Index

age discrimination, UK 304
agencies, see temporary work agencies
Alber, J. 106
Alliance for Jobs, Germany 113–14
annualized working-time
  France 181–2
  Spain 209–10
Anxo, D. 32, 201, 264
Aronsson, G. 69
Aubry laws 173, 184, 187–8, 191–2
Back to Work Allowance Scheme (BTWAS), Ireland 273
Berglund, T. 69
Bergström, O. 70
Berlin, E. 69
Bertola, G. 65
Bird, K. 112
Bispinck, R. 87, 113, 114
Blundell, R. 306
Boulin, J.-Y. 38
career breaks, see leave of absence
carer’s leave, Ireland 263
Cebrian, I. 202
childcare 43–4
  France 188–90
  Netherlands 146–7
  Sweden 74–5
  UK 290, 305–6, 307
collective bargaining 25–7, 69
  France 172, 177–8
  Germany 97–8
  Ireland 265
  Netherlands 149, 156
  Spain 210–11
  Sweden 50–52
combination wage programme, Germany 108
contractors, Ireland 269
Cook, A.H. 154
Crouch, C. 26, 31, 37, 284
CTFE employment contracts, Spain 222–4
Delabarre law, France 174
disabled people, employment promotion, Spain 232–3
disablement pensions, Netherlands 131
Disney, R. 300
Doering, D. 108
eyearly retirement
  France 195–7, 198
  Germany 109–10
  Ireland 267–8, 271
  Sweden 80
education–employment transition, France 198
employer organizations
  Netherlands 151
  Sweden 55–6
  UK 284–5
employment, Europe 3–10; see also
  individual countries; labour markets
employment promotion programmes
  Ireland 273–4
  Spain 231–4
employment protection
  Ireland 268–70
  and short-term contracts 63, 65–6
employment regulation, see regulation
Employment Relations Act, UK 30, 301–2
employment systems, Europe 24–31
employment transitions, see labour market transitions
Engelbrech, G. 112
equal opportunity measures, Spain 233–4
ERE, Spain 218
Esping-Anderson, G. 87, 88, 106, 202
EU membership
Ireland 257
UK 310–11
exclusionary transitions 2, 125
external flexibility 125
externally constrained voluntarism 29–31

Fagan, C. 201, 240
families
and unemployment, UK 292–6
welfare support
France 188–90
UK 290–91, 305–6, 310
see also childcare; parental leave
FDI (foreign direct investment), UK 286
female employment, see women
fixed term contracts (FTC) 17, 24
France 182
Germany 104
Ireland 261–3, 269
Netherlands 138–9
part-time employment 36–7
Spain 206–7, 221–31
Sweden 63, 65–70
flexible working time 2, 125–7
France 178–88
Ireland 271–2
Netherlands 135–47, 160–62
Spain 206–7
flexicurity, Netherlands 36, 159–60
flextime employment
Ireland 266
Netherlands 140
foreign direct investment, UK 286
Foundation of Labour, Netherlands 148
France
eyearly retirement 195–7
female employment 10
income tax 192–3
labour market policies 41–2
parental leave 44, 189–90
part-time employment 182–3, 187–8
shift working 197–81
short-time working 179
social policy and labour market transitions 188–98
social security 190–92
statist flexibility on working time regulation 27–8, 29
temporary employment 38, 182–3
unemployment 3
unemployment benefit 193–5
working-time regulation 171–8
working times 33, 170–88
youth unemployment 10
FTCs, see fixed-term contracts
functional flexibility, Netherlands 133
Furåker, B. 69
Fynes, B. 256, 266, 267, 270, 271
Gautier, P.A. 133–4
General Employers’ Federation (VNO-NCW), Netherlands 151
Germany
collective bargaining 26–7, 97–8
female employment 92–3
fixed-term contracts 104
labour market 89–97
labour market policies 41
labour market transitions 95–7
parental leave 43, 111–12
part-time employment 103–4
pensions 109–10
social policy 106–13
unemployment 3, 10, 89–91
unsocial hours working 104–5
welfare benefits 106–9
working-time reduction 33, 98–102
working-time transitions 86–115
Göransson, S. 69
Gustafsson, B. 79
handicapped people, employment promotion, Spain 232–3
Hardiman, N. 259
Hartog, J. 133
Hassel, A. 113
Hassink, W.H.J. 133
holiday entitlement, UK 302–3
IG Metall, working-time reduction 33, 99, 101
incentives for job-seeking, see employment promotion
income taxes and labour market, France 192–3
Index

Individual Training Leave Act, Sweden 75
industrial relations
Germany 97–8
Ireland 257–9
Netherlands 147–53
UK 283–9, 301–4
integrative transitions 1, 124
internal flexibility 125–6
in-work benefits, UK 39, 290
Ireland
early retirement 267–8
employment promotion 40
employment protection 268–72
female employment 242–4
fixed-term contracts 17, 24, 261–3
industrial relations 30–31, 257–9
labour market 241–51
labour market transitions 251–9
long-term unemployment 6
parental leave 44, 263
part-time employment 35–6, 246–50, 254–7
social welfare 272–4
temporary employment 38
unemployment 6, 10, 246
working-time flexibility 251–68
working-time reduction 33–4, 250–51
working-time regulation 259–63, 270–72
youth unemployment 10
Iversen, T. 88
Job Incentive Scheme, Ireland 273
job security and short-term contracts 69
job sharing, Ireland 267, 270–71
JobAQTIV law, Germany 108–9
Kerschbaumer, J. 110
Klevmarken, A. 79
Kombilohn, Germany 108
labour market transitions
Germany 95–7
Ireland 251–9
Netherlands 127–35
see also unemployment transitions
labour markets 3–24; see also employment; individual countries; unemployment
labour mobility, Netherlands 133–4
Lallement, M. 29, 201, 202, 240
leave of absence
Ireland 263, 267, 271
Netherlands 146–7
and short-term contracts, Sweden 66–8
Spain 219, 221
see also maternity leave; parental leave; training study leave
LET (Workers’ Statute), Spain 205, 208
long-term unemployment (LTU) 6
Germany 90–91
low pay, UK 287, 293–6
maintenance transitions 1–2, 124–5
Mainzer Model 41, 108
maternity benefits, UK 306
maternity leave 43–4
Germany 111–12
Ireland 263
Netherlands 146–7
Spain 221
UK 43, 306–7
McCartney, J. 258
men
employment, Ireland 242, 244, 253–6
working hours
Ireland 248–51
UK 293–6
minimum wage
Ireland 269–70
Netherlands 149–50, 157
UK 287, 302
mobility of workforce, Netherlands 132–3
Mosley, H. 219
multi-employer bargaining, UK 284–5
National Childcare Strategy, UK 307
National Employment Fund, France 196
National Old Age Pensions Act, Netherlands 157
negotiated flexibility 25–7
Netherlands 153–62
Sweden 49
Index

Netherlands, The
female employment 10
flexible working 135–47
labour market 127–35
labour market policy 41
negotiated flexibility 26–7, 147–60
parental leave 43, 146–7
part-time employment 17, 35–7, 143–6, 154–7
unemployment 6, 131–2
working-time 123–62
working-time reduction 32–3, 141–2
New Deal (UK) 40, 307–8
night work
France 180–81
Spain 219
non-wage cost reduction 39–43
numerical flexibility 125–7
Netherlands 133, 137–8

O’Connell, P.J. 240, 247
older workers, UK 299–300, 304, 308
on call employment, Netherlands 139–40
O’Reilly, J. 32, 124, 201, 202, 264
Organisation of Working Time Act, Ireland 259–60
overtime 126–7
France 179
Germany 101
Ireland 266
Netherlands 142–3
Spain 209
Sweden 58–9

Parental Educational Leave Allowance, France 42, 189–90
parental leave 43–4
Germany 111–12
Ireland 263
Netherlands 146–7
Spain 221
Sweden 74–5
UK 306–7
parental rights to flexible working, UK 303–4
Partial Pension Scheme Act 80
Part-Time Early Retirement Act, Germany 109
part-time employment 10, 17, 34–6, 126–7
France 182–3, 187–8, 198–9
Germany 93–5, 96, 102–4
Ireland 246–51, 274–5
employment protection legislation 261
Netherlands 143–6, 154–7
Spain 206–7, 212–18
Sweden 60, 63
transition from unemployment Germany 96
Ireland 254–7
UK 287–8, 296, 303
Part-time Work Directive, UK 303
paternity leave, UK 307
Pennings, F.J.L. 37
pensions
Germany 109–10
Netherlands 157
Sweden 79–80
UK 291, 308–9
Philpott, J. 310
Phoenix Agreement 101–2
private sector job-sharing, Ireland 267, 270–71
production regime, UK 282–91
Protection of Employees (Part-time) Act, Ireland 261
Protection of Young Persons (Employment) Act, Ireland 260
PRSI Exemption Scheme, Ireland 273
Quinquennale Act, France 175–6, 179
reduced working hours, see shorter working hours
Reed, H. 306
Regini, M. 87, 161
regulation
employment
Ireland 268–72
UK 280–81, 283–9
working-time 32–9
Europe 24–39
France 171–8
Germany 97–105
Ireland 259–72
Spain 207–21
Reissert, B. 107
Index

Rhodes, M. 258
Robien Act 176
Russo, G. 134

Schmid, G. 31, 88, 102, 107
Schulten, T. 87, 113, 114
Schulze Buschoff, K. 155
Seguin law, France 175
Seifert, A. 101, 102
self-employment, Netherlands 137
Sexton, J.J. 247

shift work
France 179–81
Netherlands 141
Spain 219

Shop Opening Hours Act, Germany 104–5
short-term contracts, see fixed-term contracts
short-time work
France 179
Spain 218–19
Sweden 59–60
shorter working hours 32–4, 126–7
France 173–7, 183–8
Germany 98–102
Netherlands 141–2

sickness insurance, Sweden 73
Silver, H. 29
single mothers, employment, UK 269
single parent benefits, UK 306
Social-Economic Council, Netherlands 148

social policy
Ireland 272–4
and labour market transitions, France 188–98
UK 289–91, 304–10
and working-time transitions 39–44
Germany 88, 105–13
Sweden 71–82

social security, see welfare benefits
Spain
career breaks 219, 221
collective agreements 210–11
employment promotion programmes 42, 231
female employment 203
fixed-term contracts 17, 221–31
labour market flexibility 201–35
overtime 209
parental leave 221
part-time employment 206, 212–18
short-time work 218–19
statist flexibility on working time regulation 28–9
temporary employment 229–31
unemployment 3, 6, 203–6
unsocial hours 219
working-time regulation 207–21

statist flexibility 27–9
Steffen, J. 109–10
Storrie, D. 65, 70, 80
Streeck, W. 109, 113–14
student employment, UK 297–8
Sunday working, France 180

Sweden
collective agreements 50–52
female employment 10
fixed-term contracts 24, 37, 63, 65–70
labour market policies 40–41
overtime 59
parental leave 43, 74–5
part-time employment 10, 17, 60, 63
pensions 79–80
social policy 71–82
tax policy 71, 73
temporary lay-off 59–60
training study leave 75–6
unemployment 6
unemployment benefits 76–9
working-time reduction 33
working-time transitions 49–83

Tarling, R. 285
tax policy
France 192–3
Germany 112
Sweden 71, 73
UK 304–5

Teague, P. 258
temporary employment, see fixed-term contracts
temporary lay-off, Sweden 59–60
temporary reduced hours, Netherlands 143
<table>
<thead>
<tr>
<th>Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>temporary work agencies</td>
</tr>
<tr>
<td>Netherlands 138, 159–60</td>
</tr>
<tr>
<td>Spain 229–31</td>
</tr>
<tr>
<td>Sweden 70</td>
</tr>
<tr>
<td>young people, UK 298</td>
</tr>
<tr>
<td>Theeuwes, J.J.M. 133</td>
</tr>
<tr>
<td>Thelen, K. 106</td>
</tr>
<tr>
<td>Tijdens, K.G. 139</td>
</tr>
<tr>
<td>trade unions</td>
</tr>
<tr>
<td>Germany 97–8</td>
</tr>
<tr>
<td>Ireland 264–5</td>
</tr>
<tr>
<td>Netherlands 149–60</td>
</tr>
<tr>
<td>Sweden 52, 55</td>
</tr>
<tr>
<td>UK 29–30, 283–5, 301</td>
</tr>
<tr>
<td>training</td>
</tr>
<tr>
<td>study leave, Sweden 75–6</td>
</tr>
<tr>
<td>women, Spain 233–4</td>
</tr>
<tr>
<td>young people, UK 288–9, 307–8</td>
</tr>
<tr>
<td>transitional labour markets 1–2, 123–5</td>
</tr>
<tr>
<td>and contracts 71</td>
</tr>
<tr>
<td>Germany 88</td>
</tr>
<tr>
<td>see also labour market transitions</td>
</tr>
<tr>
<td>transnational corporations, Ireland 258</td>
</tr>
<tr>
<td>TRH (temporary reduced hours), Netherlands 143</td>
</tr>
<tr>
<td>TWA, see temporary work agencies</td>
</tr>
<tr>
<td>UK</td>
</tr>
<tr>
<td>female employment 290–91</td>
</tr>
<tr>
<td>fixed-term contracts 17, 24</td>
</tr>
<tr>
<td>industrial relations 29–30, 283–9, 301–4</td>
</tr>
<tr>
<td>in-work benefits 39–40, 290</td>
</tr>
<tr>
<td>labour market 280–31</td>
</tr>
<tr>
<td>low paid households 292–300</td>
</tr>
<tr>
<td>parental leave 43–4, 306–7</td>
</tr>
<tr>
<td>part-time employment 287–8</td>
</tr>
<tr>
<td>production regime 282–92</td>
</tr>
<tr>
<td>temporary employment 37–8</td>
</tr>
<tr>
<td>training 288–9</td>
</tr>
<tr>
<td>unemployment 6, 292–6</td>
</tr>
<tr>
<td>welfare system 289–91</td>
</tr>
<tr>
<td>working hours 33–4, 287, 293–6, 302–3</td>
</tr>
<tr>
<td>youth employment 297–8</td>
</tr>
<tr>
<td>underemployment, Ireland 247–8</td>
</tr>
<tr>
<td>unemployment 3–10</td>
</tr>
<tr>
<td>Germany 89–91</td>
</tr>
<tr>
<td>Ireland 246</td>
</tr>
<tr>
<td>Netherlands 131–2</td>
</tr>
<tr>
<td>Spain 203–6</td>
</tr>
<tr>
<td>UK 292–6</td>
</tr>
<tr>
<td>unemployment benefits</td>
</tr>
<tr>
<td>France 193–5</td>
</tr>
<tr>
<td>Germany 107–8</td>
</tr>
<tr>
<td>Sweden 76–9</td>
</tr>
<tr>
<td>unemployment transitions</td>
</tr>
<tr>
<td>France 193–5</td>
</tr>
<tr>
<td>Germany 95–7</td>
</tr>
<tr>
<td>Ireland 251, 253–7</td>
</tr>
<tr>
<td>Unfair Dismissals (Amendment) Act, Ireland 262</td>
</tr>
<tr>
<td>unions, see trade unions</td>
</tr>
<tr>
<td>unsocial hours working</td>
</tr>
<tr>
<td>Germany 104</td>
</tr>
<tr>
<td>Netherlands 141</td>
</tr>
<tr>
<td>Spain 219</td>
</tr>
<tr>
<td>unspecified hours contracts, Netherlands 139–40</td>
</tr>
<tr>
<td>Upchurch, M. 102</td>
</tr>
<tr>
<td>Van Reenan 308</td>
</tr>
<tr>
<td>variable working hours 126–7</td>
</tr>
<tr>
<td>Netherlands 140–4</td>
</tr>
<tr>
<td>Veil, M. 110</td>
</tr>
<tr>
<td>Visser, J. 41</td>
</tr>
<tr>
<td>VNO-NCW (General Employers’ Federation), Netherlands 151</td>
</tr>
<tr>
<td>voluntarism</td>
</tr>
<tr>
<td>Ireland 257</td>
</tr>
<tr>
<td>UK 283</td>
</tr>
<tr>
<td>Wage Act, Netherlands 149</td>
</tr>
<tr>
<td>Wassenaar Agreement 32–3, 153</td>
</tr>
<tr>
<td>weekend working</td>
</tr>
<tr>
<td>France 180</td>
</tr>
<tr>
<td>Spain 219</td>
</tr>
<tr>
<td>welfare benefits 39–41</td>
</tr>
<tr>
<td>Germany 103, 106</td>
</tr>
<tr>
<td>Netherlands 156–7</td>
</tr>
<tr>
<td>see also maternity benefits; pensions; unemployment benefits</td>
</tr>
<tr>
<td>welfare system, see social policy</td>
</tr>
<tr>
<td>Wilkinson, F. 285</td>
</tr>
<tr>
<td>Wilthagen, T. 36–7</td>
</tr>
<tr>
<td>women</td>
</tr>
<tr>
<td>employment 10</td>
</tr>
<tr>
<td>Germany 92–3</td>
</tr>
<tr>
<td>Ireland 242–4</td>
</tr>
<tr>
<td>Spain 203, 206</td>
</tr>
</tbody>
</table>
UK 290–91
employment promotion
Spain 233–4
UK 304
night working, France 180–81
part-time working
France 182, 183
Ireland 247, 248–51
Netherlands 144–6, 154–5
Spain 215
Sweden 60
transition into employment, Ireland 253–6
unemployment, Germany 90
work sharing, France 175–7
Worker Protection (Regular Part-time Employees) Act, Ireland 261
Workers’ Statute (LET), Spain 205, 208
Working Families’ Tax Credit, UK 305
Working Hours Act, Sweden 50, 53, 55
working time
Ireland 250–51
Netherlands 157–9
Sweden 56–71
UK 287, 302–3
working-time accounts, Germany 101
Working Time Act, Germany 97
Working Time Directive, UK 302–3
working-time flexibility, see flexible working time
working-time modulation, France 181–2
working-time reduction, see shorter working hours
working-time regulation, see regulation, working time
Works Council Act, Netherlands 148
Works Councils, Germany 97–8
young people
employment, UK 297–8
employment promotion, Spain 232
fixed-term contracts, Spain 231
training, UK 288–9, 307–8
unemployment 6, 10