Jobs, Wages and Poverty The regulation of the labour market has been a major source of political dispute in the UK over the last half century. Paul Davies and Mark Freedland charted the conflicts over the appropriate role for the law in this area from 1945 to the fall of Mrs Thatcher in their earlier book, Labour Legislation and Public Policy. The current volume brings that history up to date, charting the development of labour legislation under ‘New’ Labour.

The Modern Child and the Flexible Labour Market This work examines the regulation of ‘flexible’ or ‘non-standard’ forms of work, including part-time, temporary and temporary agency work. It explores how labour law can evolve to protect workers more adequately in the changing workforces and evolving working arrangements of contemporary industrialised economies.

Towards a Flexible Labour Market

Labor Market Flexibility, Flexicurity and Employment This book sheds light on new research related to welfare state, child care policies, and small children’s everyday lives in institutions in Europe. In uniting recent social childhood research, welfare perspectives and historical and comparative approaches, the book explores institutionalization as a feature of the modern child’s life.

Global Trends in Flexible Labour The creation of dynamic and flexible labour markets increasing flexibility by removing existing rigidities is widely seen as contributing to economic growth. Expectations from flexibility centre on the creation of employment and thus reducing unemployment, increasing the adaptability of enterprises, social inclusion of marginal groups on the labour market (particularly women and young first entrants), and combating undeclared work. Since the acquis communautaire includes instruments on flexible work, Turkey, while preparing itself for accession to the EU, has to take measures to increase flexibility. Moreover, flexibilisation contributes to modernisation of the Turkish labour market, as it has to increase the participation of women in work and it has to reduce the huge informal labour market. The studies and proposals underlying this book were initiated within the framework of the Matra Pre-accession Projects Programme of the Netherlands Ministry of Foreign Affairs. So many valuable information came to light in the course of the project that this revised and updated version of the reports is now presented to a wider audience. It keen insights, applicable both in general and specifically to Turkey, shed light on such vital employment issues as the following: A general introduction to key actors in the Turkish labour market; models of linking security with flexibility; relation between the formal and informal labour markets; industrial relations and collective bargaining; reciprocal rights and duties of worker and employer; the application of existing labour legislation; protection of flexible workers in social security. In their analysis of the Turkish case the authors explore the role of the Ministry of Labour and Social Security and its affiliated institutions; the Social Security Institution (Sosyal Güvenlik Kurumu) and Is-Kur (which has evolved from the former Public Employment Services Organisation BK); the consistency of the flexibility clauses of the new Turkish Labour Act with the acquis; and Turkish solutions as compared with those of EU Member States. Although it focuses on Turkey and will be of particular interest to practitioners and scholars concerned with EU and Turkish law, the factual and descriptive analysis of labour flexibilisation that the study provides complete with various detailed models of flexibilisation will be of great value in assessing the state of employment law in any country experiencing the economic pressure of the current transitional period in worklife realities.

Towards a Flexible Labour Market

Employers’ Use of Flexible Labour We introduce a new data set on hiring and firing restrictions for 21 OECD countries for the period 1984-90. The data are based on surveys of business people in the countries covered, so the indices we use are subjective in nature. Controlling for country and time fixed effects, and using dynamic panel data techniques, we find evidence that increasing the flexibility of the labor market increases both the employment rate and the rate of participation in the labor force. The estimated effects are larger in the female labor market. There is also some evidence that more flexibility leads to more hours worked, lower unemployment rates, lower long-term unemployment and a lower rate of unfilled vacancies in the economy. The analysis of inflows presents some
Towards A Flexible Labour Market

The Advantages of a Flexible Labour Market

Impact of Flexible Labour Market Arrangements in the Machinery, Electrical and Electronic Industries During these years of growing global uncertainties, financial and economic pressures, nations and international institutions are searching for political, social and professional answers to the new challenges. The Washington consensus has discredited itself in more respects. This book studies effective answers to adaptation needs of Denmark with it flexicurity system and the possibility to transpose that system in Latin America.

Deregulating Labour Markets Increasingly flexible labour markets and reforms of old-age pension systems are still ranking high on the political agenda of European countries. This volume investigates whether, and to what extent, the interplay between pension reforms and the spread of 'atypical' employment patterns and fragmented careers has a negative influence upon economic security in old age. The volume, therefore, analyzes the flexibility-security nexus by focusing on the post-retirement phase, thus extending the conventional narrow concept of 'flexicurity'. The book also questions whether reforms of public and private pension schemes compensate or aggravate the risks of increasingly flexible labor markets and atypical employment careers after retirement? Around this overarching research question, the various contributions in the volume employ the same analytical framework in order to map, and then compare, the developments in seven European countries - Denmark, Germany, Italy, the Netherlands, Poland, Switzerland, and the UK which present different labour market arrangements and various degrees of flexibility, as well as diverse pension systems.

Confronting Unemployment Europe's mass unemployment and the call for extensive labour market de-regulation have, perhaps more than any other contemporary issue, impassioned political debate and academic research. With contributions from economists, political scientists and sociologists, Why Deregulate Labour Markets? takes a hard look at the empirical connections between unemployment and regulation in Europe today, utilizing both in-depth nation analyses and broader-based international comparisons. The book demonstrates that Europe's mass unemployment cannot be directly ascribed to excessive worker protection. Labour market rigidities can, however, be harmful for particular groups. The weight of the evidence suggests that a radical strategy of de-regulation would probably cause more harm than benefits for European economic performance.

Flexicurity The profound changes in the labour market during the 1980s are examined in this book in relation to the ideas of flexible specialization and the "flexible firm" and Marxist regulation theory, supplemented by fresh empirical evidence concerning changes in the labour process.

Flexible Labour Markets

Flexible Labour Markets, Workers' Protection and "the Security of the Wings" This long-awaited scholarly work examines the growth and background of English labour law during the 20th century. Few branches of the law can have grown with such rapidity, and exercised such influence on the economy, in political life and on society as a whole as has labour law, particularly in this century. This is the first major study of the growth of labour law and will be required reading for anyone wishing to understand the present-day position of labour law in England.
The Labour Constitution

This study is a valuable contribution to the debate surrounding the roles of flexibility and job security on labor market performance. It argues that the "flexicurity" approach is the most relevant for Central and Eastern European countries. The book examines the different dimensions of flexibility, including flexible wages and forms of employment. Through a series of national case studies, the book offers analysis of how Croatia, Bulgaria, Hungary, Lithuania, and Poland have attempted to balance labor market flexibility and security since the late 1990s. They also suggest appropriate reforms of economic policy, institutional framework of the labor market, labor market policy, and education and social policies in Central and Eastern Europe.

Britain's Flexible Labour Market

Flexible Labour Markets, Workers' Protection and Active Labour Market Policies in the Caribbean Modern labour markets are characterised by the high levels of flexibility they demand of workers and unemployed individuals in particular. Increasing the willingness of jobseekers for regional mobility is an integral part of this development and was at the heart of the far reaching Hartz reforms of the German labour market in the early 2000s. Within this context, this research assesses the role regional mobility plays in the job search of unemployed individuals. Based on innovative experimental designs, rich administrative and survey data and state-of-the-art econometric analysis, Sebastian Bähr contributes to the ongoing debate on flexibility induced inequality in the labour market.

Why Deregulate Labour Markets? In a series of recent IMF papers, Bernal-Verdugo, Furceri and Guillaume (2012a, 2012b), Crivelli, Furceri and Toujas-Bernaté (2012), and Furceri (2012) report finding strong evidence that more flexible labour markets are negatively associated with unemployment and positively associated with employment elasticities, and that large-scale reforms of labour market institutions towards flexibility may help reduce unemployment. This paper examines the reliability of the data and of the methodology used in these papers. It reports serious flaws both in the data and in the way they are used, such as employing the suspended World Bank Employing Workers Indicators, or interpreting methodological breaks in series as reform processes. When these breaks in series are accounted for, the majority of reforms identified in Bernal-Verdugo, Furceri and Guillaume (2012a) cannot be replicated. Moreover, the methodology of identifying reforms from the data employed in the latter paper does not capture actual reform processes and ignores the scope and the size of the reforms. Taken together, our findings call into question most of the empirical results of these papers and policy advice based on them.

In Search of Flexibility

Theories of the Labour Market and Employment

Regional mobility of unemployed workers

The Labour Constitution

Flexibilisation and Modernisation of the Turkish Labour Market Essay from the year 2009 in the subject Business economics - Economic Policy, grade: 1,3. Berlin School of Economics and Law, language: English, abstract: Nowadays, living and working conditions of EU citizens alter in a very fast pace due to globalization, accelerated technological progress and demographic change. Therefore, challenges European economies have to cope with are for example: - Increasing international trade and thus worldwide economic integration, - An expansion on global reserves of workforce, - An adjustment of labour division between industrialized and emerging markets and - A successive significance of human capital in course of a community of knowledge. On the one hand, to remain competitive this change means that firms within EU countries have to establish new markets while the requirements on mastering production processes and forms of organization increase. As far as employees are concerned, they have to be willed and capable to tune in to those labour market changes. Thus, life long learning and mobility become the very basics of success. In the same time higher pressure on wages and employment of low level qualified people can be seen in course of ongoing processes in job specialization. On the other hand, there has been an establishment of awareness within Europe of a common social model which carries the characteristics of: - Social cohesion, solidarity and the abatement of social poverty and discrimination, - Securing general access to a health and education system as well as broad social covering and - A significant role of the public sector to provide the necessary infrastructure. This shows that social security within the European society is strongly anchored which forms a certain constant in the approach of new reforms. Hence, flexicurity as an essence of the adaptability pillar of the EES has the task to strike the balance of a more flexible labour market to preserve European competitiveness with security of the social model. To achieve the objectives of the Lisbon Strategy of full employment, enhancing quality and productivity at work as well as to underpin social and territorial cohesion flexibility and security are absolute mutually supportive. That is, to remain competitive only a dynamic, innovation oriented and business friendly economy provides those necessary resources that enable also the maintenance of social governmental structures.

On the Political Economy of Labour Market Flexibility This book aims to throw light upon the main changes in the Baltic states' labour markets, laying emphasis upon the labour sector flexibility, flexicurity and employment issues in the context of the EU eastward enlargement. The European labour markets of both old (EU-15) and new (EU-10) member states are facing big challenges in their current development. There are high expectations connected with improvement of competitiveness of European economy and enlargement of Euro area. Flexible labour markets help to maintain the expected quick economic growth and to adjust to possible asymmetric shocks of Euro area development. The particular significance of the labour market flexibility is also outlined by the Optimal Currency Area Theory (Mundell, 1961), which forms the theoretical framework for the EMU. At the same time a significant increase of labour market flexibility may due to possible increased employment and consequently also income insecurity causing weakening
Labour Legislation and Public Policy

Flexicurity as one model of labour market policy. This timely volume discusses the extent to which the labor market is becoming more flexible in response to competitive pressures and examines the pivotal roles of collective bargaining in introducing this flexibility. Providing detailed information from 22 country studies, the book covers industrialized and developing nations across Western Europe, North and South America, and Asia. It analyzes the extent of flexibility introduced in these labor markets, as well as the changing role of the state in industrial relations, and the positions of employers and trade unions on labor market flexibility. This comprehensive study reviews the move toward flexibility in four principal areas: contracts of employment, pay, working time, and work organization. While closely examining the means of achieving greater labor market flexibility, this highly topical book addresses the various ways in which flexibility has been introduced, including through legislative action, collective bargaining, individual contracts of employment, and unilateral employer decisions. The findings in this book reveal that collective bargaining is the most effective means of introducing flexibility, as it engages both employers and workers in the process of change. In addition, the volume examines the outcomes of negotiations on flexibility at the central, sectoral, and enterprise levels, paying special attention to the trade-offs that arise, particularly in the areas of job security, working time, and workers' lifestyles.

Women & Men on the Labour Market

Regulating Flexible Work In a contemporary labour market that includes growing levels of precarious employment, the regulation of minimum employment standards is intricately connected to conditions of economic security. With a focus on the role of neoliberal labour market policies in promoting "flexible" employment standards legislation — particularly in the areas of minimum wages and working time — Mark Thomas argues that shifts toward "flexible" legislation have played a central role in producing patterns of labour market inequality. Using an analytic framework that situates employment standards within the context of the broader social relations that shape processes of labour market regulation, Thomas constructs a case study of employment standards legislation in Ontario from 1884 to 2004. Drawing from political economy scholarship, and using a qualitative research methodology, he analyses class, race, and gender dimensions of legislative developments, highlighting the ways in which shifts towards "flexible" employment standards have exacerbated longstanding racialized and gendered inequities. Regulating Flexibility argues that in order to counter current trends towards increased insecurity, employment standards should not be treated as a secondary form of labour protection but as a cornerstone in a progressive project of labour market re-regulation.

Regulating Flexibility

Is Long-term Unemployment Unaffected by Flexible Labour Market Legislation? This study examines the application of the flexicurity labour system in the Caribbean countries of Barbados, Jamaica and Trinidad and Tobago. The flexicurity system has its origins in Denmark and combines elements of labour market flexibility with social security for workers. After outlining the elements of the system, the study provides an overview of the labour market in the Caribbean and compares the performance of Denmark with the three Caribbean countries. While that flexicurity system has some attractive features its full implementation is limited in the Caribbean since the institutional framework has not been fully developed to sustain the implementation of the system. And the costs of the system can be a burden to national governments. It is however possible those elements of the system can be applied to The Caribbean countries (and have been applied). Labour market reform in the region can however take elements of the system into consideration.

Labour Market Flexibility and Pension Reforms The regulation of the labour market has been a major source of political dispute in the UK over the last half century. The authors charted the conflicts over the appropriate role for the law in this area from 1945 to the fall of Mrs Thatcher in 'Labour Legislation and Public Policy'. This volume brings that history up to date.

The Flexible Labour Market : Manufacturing Mejobs? Following on from the success of the first title in this series, Workplaces of the Future, this book addresses the notion of flexible labour and its varying definitions within different cultural contexts.

The Flexible Labour Market Needs Strong Social Partners By exploring different approaches to the study of labour law, this book re-evaluates how it is conceived, analysed, and criticized in current legislation and policy. In particular, it assesses whether so-called 'old ways' of thinking about the subject, such as the idea of the labour constitution, developed by Hugo Sinzheimer in the early years of the Weimar Republic, and the principle of collective laissez-faire, elaborated by Otto Kahn-Freund in the 1950s, are in fact outdated. It asks whether, and how, these ideas could be abstracted from the political, economic, and social contexts within which they were developed so that they might still usefully be applied to the study of labour law. Dukes argues that the labour constitution can provide an 'enduring idea of labour law', and an alternative to modern arguments which favour reorienting labour law to align more closely with the functioning of labour markets. Unlike the 'law of the labour market', the labour constitution highlights the inherently political nature of labour laws and institutions, as well as their economic functions. It constructs a framework for analysing labour laws, labour markets, and institutions, to allow scholars to critique the current policy climate and, in light of the ongoing expansion of the global labour market, assess the impact of the narrowing and disappearance of spaces for democratic deliberation and democratic decision-making on workers' rights.

The Consequences of Labour Market Flexibility This volume examines different approaches to the study of labour law, comparing traditional with more market-focussed approaches. It argues that the idea of the labour constitution continues to offer a useful
Framework for scholarly analysis, emphasizing the critical nature of the link between democracy and the protection of workers’ interests.

Flexibility, Mobility and the Labour Market Perestroika in the Soviet Union has necessitated a radical transformation of the labour market. This book encompasses a broad range of views of labour policy-makers and economists from the USSR and abroad. It analyzes recent developments in employment, unemployment, wages and social protection.

Negotiating Flexibility

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