, Quality of Work, and Social Integration* Duncan Gallie, 2013-09-12 This book provides a comparative analysis of the impact of the economic crisis on the quality of work and work life balance

**Confronting Globalization** Roger Blanpain, Peter Auer, 2005-01-01 Analyses of and commentaries on the report of the World Commission on the Social Dimension of Globalization entitled A fair globalization creating opportunities for all

*Decent Work in Denmark* Philippe Egger, 2003 Examines to what extent and by



what means and mechanisms labour standards and relatively equal income distribution facilitated by high employment rates and social protection have contributed to sustaining a high rate of economic growth      **Unsocial Europe** Anne Gray, 2004-10-20 How and why are European welfare systems and the labour market changing How do they affect the daily lives of those facing unemployment or precarious work Anne Gray shows how the idea of unemployment benefits as a right is evolving into a regime closer to American workfare She explains how this policy forces the unemployed into low paid temporary or part time jobs associated with the new flexible labour market Drawing on unemployed people's own accounts of their experiences in the UK Germany France and Belgium Gray illustrates the job market as seen from the dole queue Exploring the changing nature of work in Europe Gray reveals why is there a shortage of full time permanent jobs what is to be done and what the future holds for labour market regulation in Europe Providing clear explanations about shifts in welfare policy this book is ideal for trade unionists activists and students and makes an important contribution to wider debates on globalisation and the future of work      *The Political Behaviour of Temporary Workers* Paul Marx, 2015-08-25 Insecure temporary employment is growing in Europe but we know little about how being in such jobs affects political preferences and behaviour Combining insights from psychology political science and labour market research this book offers new theories and evidence on the political repercussions of temporary jobs      *International Encyclopedia of Human Geography*, 2009-07-16 The International Encyclopedia of Human Geography provides an authoritative and comprehensive source of information on the discipline of human geography and its constituent and related subject areas The encyclopedia includes over 1 000 detailed entries on philosophy and theory key concepts methods and practices biographies of notable geographers and geographical thought and praxis in different parts of the world This groundbreaking project covers every field of human geography and the discipline's relationships to other disciplines and is global in scope involving an international set of contributors Given its broad inclusive scope and unique online accessibility it is anticipated that the International Encyclopedia of Human Geography will become the major reference work for the discipline over the coming decades The Encyclopedia will be available in both limited edition print and online via ScienceDirect featuring extensive browsing searching and internal cross referencing between articles in the work plus dynamic linking to journal articles and abstract databases making navigation flexible and easy For more information pricing options and availability visit [http://info.sciencedirect.com/content/books/ref\\_works](http://info.sciencedirect.com/content/books/ref_works) coming Available online on ScienceDirect and in limited edition print format Broad interdisciplinary coverage across human geography Philosophy Methods People Social Cultural Political Economic Development Health Cartography Urban Historical Regional Comprehensive and unique the first of its kind in human geography      Restructuring for Corporate Success Nikolai Rogovsky, International Labour Office, 2005 This publication explores the use of socially sensitive enterprise restructuring SSER approaches by companies to help minimise the social costs for workers of downsizing drawing on examples of good practice and case studies from different countries Issues



discussed include the importance of good labour management relations communication strategies the use of counselling training and job searching strategies early retirement mobility and severance packages alternative work schedules and the various stages of the workforce reduction process

**Third Way Reforms** Jingjing Huo, 2009-04-27 This book examines the transformation of contemporary social democracy through the concept of third way reforms It proposes a set of theories about the possibility for continuing social democratic ideological adaptation for ideologies to overcome institutional constraints in triggering path breaking innovations and for social democracy to bridge the insider outsider divide Empirically the book utilizes these theories to account for social democratic welfare state and labor market reforms in nine OECD countries after the end of the Golden Age Based on the logic of public evils the book proposes that the ideologically contested nature of institutions provides incentives for institutional innovation Social democratic ideology shapes the fundamental characteristics and content of the third way policy paradigm and the paradigm's practical implementation continues to be path dependent on historical institutional settings

**Game Changers in Labour Law** Frank Hendrickx, Valerio De Stefano, 2018-03-01 The renowned international labour law scholars contributing to this incomparable volume use the term game changers to refer to evolutions concepts ideas and challenges that are having or have had major impacts on how we must understand and approach labour law in today's global economy The volume derives from an international conference organized by the Institute for Labour Law at the University of Leuven Belgium in November 2017 This initiative is pursued in the spirit and with the methods of the late Emeritus Professor Roger Blanpain 1932-2016 a great reformer who continuously searched for key challenges in the world of work and looked as far as possible into the future engaging in critical reflection and rethinking the design of labour law While seeking to identify the main game changers the authors explore new pathways and answers which may help to understand and shape the future of work This is the 100th of Kluwer's Bulletin of Comparative Labour Relations a series Professor Blanpain launched nearly fifty years ago The contributors address and reflect on such vital issues and topics as the following the gig economy core labour law values freedom of association non standard employment the rise of the service sector employment and self employment the European Pillar of Social Rights app based work algorithms as controls in the workplace collective bargaining rights and the right to strike the role of temporary employment agencies and termination of the employment relationship There are also chapters devoted to specific issues in France Italy the United Kingdom Estonia China and the United States Roger Blanpain consistently reminded us that labour relations are power relations Although this book shows that the power balance is tipped towards employers in today's world what is nevertheless very clear is that labour law can play a crucial role in re-enlivening equitable outcomes fairness decent work and social justice in our contemporary and future societies and that academia can help to understand guide and shape that future For this reason this book will be invaluable to professionals in labour relations whether in the academic policy or legal communities



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