Index

Abramovitz, M.A. 426, 434
ageing population, implication for welfare state 463–5, 486–7
agricultural employment, OECD countries 213, 214, 220
Anglo-Saxon model employment patterns, services 481
tax structure 479
working time pattern 420–21
Aoki, M. 275
Asia, East, economy 28–37
Aston Group 263, 267
Athey, S. 278
Australia, working time patterns 406–11
Bartel, A. 281
Baumol, W. 210, 211, 238
Bell, 481–2, 488
BERD (Business Expenditure on R & D) 47–8, 52–3
Berg, P.B. 297
Bowles, S. 300
Boyer, R. 264, 277
Brazil employment in manufacturing 32
investment 31
Bresnahan, T. 273, 283
Britain see UK
British (liberal) welfare state model 454, 473
Brynjolfsson, E. 268–9, 273, 277
Burns, T. 263–4, 266, 276
business cycles 25–7
Business Expenditure on R & D (BERD) 47–8, 52–3
business services, employment 97–8, 183–5, 522–4
Canada, working time patterns 406–14, 415–17, 420–21
capital accumulation 127
capital-labour substitution 126–30
capital movements, impact on wages 352–79
Cappelli, P. 283
Caroli, E. 268, 283, 285
Carr, F. 276
catch-up, Asia 33–6, 39
centralized mode of organization 298–309
Chandler, A. 260, 275
Chesnais, F. 530
chimney effect 317–48
clientelism, political, influence on welfare benefits 493–5
codified knowledge, impact of ICT 172–3
Community Innovation Survey (CIS) 164–5
competitiveness, effect on employment 149–50
continental welfare model 473, 476–92
coordination within firm 302–5
Coriat, B. 297
corruption, government, influence on economic collapse 34
cost disease problem 210, 211, 238
Coutrot, T. 266
crowding-out hypothesis, low-skilled work 388
cultural environment, and organizational change 276–7
Cyert, R. 264, 275
David, P. 434
Davis, L. 272
De Long, J.B. 48
decentralization effect of IT 268–9
of decision making 265, 273–4
decentralized mode of organization 298–309

541
Technology and the future of European employment

deindustrialization 215–18
demand conditions, impact on work organization 267–8
demand, North-South model 389–90
demand patterns 143–61
relationship with employment 88, 90, 112–13, 115–17, 156–7, 160–61
demand pull model 49, 56
demography, impact on employment structure 463–5, 533–5
Denmark
innovation expenditure 151–7, 164–5
welfare system 481–3
deregulation, impact on labour market 513–16
deskillling effect of new technologies 281–3
domestic demand 112–3
Dosi, G. 27, 297
Dow, C. 25
eyoung retirement 484–7, 497
East Asian economy 28–37
Eastern Europe, patenting activity 33
economic growth engines 183–5
economic trends
Africa 29
Europe 78–83
Japan 78–83
Latin America 29
Tiger economies 29
USA 39–43, 78–83
Economist magazine 42
education and training 285–6, 295–7
costs 325–7
effect on employment pattern 511–13
implementation of new technologies 279–81
service sector 198–9
Southern Europe 493
employees
competence 295–7
efficiency, by skill level 334–8
skills see skills
training cost 325–7
employment
Brazil 32
effects of macroeconomic performance 160–61
effects of structural changes 525–6
patterns 497–8
Europe 160–61, 186–7, 189, 474–6, 492–3
Germany, 332–4
Netherlands 332–4
service sector 185–97, 481
relationship to skill levels 295–7, 317–48, 387–401
sectoral 213–25
South Korea 32
working time patterns 406–11
see also labour market; employees; unemployment
EMU, impact on innovation 445–6
endogenous growth, influence of institutions 429–31
equilibrium unemployment 309–13
Ergas, P. 433, 434
eroer-correction model 54–6
Esping-Andersen welfare state typology 453–5, 472–500
Esping-Andersen, G. 466–7
EU see European Union
Euro, impact on innovation 445–6
Europe see individual countries
Europe, Eastern, patenting activity 33
Europe, Southern, welfare state model 492–6
European integration model 441
European monetary integration, impact on innovation 445–6
European Union
employment trends 186–7, 189
relationship between wages and employment rates 360–78
working time policy 421–2
Eurosclerosis 86, 89–90, 509
Evangelista, R. 151
Fagerberg, J. 530
family trends, effects on welfare state 459–65, 492
FDI 97, 102
Feenstra, R.C. 126
female employment, Europe 484, 485–6, 489, 490
Ferrera, M. 493, 494
final product demand 115–7
final product productivity (FPP) 120–26, 133, 139–41
financing of welfare system 481–4, 499–500
Finegold, D. 286
Finland, working time patterns 412–14
foreign direct investment 97, 102
France
   early retirement 477
   employment trends 125, 130
   elderly people 477
   service sector 480
   wage-related 360–61, 362–8, 370–71, 378
   working time patterns 406–14, 413–16, 418–20
   productivity 125
   Freeman, C. 27, 434
   Freeman, J. 260
   Freeman, R. 470, 496
G6 countries, productivity growth 158–61
GDP, relationship with R & D investment 48–53, 56–7, 63–5
GERD (Gross Expenditure on R & D) 47–8, 52, 66, 67
Germany
   employment trends 123, 332–4
   chimney effect 339–44, 347
   elderly people 477–8
   service sector 480–81
   wage-related 360–63
   working time patterns 406–14, 416–20
   innovation expenditure 151–7
   labour force skill level 280, 296–7, 344–8
   productivity and employment changes 123, 159
   worker efficiency 334–8
Gerschenkron, A. 38–9
Gerschenkron uncertainty 38, 39
Gerwin, D. 277
Gilpin, K.G. 40
globalization 191–3, 522–3
Glyn, A. 230
Goffman, E. 272
Gouyette, C. 121, 126
Granger causality tests 362–3
Great Britain see UK
Greece, welfare system 492–5
Greenan, N. 273, 283
Greenspan, A. 40
Gregori, T. 126
Griliches, Z. 121
Gross Expenditure on R & D (GERD) 47–8, 52, 66, 67
Guellec, D. 273
Hage, J. 273
Hancké, B. 296
Hannan, M. 260
Hanson, G.H. 126
Heckscher-Ohlin (HO) models 353–4
hierarchical work organisation 297–8
high-skilled labour 393–5
see also skills
Higher Education Expenditure on R & D (HERD) 48, 53, 68
Hitt, L. 268–9, 273, 277
Hollingsworth, R. 436
horizontal work organization 297–8
Howell, D. 282
human resource management 266, 276
Ichniowski, C. 266, 267, 278
ICT see information and communication technologies
imperfect competition model 372–7
incentive schemes 305–9, 512–3
income redistribution, effect on output and employment, Europe 238–48
industrial employment, OECD countries 213–16, 220–21, 224–5
Industrial Growth and World Trade 29–30
industry structure 111–34
information and communication technologies (ICT)
   diffusion 521–6
   equipment exports 30–31
   impact on economy 24
   impact on employment 96, 98–103
   impact on goods and services 170–78
   impact on labour market 508–9, 516–20
   impact on tradeability 174–7, 182
   impact on working time 415
   role in globalization 191–3
   role in innovation 142–3, 179–83
   role in organizational change 268–78
Technology and the future of European employment

- training 198–9
- innovation 142–61
  - expenditure 151–7, 164–5
  - in services 179–83, 196
  - relation to growth 425–6
- see also information and communication technologies; technological change
- instability of investment 34, 37–44
- institutional changes, impact on labour market 508–16
- institutions, effects on growth 426–446
- intermediation logistics 101–2
- international trade, impact on wages 352–79
- internationalization of national systems of innovation 518–29
  - promotes diffusion of ICTs 521–6
- investment
  - effect on employment 58–9, 87
  - instability 34, 37–44
  - OECD countries 48–54
  - service sector 197–8
- Ireland, working time patterns 415–16, 418–19
- iso-employment curve 112–3
- IT see information and communication technologies
- Italy
  - employment and wages 360–68, 372–8
  - innovation expenditure 151–7, 164–5
  - productivity 159
  - welfare system 492–5
  - working time patterns 406–14, 415–19
- Japan
  - economic trends 28–30, 35, 37, 78–83
  - employment trends 84–5, 89–92, 124, 129, 186–7
  - equilibrium opportunity rate 307–9
  - productivity 124, 158–61
  - vocational training 297
  - working time patterns 406–14
  - job finding rate 310–11
  - job seekers 490, 492–3
- job-skill level correspondence 317–46
- jobless growth theory 88
- Juglar cycle 25, 26
- Keynes, J.M. 25–6
- knowledge distribution within a firm 297–9, 302–5
- Kondratieff waves 25, 26
- Korea, South see South Korea
- Krugman, P.R. 28, 37, 43, 352–3
- Krugman North-South model 388–92
- Kuznets, S. 26–7
- labour absorption 208–11
- labour costs 325–7, 409
- labour demand 112–3
- labour force skill levels 280–86
- Labour Force Survey 418–19
- labour-management relations 275–6
- labour market
  - deregulation 312–13
  - effects on welfare state 459–65
  - Europe 92, 399–400, 469–72, 508–13
  - flexibility 293–5
- Japan 92
  - mobility 86, 93–4, 295–7, 393–5
  - policies 198, 473–87, 537
  - service sector 187–97
- UK 472
- USA 92, 469–72
  - wage divergence 396–401
- labour productivity 95, 114–15, 131
- Landau, R. 435
- Latin America
  - economy 29–31
  - patenting activity 33
- Lawrence, R.Z. 352, 353
- Leamer, E.E. 353
- learning asymmetries 325–7
- Lichtenberg, P. 281
- life expectancy trends 463–5
- Lilien, D.M. 87
- Lincoln, J. 267
- long-run cycle theory 88
- long-run growth, relation to technical change 425–6
- long wave theory 24–9
- low-paid work 93–4
- low-skilled labour, wages 387–401
- Lücke, M. 353
Index

Lundvall, B.-A. 435

M-firm 260, 275

Machin, S. 268

Maizels, A. 29–30

Malinvaud, E. 87, 127

management organization types 263–5

manufacturing exports 30–31

manufacturing sector employment 57–9, 127, 117–20, 224–5, 264–5

market-based productive model 438, 440, 442

Marsden, D. 296

Mason, G. 279, 280, 286

matching workers to jobs 301–2

Maurice, M. 296

Mazzucato, M. 38

mechanistic management structure 263–4, 273

meso-corporatist productive model 438–9, 441–2

microinstitutional settings 295–9

Milgrom, P. 277

mobility of workers 86, 93–4, 295–7, 393–5

mode of organization (MoO) 297–307

monitoring workers 300

Mowery, D. 264, 275, 435

multidimensional firm (M-firm) 260, 275

national systems of innovation 432–3

nation-welfare state 453

Nelson, R. 27, 435

Netherlands

employment trends 332–8

chimney effect 344–7

wage-related 360–68, 372–6

working time 412–16, 418–20

innovation expenditure 151–7, 164–5

Nickel, S. 481–2, 488

Noble, D. 272

Nordic welfare model 454, 472–6, 479, 481–5, 488–9, 491, 496–8

North-South model 388–92

North 426

Norway

innovation expenditure 151–7, 164–5

welfare system 481–3

working time patterns 406–14

NSI (national systems of innovation) 432–3

O’Connor, E. 264, 273

OECD countries

economic performance 48–62

employment patterns 186–91, 213–37

low-skilled wages 387–8

working time patterns 411–14

OECD McCracken Report 23

Ohkawa, K. 434

Oliveira Martins, J. 353

opportunity rate 301

organic management structure 264, 266, 273

organizational change 259–287

Oscarsson, E. 353

Osterman, P. 266, 267, 276

output growth, Triad countries 80–83

outsourcing 101–2, 113, 120–27, 133

overcapacity in manufacturing 35, 39

paradigm change, theory of 27–8

part-time working 415–20

Pasinetti, L. 205

patent activity 33, 53–4, 69–70, 359

payroll taxation 481–2

pensions, old age 478, 484–5

per capita GDP, relationship with R & D investment 48–53, 56–7, 63–5

Perelman, S. 121, 126

Perez, C. 24, 27–8

perfect competition model 360–72

political clientelism, influence on welfare benefits 493–5

Portugal, welfare state model 492–5

precarious jobs 93

Prennushi, G. 266, 267

prison population, US 470–71

process innovation 148–9

industry performance 158–61

service sector 196

producer durables rate, OECD countries 48–9

product demand, effect on employment demand 112

product innovation 148–9

industry performance 157–61

relationship with employment 168–70

service sector 196
Technology and the future of European employment

share of R & D 152–5, 164–5
product market, effect on unemployment 91
production regime, North-South model 391–2
productive models 433–46
productivity
effect of capital-labour ratio 126–31, 133
effect of outsourcing 120–26
growth 158–61
relationship with employment 168–70, 528
relationship with working time 411–14
Triad countries 80–83
public institutions-based productive model 439, 441–2
redistribution of income 238–48
regulation theory 432
Reich, R. 43
reorganized firms 266–8
research and development (R & D) indicator of technical change 359
investment, OECD countries 47–54, 56–7, 65–8
retirement, early 477–8
risk structures, impact on welfare state 465–9
Roberts, J. 277
Rosenberg, N. 435
Rosowsky, H. 434
Rowthorn, R.E. 87, 230
Sachs, J.D. 34, 36, 353, 377
Sakakibara, Mr. 37
Salais, R. 436
SAM (skill allocation model) 319–48
Scharpf, F.W. 481, 482–3
Schmoeller, J. 49
Schmutzler, A. 278
Schumpeter, J.A. 24–6, 29, 88
Schumpeterian structural change 40
Scott, W. 276
search theories 84, 86
sectoral employment, OECD countries 213–25
sectoral unemployment, OECD countries 230–37
sectoral wages 352–79
separation rate 311
service sector 166–7, 171
employment trends 117–20, 185–97, 214, 215–18, 221, 480–81
innovation 177–86
role in economic growth 178–85
tradeability 173–7
Shatz, H.J. 353, 377
Shaw, K. 266, 267, 278
Shin, J.-S. 39
Siegel, D. 121, 126
Siegenhalter, H. 26
size, impact on work organization 267–8
skill allocation model (SAM) 319–48
skill-biased productivity growth 244–8
skills
as tacit knowledge 172
influence on employment opportunities 295–7, 317–48, 387–401
influence on technical change 279–87
structure 193–6
Slaughter, M.J. 126, 352
Smithers, A. 42
social capability 426
social democrat productive model 438, 440, 442
socio-economic trends, W. Europe 455–65
Soskice, D. 296
South Korea
catch-up 39
economy 31–2
Southern European welfare state model 492–6
Spain
wages and employment rates 360–71, 374–8
welfare system 492–5
Stalker, G. 263–4, 266, 276
Steedman, H. 279, 285, 286
Stigler, G.J. 84
Stiglitz, J. 435
Storper, M. 436
Strategy and Structure 260
Strauss, A. 272
Streeck, W. 297
structural breaks in relative employment growth 224–5
structural change 520–26
Index

Dynamics 219–23
Impact on employment 525–6
Relationship to unemployment 205–37
Subsidies, effect on demand 238–9, 242–4
Summers, L.H. 48
Supply-demand interaction model 55
Supply of goods, North-South model 390–91
Sweden
Welfare system 480–83
Working time patterns 406–14, 415–16
tacit knowledge 172–3
Tarondeau, J.C. 277
tax burden, effect of subsidies 242, 244, 245, 247–8
tax structure, impact on employment 478–80
Taylor, J. 272
Technical change see technological change
technical skill requirements 283–6
Technological change
Impact on economy 530–32
Impact on employment 96–103, 156–7, 508–9, 511
Impact on growth 142–33
Impact on wages 352–79, 387, 395–6
Indicators 359–60
North-South model 391
Relation to growth 425–6
Relation to organizational change 268–78
Service sector 193–6
see also information and communication technologies; innovation
techno-economic paradigms theory 27–8
Technological innovation, influence of labour market 516–20
technological unemployment 91
Technology
Relation to growth and employment 168–70
Relation to organization 261–2
Ten Raa, T. 126
Tertiaryization 97–103, 183–5, 215–18, 521–6
Tiger economies 28–34
time constraints on service innovations 177–8
total factor productivity (TFP) 127, 131
Trade, international, impact on wages 352–79
Trade flows 96–7
Tradeability of services 172, 173–7, 182
Trading regime, North-South model 391–2
Training see education and training
Transaction costs, role in organizational structure 260
Treatise on Money 25
U-firm (unified structure) 260, 275
UK
Labour force skill level 280
Productivity growth 159
Relationship between wages and employment rates 360–68, 370–71, 375–6
technological strategies 279–80
Working time patterns 406–14, 415–20
Unemployment
Age distribution 489
Causes 89–91, 481
effect of structural change 205–37
Equilibrium 309–13
Europe 84–94, 204, 269–72, 451–3, 469–72
Impact on welfare state 460–61, 466
Japan 84–5, 89–91
Job-level related 339–46
Labour market flexibility 293–5
Long-term 491
Nordic countries 484
OECD 29, 230–37
Sectoral 230–37
USA 84–5, 89–91, 469–72
Youth 461, 488–90
see also employment
Unemployment-wage equilibrium 294
Unified structure firm (U-firm) 260, 275
Upskilling effect of new technologies 281–3
USA
Economic trends 39–43, 78–83
Employment trends 121–2, 128, 186–7, 469–72, 480
Equilibrium opportunity rate 307–9
Technology and the future of European employment

- labour market 399–401, 469–72
- manufacturing structure 264
- productivity 121–2, 158–61
- unemployment patterns 84–92, 469–72
- vocational training 297
- wages and employment rates 360–61, 364–78
- welfare system 538
- working time patterns 406–14, 416–17, 420–21
- vacancy rates, relationship to unemployment 309–13
- Van Reenen, J. 268, 283, 285
- vocational training 296–7
- voluntary search unemployment 84
- Von Tuzelmann, G.N. 436
- Wadhwni, S. 268
- wage divergence 396–401
- wages affecting employment distribution 318–19
- effects of decreasing working time 409
- impact on employment composition 330–31
- low-skilled labour 387–401
- manufacturing employment 59
- optimal level 299–309
- related to employment rates 352–79
- related to productivity 412–14
- related to working time 412–14
- sectoral 352–79
- subsidies, effect on demand 242–4
- welfare services sector 210
- Wagner, K. 279, 280, 285
- welfare services employment absorption 209–11
- structural breaks in employment growth 225
- welfare systems Europe 453–500, 510, 532–3
- impact on employment 532–3
- USA 538
- West Germany see Germany
- Williamson, O. 260, 272
- Winter, S.G. 27
- Wolfensohn, J. 36
- Wolff, E.N. 126, 282
- Wood, A. 353
- Woodall, P. 24
- work organization 297–9
- workers see employees
- workforce matching 206–7
- working time flexibility 414–20
- patterns 405–22
- reduction, effect on employment pattern 510–11
- relationship with productivity 411–14
- Young, A. 178
- youth unemployment 461, 488–90, 498–9
- Zammuto, R. 264, 273