Index

Abrahart, A. 126, 132–3, 144
Adamy, W. 201, 202
administration see labour administration; labour policy and administration in time of crisis
Aiginger, K. 69
Alewell, D. 73
Alleki, N. 50
Allen, V. 5
Alleva, P. 88, 91–2
Almunia, J. 78
Anderson, T. 25
Andolfatto, D. 102
Antonmattei, P. 85, 88
Argentina 4, 232, 233
Armstrong, P. 8
Arpaia, A. 67
Arthurs, H. 84, 89
Arts, W. 109
ASEAN Labour Ministers Meeting (ALMM) 239
Auer, P. 10, 132, 134, 156
austerity measures
country-specific 113–14, 115–16, 117, 118–19, 122
emergency to austerity, dealing with 57–63
European labour law in times of austerity 80–84
and industrial relations 110, 113, 122–3
see also economic crisis; individual countries
Australia
accords (1983–96) 112
Centrelink 173–4, 189
cooperative alliances 172, 173, 187
dependent contractors 89
gender differential unemployment 47
‘human capital development’ approach 169, 187
Job Network 173–4
Job Seeker Classification Instrument (JSCI) 173–4, 190
Job Services Australia 174
labour inspection system 226, 239
long-term unemployed 169, 172–3, 174, 187
public employment services (PES) model 39, 169, 172–4, 187, 188, 189, 191
‘star ratings’ approach 187, 189
training and Jobseeker Account 174
welfare-to-work provision (Working Nation) 172
Austria
benefit levels 52, 200
Paritätische Kommission 107
private, for-profit employment agencies (PREAs) 209–10
public employment services (PES), governance model 198–200, 208–10, 217–18
recession effects 217–18
short-term work flexibility 217–18
social partnership approach 199–200
training policies 51, 208–9, 217–18
youth unemployment 48
Avdagic, S. 112, 114
Baccaro, L. 112, 121
Baker, D. 64
Barnow, B. 135, 153, 161, 162
Barzelay, M. 11
Beecroft, A. 66, 67, 83
Behrens, M. 103
Belgium
austerity measures 118–19
Labour administration in uncertain times

benefit levels 52, 119
early history 4, 8–9
eco-cheques 119
employers’ social insurance contributions, reduction of 52
employment portfolio responsibility 30
Ghent system (trade union collaboration) 101
job subsidy measures 52
labour inspection system 232–3, 237–8
public sector strike 119
social welfare benefit fraud 233
training, continuing vocational 51
benefit levels
Europe 47, 52, 58, 59–60, 119, 200, 233
USA 130, 134, 135, 137, 138–40, 141, 142, 143–4, 153
see also unemployment insurance
Bentolila, S. 76, 77
Berg, J. 23
Bernier, J. 84
Blanchflower, D. 74
Blank, R. 161–2
Blundell-Wignall, A. 78, 79
Boeri, T. 90
Bontout, O. 52
Bordogna, L. 96
Bosch, G. 50, 56, 120
Botsch, A. 120
Bouckaert, G. 11
Brans, M. 12
Brazil 30, 52, 226, 233
Bredgaard, T. 215, 216, 220, 221
Bronstein, A. 21, 22
Brown, C. 128, 135, 161
Bruttel, O. 186, 188, 189, 190, 212
Bulgaria 227, 239
Cabeza Pereiro, J. 88–9
Cahuc, P. 90
Cambodia 185
Campos Lima, M. 117
Canada 30, 47, 89, 169, 172, 178–80, 191
Casale, G. 57, 87, 241
Casale, N. 32
Cavalier, G. 86
Cazes, S. 77
Cella, G. 96
Cerny, P. 246
Chile 52
China 98–9, 182–3, 191
Chudik, A. 79
Considine, M. 9, 170
Cotis, J. 70
Cumming, L. 169, 176, 186, 193
Daguerre, A. 168, 255
Damgaard, B. 205, 206, 207
Davern, E. 203
Davidov, G. 241
Davies, P. 69
De la Puebla Pinilla, A. 88
De Santis, R. 79
Denmark
compulsory arbitration 103
employment regions, powers of 205
gender differential unemployment 47
Ghent system (trade union collaboration) 17, 101
labour inspection system 230, 235–6, 237
labour market policy model, active 132–3
local employment councils (LECs) 206–7
‘More People in Work’ package 205
municipalization of labour market governance 205–6, 216, 219–20
private, for-profit employment agencies (PREAs) 215–16
public employment services (PES), governance model 204–7, 215–16, 218
recession effects 218
social partnership approach 206–7
training measures 218
work-first approach 205–6, 215–16
Index

youth package 218
developing countries 19, 29, 38, 40, 111, 224

see also individual countries
Dickens, L. 250
Dietz, M. 55, 56, 76
Dingeldey, I. 205
‘discouraged workers’ 50
Doherty, M. 64, 116
Dow, G. 112

Ebbinghaus, B. 97
Eberts, R. 130, 137, 138, 142, 143, 154
Eckersley, A. 212
economic crisis
and budgetary cuts 18–19, 23, 25–6, 41
effects of 38–41
European labour regulation see
labour regulation and the
economic crisis in Europe
fiscal policies 39–40
industrial relations see industrial
relations, role of government in,
crisis responses
labour inspection systems 224, 225,
227, 228–9, 231, 239–40
labour policy and administration see
labour policy and administration
in time of crisis
recession effects 127–32, 217–18,
249–50, 251

see also austerity measures
Ecuador 30
education levels 47, 141, 145
Egypt 184–5
Elvander, N. 103
employment protection 13, 14, 48, 50,
53, 68, 69, 71, 75, 81–2, 85, 89
employers’ and workers’ organizations,
weakening role of, industrial
relations 23–5, 34
employment see ‘labour’ headings;
unemployment; work
Esping-Andersen, G. 97, 109, 195, 197
Etherington, D. 168
Ethiopia 235

European Union (EU)
‘A shared commitment for
employment’ communication 74
board-level employee representation
106
Charter of Fundamental Rights 91
deflationary convergence criteria 110
Dispatch of Workers Directive 239
economic rescue policies, costs of 78
education levels and unemployment
47
Employment in Europe Report 82
employment policy objectives 28
employment protection legislation
(EPL) reforms 82–3
Euro Plus Pact 64, 79, 110, 120
European Agency for Safety and
Health at Work (EU–OSHA)
survey 228–9, 230
European Employment Strategy
(EES) 70
‘flexicurity’ agenda 64, 82, 90
Frankfurt Group 110
free movement definition of ‘worker’
86–7
freedom of association and right to
collective bargaining 100
Green Paper on Labour Law 82
Information and Consultation
Directive 106
labour inspection systems 224
labour market policy model, active
132–3
labour regulation and economic crisis
see labour regulation and the
economic crisis in Europe
occupational safety and health (OSH)
directives 226
Perulli Report and quasi-subordinate
workers 87–8, 89
single contracts 82
social dialogue 108, 115
Social Fund 56, 57
sovereign credit ratings,
downgrading of 78–9
Stability and Growth Pact 78, 110
see also individual countries
European Central Bank 57–8
Labour administration in uncertain times

Ezawa, A. 147
Faccini, R. 76
Fajertag, G. 112
Fasani, M. 32
Ferrera, M. 10
Finland 29, 47, 52, 101, 116, 132–3, 227
Finn, D. 181, 186, 187, 188, 193, 212
flexicurity 64, 82, 90, 145, 148
France
Antonmattei–Sciberras Report 88, 89
benefit levels 52
contrat de transition professionnelle 76
early history 8–9, 11
employment portfolio responsibility 29, 30
freedom of association 100, 101
Ghent system (trade union collaboration) 17, 101
job subsidy measures 52
labour inspection system 227, 231, 232, 233
trade unions, employers’ choice of 102
training, social investment fund for 50–51
youth unemployment 47–8
Fratzscher, M. 79
Fredman, S. 69
Freeman, R. 64
Freud, D. 212–13
Freyssinet, J. 32
Fudge, J. 69
Fujiwara, C. 147
future research 159, 251–4

Galgóczi, M. 52
García Viña, J. 68–9
Garibaldi, P. 90
Garofalo, M. 89
Gelissen, J. 109
Genda, Y. 145
Germany
ARGE agency 181, 202
budget reductions and legal changes 61

collective bargaining 106
early history 4, 9
economic crisis, initial responses to 55–6
education levels and unemployment 47
emergency to austerity, dealing with 61–2
employer’s social security expenses, reduction in 56, 61
employment portfolio responsibility 29
Hartz reforms 180, 201–3
Job-Centers 180, 202
labour inspection system 227
labour market policy model, active 132–3
local governance committees, weakening of decision-making powers 201–2
long-term unemployed 180–81, 202–3
Management Board independence 201, 202
national minimum wage 61–2
Occupational Safety and Health (LASI) and psychosocial risk assessment 230
Opt-Out Communes 202
private placement agencies 181, 210–11
public employment services (PES) delivery model 180–82, 191
public employment services (PES), governance model 200–203, 210–11, 217
recession effects 217
separate unions within single sector 101
short-time working 56, 119, 217
tarifautonomie and union bargaining rights 103
training initiatives 56, 210–11
unemployment and social assistance, merging of 180–81, 202
unemployment support schemes 61
Virtual Labour Market 181
work-sharing 55–6
Index

India 30

industrial relations
employers’ and workers’ organizations, weakening role of 23–5, 34
labour inspection systems 224, 225 and public policy 23–6
industrial relations, role of government in 95–124
board-level employee representation in companies 106
class opposition politics, involvement in 122
collective redundancies 106
compulsory arbitration or compulsory mediation 103–4
developmental state 97–9, 105, 111–12, 114
employment conditions defined by legislation 104
freedom of association and right to collective bargaining, ambiguities of 99–104
freedom of association and trade union pluralism 100–101
Ghent system (trade union collaboration) 17, 101
‘import substitution’ and ‘export-oriented’ industrialization, distinction between 98
industrial citizenship, construction of 104–7
inter-union disputes 119
laissez-faire state 96–7, 105, 111, 112, 113
negotiation rights 102–3, 108
Occupy protests 122–3
principle of independence from employer, ambiguity of 101
public employees, private sector management techniques 110–11
public services and industrial relations 108–11
semi-regulatory state, move towards, and open method of coordination (OMC) 123–4

definitions

working-time reductions 55
works-council-free areas 106
youth unemployment 48, 56
Ghent system (trade union collaboration) 17, 101
Ghezzi, G. 85
Giguère, S. 135
Giloth, R. 137
Glassner, V. 52, 111, 114, 115
Glover, R. 136, 141
Goldfinch, S. 11
government role in industrial relations see industrial relations, role of government in
Granovetter, M. 97
Greece 78–9, 82–3, 122, 233, 239
Green, R. 108
Groshen, E. 128, 130
Grubb, D. 58, 132, 135, 161, 162
Gumbrell-McCormick, R. 107
Hackworth, C. 76
Hall, P. 96, 253
Hamilton, G. 162
Hartwich, O. 187, 188, 189
Hascœut, M. 89
Hay, C. 246–7
Hayashi, F. 135
Heinrich, C. 153
Hemerijck, A. 10
Hepple, B. 22, 69
Higuchi, Y. 135
Hillage, J. 212
Hobbie, R. 161, 162
Hoffmann, J. 101
Holzer, H. 160
Hood, C. 9, 10, 110
Hossain, F. 74
Hotz, V. 162
‘human capital development’ approach 169, 187
Hungary 29, 47, 52, 227, 231
Hurley, J. 119–20

International Monetary Fund (IMF) 9–10, 57–8, 111
Immervoll, I. 30
social state (coordinated market economies (CMEs)) 97, 105, 111, 112
state and economy involvement 96–9
state employment 108–11
state regulation dilemmas 99–111
state sponsorship of social dialogue 107–8
strikes 104, 109
trade union effectiveness, diminishing 106–7
trade unions, employer assistance for 102
welfare states 101, 109
works councils 105–7
industrial relations, role of government in, crisis responses 111–20
agreed, positive-sum policy solutions, search for 120–21
austerity measures, effects of 110, 113, 122–3
and conflict 122–3
mass protests and strikes 122
social dialogue and three types of state 111–15
‘success stories’, struggle of 115–18
tripartite dialogue and policy-making 107, 108, 111–12, 113–15
inspection systems 222–44
and collective redundancies 230–31
compliance measures and programmes 236–9
coordination and cooperation concerns 225, 226–7
coordination and data sharing 232, 233
cross-border cooperation and compliance 233, 238–9
current trends and priorities 223–7, 239–40
developing countries 224
economic crisis effects 224, 225, 227, 228–9, 231, 239–40
down-sizing 230–31
EU occupational safety and health (OSH) directives 226
information technology use 226
legal provisions, enforcement of 226, 227, 237, 240
monitoring working conditions and safety and health 228–30
prevention versus sanction 228, 236–8
psychosocial risk assessment 228–9, 240
registration of workers and identity cards 232
staff stress concerns 229, 240
structural and budgetary changes 233–6
technical issues 225–6
and trade unions 224, 225
training initiatives 228
undeclared work issues 231–4
wage protection 228, 239–40
institutional structures 29–38
allocation of responsibilities 29–31
funding variations 34–5, 38, 39
staffing variations 35–7, 38, 39, 41
Inter American Summit of Ministers of Labour 227
International Labour Organization (ILO) 2–4, 5, 6
Declaration of Philadelphia (1944) 7, 96–7
Employment Policy Convention, 1964 (No. 122) 27–8
Employment Service Convention, 1948 (No. 88) 164, 171–2
Employment Service Recommendation, 1948 (No. 83) 164
Fee-Charging Employment Agencies Convention, 1933 (No. 34) 164
Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) 100, 104
G20 report on labour administration and inspection systems 227
Global Jobs Pact 41
Labour Administration Convention, 1978 (No. 150) 2, 3, 35
**Index**

<table>
<thead>
<tr>
<th>Labour Administration Recommendation, 1978 (No. 158)</th>
<th>Transitional Agreement problems</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>115–16</td>
</tr>
<tr>
<td>Labour Inspection (Agriculture) Convention, 1969 (No. 129) 223, 224</td>
<td>Islam, I. 25</td>
</tr>
<tr>
<td>Labour Inspection Convention, 1947 (No. 81) 223, 224</td>
<td>Italy 50, 52, 73, 86, 100–101, 117–18, 232, 237</td>
</tr>
<tr>
<td>labour ministries, concern over transformation of 247–8</td>
<td>Jackson, G. 106</td>
</tr>
<tr>
<td>social dialogue 107, 113</td>
<td>Jakob, J. 201</td>
</tr>
<tr>
<td>Social Protection Floor Initiative 41</td>
<td>Japan</td>
</tr>
<tr>
<td>Unemployment Recommendation, 1919 (No. 1) 164</td>
<td>benefit extension 52</td>
</tr>
<tr>
<td>Ireland</td>
<td>early history 11</td>
</tr>
<tr>
<td>austerity measures 115–16</td>
<td>gender differential unemployment 47</td>
</tr>
<tr>
<td>benefit rates 47, 58</td>
<td>Great East Japan earthquake, effects of 128–30</td>
</tr>
<tr>
<td>Croke Park agreement 58–9</td>
<td>Hello Work Centers 146–7, 149–50, 156</td>
</tr>
<tr>
<td>economic crisis response 54, 235</td>
<td>Job Cafés 148, 156</td>
</tr>
<tr>
<td>emergency to austerity, dealing with 57–9</td>
<td>labour market policies see labour market policies, active, and programmes in Japan and USA</td>
</tr>
<tr>
<td>employers’ social insurance contributions, reduction of 52, 54, 58</td>
<td>‘neets’ and ‘freeters’ 135, 148, 149</td>
</tr>
<tr>
<td>Employment Law Compliance Bill 234</td>
<td>Overall Employment Information System 146</td>
</tr>
<tr>
<td>gender differential unemployment 47</td>
<td>Tripartite Council 114</td>
</tr>
<tr>
<td>Health and Safety Authority (HSA) budget 235</td>
<td>Jenkins, D. 155</td>
</tr>
<tr>
<td>labour inspection system 234, 235, 237</td>
<td>Jessop, B. 246</td>
</tr>
<tr>
<td>labour market activation fund 54</td>
<td>Johnson, C. 98</td>
</tr>
<tr>
<td>liquidity crisis 79</td>
<td>Jørgensen, H. 195, 205</td>
</tr>
<tr>
<td>minimum wage 58, 116</td>
<td>Kato, T. 145</td>
</tr>
<tr>
<td>National Employment Rights Authority (NERA) 236</td>
<td>Katsuda, T. 135, 146, 148</td>
</tr>
<tr>
<td>pension cuts 115, 116</td>
<td>Katzenstein, P. 120–21</td>
</tr>
<tr>
<td>public sector pay and staffing 58–9, 115–16</td>
<td>Kaufman, B. 4, 22</td>
</tr>
<tr>
<td>rescue package 57–8</td>
<td>Keizer, A. 144, 161</td>
</tr>
<tr>
<td>short-time working scheme 54</td>
<td>Kenner, J. 86–7, 90</td>
</tr>
<tr>
<td>Towards 2016 social partnership agreement 59</td>
<td>Kettl, D. 195</td>
</tr>
<tr>
<td>training opportunities 54</td>
<td>Keune, M. 111, 114, 115</td>
</tr>
<tr>
<td></td>
<td>Khatiwada, S. 52</td>
</tr>
</tbody>
</table>

Klein, L. 45
Klenk, T. 201
Kletzer, L. 132
Knuth, M. 195, 204, 206
Koch, W. 132
Koeltz, Donna 163–93
Kok 70–71
Korea, Republic of 112, 114

---

Jason Heyes and Ludek Rychly - 9781782549437
Downloaded from Elgar Online at 12/13/2018 05:17:49PM via free access
Labour administration in uncertain times

Koukiadaki, A. 83
Kountouris, N. 93
Kramarz, F. 90
Kretsos, L. 83
Krugman, P. 77, 80
Kucera, D. 23
Kuhnle, S. 246
Kurosawa, M. 145
Kuruvilla, S. 98
Kvist, J. 221

Labbé, D. 102

labour administration 1–17, 245–54
‘active’ labour market programmes (ALMPs) 10–11, 248
civil society involvement 8–9
competitive pressures 246
definition 2
economic openness and weakening welfare protection 246–7
enforcement issues 250–51
functions and forms, changing 245–9
future research 251–4
historical overview 3–8, 21, 27
Keynesian economics and full employment 7, 11, 246
management practices, new 9
national labour administrations and delegation, variations in 8–9, 249
new public management (NPM) agenda 9–10
oil price shock and financial crises, effects of 7–8
organizational reforms 9
outsourcing of services 9
pressure evidence 249–51
recent trends 8–12
recession effects 249–50, 251
‘Schumpeterian workfare post-national regimes’, move towards 246
social protection and employment policy in single ministry 11, 248
and trade union movement 5, 251
workfare-oriented employment policies 8, 10–11

labour administration, changing fortunes of 18–45
collective bargaining, decentralization of 24, 25, 26, 31
decentralization of labour market policies 30–31
economic crisis see economic crisis
economic neo-liberalism, prevalence of 22
employee training 36–7
employment policy considerations 26–9, 33–4
finance ministry influence 34
freedom of association rights 24, 26
future research 252–3
globalization and competitive pressures, effects of 25
industrial relations see industrial relations
institutional structures see institutional structures
key functions 20–29
labour law 21–2, 23
labour market data, compilation of 28–9
labour market and social policies, stimulus funding 40
labour market and social policies, stimulus funding 40
labour ministry mandate 22, 31–4
management instability concerns 36
material equipment and data management problems 37–8
militancy, high unemployment rates’ effects on 24
national labour policy variations 20–21
outsourcing of services 31
public employment services (PES) 29, 39, 52, 55, 62
social dialogue and social peace 25, 39
support services, importance of 31–2
sustainable growth and development role 39
technical units in labour ministries, function of 32
traditional production models and new forms of work organization, coexistence of 24
transparent and participative governance, need for 25–6
tripartite consultations and negotiations at the national level, increase in 25, 57
vocational training responsibility 30, 33
works councils 24
labour market policies, active, and programmes in Japan and USA 125–62
employment fluctuations 128–9, 130
European model 132–3
funding levels in market-oriented nations 134
future research 159
GDP effects 128, 129
industry sectors and payroll employment decline 130
labour administration, programme governance 151–7
labour market policies in time of transition 132–5
long-term unemployment 130–32
passive labour market policies and free market economic philosophies 134
recession impact 127–32
unemployment levels and insurance 130
labour market policies, active, and programmes in Japan and USA, American policies 133, 135–44
community and technical colleges, promotion of 137, 155
conditionality elements 135, 137, 154
funding levels 136, 138–9
high-growth and ‘green’ industry sectors, competitive training grants 141
job creation for low-income populations 141–2
labour administration governance and federalism 151–6
labour market policies, privatized services 152–3
One-stop Career Centers 136, 152, 153–4
post-secondary education and training, emphasis on 141
recent trends 136–8
regional workforce development programming 136–7
service delivery system, reliance on existing 155
service delivery and technology 154
tax incentives for small businesses 143
training service delivery and market mechanisms 141, 153
unemployment, and direct job creation, elimination of 136
unemployment insurance benefits 130, 134, 135, 137, 138–40, 141, 142, 143–4, 153
voucher reliance, reduced 155–6
work-first strategies 136, 138, 140, 154
worker profiling 137
worker training 138, 139–41
workforce development and economic development, closer ties between 136–7
youth services 135, 140
see also USA
labour market policies, active, and programmes in Japan and USA, Japanese policies 133–4, 144–50
decentralization consideration 156–7
dualism 144–5
economic crisis response 148–50
economic crisis response, and public anxiety alleviation 148–9
education and highly structured transitions to work 145
employment in family enterprises, decline in 145
Hello Work Centers 146–7, 149–50, 156
job creation and public works projects 146
labour administration governance 156–7
lifetime employment tradition 135, 145
lone mothers’ dependent allowance scheme 147
mandatory retirement and re-employment schemes 145
non-standard jobs, shift towards 145, 149
older workers and flexicurity 145, 148
public works contracts 150
stimulus package 150
supporting and safeguarding people’s lives 149
targeting services 147–50
training and skills development 146–7
unemployment insurance 146, 148
welfare support limits 147
youth employment, targeting 148
see also Japan
labour policy and administration in time of crisis 46–65
‘discouraged workers’ 50
education levels and unemployment 47
employment challenge 47–50
employment rights dilution, perceived effects of 64–5
gender differential unemployment 47
emergency to austerity, dealing with 57–63
employers’ social insurance contributions, reduction of 52, 54, 56, 58, 61
employment protection legislation (EPL) 71, 72, 73–4, 76–7, 91
employers’ social insurance contributions, reduction of 52, 54, 56, 58, 61
employment protection legislation (EPL), and employment tradeoffs, doubts over 73–4, 77, 81
employment relationship, developing broader concept of 86–7
growth creation, competitiveness and deregulation 83
labour law reach, assessment of 84–7
labour law system, two-tier suggestion (Supiot) 85–6
labour law in times of austerity, and deregulation drive 80–84
personal work contracts 91–2
public debt to GDP ratio, concerns over 79
public spending growth 78–9
quasi-subordinate workers 87–9, 91
recent proposals 84–92
resilience to crisis, reasons for 72–4
short-term entry jobs, problems with 81
single contracts 82, 91–3
sovereign credit ratings, downgrading of 78–9
standard contract labour market arrangements 75, 85, 86
subsidization measures 73

youth unemployment 47–9, 55, 56, 59
labour regulation and the economic crisis in Europe 66–94
‘continuous employment relationship’ as yardstick for labour law 86
deficit crisis, move to 77–80
deregulation before crisis, effects of 68–71
deregulatory reforms 69–71
dualism (binary divide) (labour market segmentation), reform of 90–92
economic rescue policies, costs of 78
employment conditions, concessions in 73
employment protection legislation (EPL) 71, 72, 73–4, 76–7, 91
employment protection legislation (EPL), and employment tradeoffs, doubts over 73–4, 77, 81
employment relationship, developing broader concept of 86–7
growth creation, competitiveness and deregulation 83
jobs crisis, first responses to 72–7
labour law reach, assessment of 84–7
labour law system, two-tier suggestion (Supiot) 85–6
labour law in times of austerity, and deregulation drive 80–84
personal work contracts 91–2
public debt to GDP ratio, concerns over 79
public spending growth 78–9
quasi-subordinate workers 87–9, 91
recent proposals 84–92
resilience to crisis, reasons for 72–4
short-term entry jobs, problems with 81
single contracts 82, 91–3
sovereign credit ratings, downgrading of 78–9
standard contract labour market arrangements 75, 85, 86
subsidization measures 73
Index

temporary employment rise 69, 70
training expansion policies 74–6
wage restraint concessions 73
work contracts and new forms of security 70–71
youth unemployment concerns 81
Lafferty, G. 112
Lafoucriere, C. 108
Larsen, F. 195, 206, 221
Latvia 227, 232, 233
Laulom, S. 113
Leclerc, O. 88
Lee, E. 254
Lee, W. and J. 112
Lehndorff, S. 55
Lerman, R. 138, 160
Leschke, J. 80, 111
Lilley, P. 187, 188, 189
Lim, S.-H. 112
Lindsay, C. 195, 212, 215
Lithuania 233
Lloyd, C. 50
Lødemel, I. 75
Lodge, M. 11
Lokajickova, T. 52
long-term unemployment
labour market policies, Japan and USA 130–32
public employment services (PES), governance of 202–3, 212–13
see also unemployment
Louis, J. 79
Lower-Basch, E. 142
Luxembourg 52, 89, 232

McCallum, J. 123
McCourt, W. 11
McQuaid, R. 195, 215
Madsen, P. 204, 205
Maguire, S. 136, 141
Majone, G. 123
Mandl, I. 73
Mangum, G. 161

market policies see labour market policies, active, and programmes in Japan and USA
Marshall, T. 104–5
Martin Artilles, A. 117
Martinez Lucio, M. 123
Matheson, A. 36
Menne, V. 213, 218, 221
Mercader Uguina, J. 88
MERCOSUR, labour inspection system 239
Messenger, J. 67
Mexico 234–5
Michels, A. 103
Minogue, M. 11
Mosley, H. 195
Mueser, P. 162
Mulheirn, I. 213, 218, 221
Musgrave, R. 42

Nachschatt, G. 199
Navarro, V. 246
Netherlands
austerity measures and unions 118
collective agreement veto rights 103
cooperative alliances 172, 177–8
Individual Reintegration Agreements (IRO) 178, 189
Job Bank 179
Kansmeter assessment 190
labour inspection system 228, 232, 234, 236
long-term unemployed 178
Ministry of Public Work, creation of 4 mobility centres 52
public employment services (PES) delivery model 169, 177–8, 187, 189, 191–2
Sociaal-Economische Raad 107
training programmes and ‘no cure, no pay’ approach 178
‘work-first’ approach 169
Working Conditions Act 234
World Day for Decent Work protests 118
youth unemployment 48–9
New Zealand 11, 226, 239

Jason Heyes and Ludek Rychly - 9781782549437
Downloaded from Elgar Online at 12/13/2018 05:17:49PM
via free access
Norway 17, 103

Occupy protests 122–3

OECD
decentralization of labour market policies 30–31
education levels and unemployment 47

Employment Outlook report 81
employment protection legislation (EPL) 50, 77, 81
Jobs Strategy 146
Jobs Study report 70
labour market policies, GDP on 132
new public management (NPM) agenda 9–10
report on Ireland 58
sovereign debt concerns 79
unemployment rate rises 47–8

Oesch, D. 64
O’Farrell, R. 115
Ojeda Avilés, A. 68–9
O’Leary, C. 130, 137, 142, 143, 154
Oman 235
Oniş, Z. 98
Orr, L. 138
Ost, D. 108
Osterman, P. 136
Owens, R. 69

Page, R. 212
Peck, J. 253
Pedersini, R. 110
Pedrazzoli, M. 89
Pedrina, V. 123
Pélissier, J. 88
Perulli, A. 84, 86, 87–8, 241
Peters, G. 10
Philippines 182, 191
Piore, M. 25
Pizzorno, A. 119
Pochet, P. 112, 124
Poland 47, 52, 227, 228, 229, 231, 232
Pollitt, C. 11, 254
Portugal
austerity measures 116
employers’ social insurance contributions, reduction of 52
labour inspection system 227, 228, 231, 232, 233, 235, 237, 238
liquidity crisis 79
Potter, S. 128
Prescott, E. 135
Prince, D. 155
private sector
public employees, private sector management techniques 110–11
public employment services (PES) delivery 163–93
Australian model 169, 172–4, see also Australia
Cambodian model 185
Canadian model 169, 172, 178–80, see also Canada
Chinese model 182–3, see also China contracting out 187–8, 192
cooperative alliances 172
core functions, evolution of 165–8
cost reimbursement contracts 188
cost savings and new delivery models 186, 192
delivery models 168–9, 170–85
effectiveness assessment 180–83
efficiency assessment 187–8
Egyptian model 184–5
employability improvement stage 170
financial support for claimants 165–6
fixed price contracts 188
German model 180–2, see also Germany
history of 163–5
‘human capital development’ approach 169, 187
initial intake stage 170
innovation, specialization and choice assessment 188–90
job-matching services 165–6
Labour Force Development Agreements 179
labour market measures, design and implementation 165
local labour markets, data analysis 166, 167
monopoly abolition 164
Netherlands model 169, 177–8, see also Netherlands
NGO and not-for-profit involvement 171, 172, 173, 175–6, 177–8, 179–80, 189
outcome-based contracts 188, 189–90
performance management stage 170
Philippines model 182, 191
private employment agencies 164–5, 171–3, 175–81, 183, 187, 189
stakeholder involvement 171–2
training and labour market measures, early development of 165
training-related functions 166–7, 174
UK model 164–5, 169, 170–2, 173, 174–7, see also UK
unemployment and ‘activation’ measures 168
welfare-to-work policies 170–71, 172, 175, 218
‘work-first’ approach 169
public employment services (PES), governance of 194–221
Austrian model 198–200, 208–10, 217–18, see also Austria
Danish model 204–7, 215–16, 218, see also Denmark
German model 200–3, 210–11, 217, see also Germany
governance changes 208–17
insurance-based welfare tradition, break from 202
long-term unemployed 202–3, 212–13
management-by-objective (MBO) systems, move to 197
new public management (NPM) techniques 194–5, 197
outcome-based approach 213–14
outsourcing and contracting out 215–16, 223
private, for-profit employment agencies (PREAs) 209–16, 218
recession effects 217–18
short-term work flexibility 217–18, 219
social partnership approach 199–200, 206–7
technological and ideational change, effects of 197
training contracts and market forces 208–9
UK (England) model 203–4, 212–15, see also UK
work-first approach 205–6, 212, 215–16
public services and industrial relations 108–11
Puymoyen, A. 132
quasi-subordinate workers 87–9, 91
Rebick, M. 128, 135, 144, 145, 146, 161, 162
recession effects 127–32, 217–18, 249–50, 251
see also economic crisis
regulation see labour regulation and the economic crisis in Europe
Reithofer, H. 198
Rhodes, M. 112
Roccella, M. 86
Rodríguez, S. 67
Rogers, J. 105–6
Romania 227, 239
Sahlin-Andersson, K. 197
Salvatore, L. 73
Schelling, W. 199
Schick, A. 10
Schmidt, R. 101
Schmidt, V. 121
Schram, S. 195
Sciberras, J. 85, 88
Séglol, B. 121
Seiler, K. 242
Labour administration in uncertain times

Shabir, T. 45
Sharpe, D. 162
short-term employment 81, 217–18, 219
see also unemployment
Slomp, H. 103
Slovakia 30
Slovenia 117
Slovik, P. 78
Smit, E. 107
social dialogue 25, 39, 107–8, 111–15
social insurance contributions, reduction of 52, 54, 56, 58, 61
see also unemployment insurance
social partnership approach 199–200, 206–7
Soentken, M. 198
Sol, E. 9, 252
Soskice, D. 96, 253
South Africa 114, 235
Spain
austerity measures and unions 117, 122
Commission for Labour Statistics, creation of 4
freedom of association and collective bargaining 100
indignados movement 122
labour inspection system 227, 230–31, 233, 236, 237, 238
quasi-subordinate work 88–9
unemployment rate 47, 50, 77, 117
Stack, T. 162
Stanojević, M. 117
Stevens, D. 162
Stiglitz, J. 66, 71, 77
Stone, K. 69
Streeck, W. 106, 253
Stuart, M. 123
Supiot, A. 22, 84, 85–6, 87, 123
Suzuki, A. 111
Sweden 47, 52, 101, 103, 229, 235
Switzerland 29, 52, 234, 237
Tepe, M. 11, 253
Thehen, K. 253
Theodore, N. 253
Theodoropoulou, S. 120
Thuy, P. 165
Toff, S. 123
Torfing, J. 205, 206, 207
Torres, R. 39, 40, 128
trade unions, industrial relations see industrial relations training
contracts and market forces 208–9
employee training, labour administration, changing fortunes of 36–7
expansion policies, European labour regulation and economic crisis 74–6
initiatives, labour inspection systems 228
initiatives, labour policy and administration in time of crisis 50–51, 56, 57, 64
labour administration vocational training responsibility 30, 33
labour market policies, Japan and USA comparison 138, 139–41, 146–7, 153
public employment services (PES) delivery 165, 166–7, 174
see also individual countries
Traxler, F. 103, 109
Trickey, H. 75
tripartite dialogue and policy-making 25, 57, 107, 108, 111–12, 113–15
Tsuru, K. 144
United Kingdom (UK)
apprenticeship and job training programmes 75
austerity measures and unions 113–14
benefit reform 59–60
collective redundancy consultations 60
Commission for Labour Statistics, creation of 4
‘compensated no fault dismissal’, introduction of 83
cooperative alliances 172, 175–6
Index

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>early history 4, 5, 11, 17</td>
<td></td>
</tr>
<tr>
<td>economic crisis, initial responses to 54–5</td>
<td></td>
</tr>
<tr>
<td>economic rescue policies, costs of 78 emergency to austerity, dealing with 59–60</td>
<td></td>
</tr>
<tr>
<td>employers’ labour cost reduction measures 73</td>
<td></td>
</tr>
<tr>
<td>Employment Act 103</td>
<td></td>
</tr>
<tr>
<td>Employment Rights Act 87</td>
<td></td>
</tr>
<tr>
<td>Employment Zones 175, 186, 188, 212</td>
<td></td>
</tr>
<tr>
<td>Flexible New Deal (FND) 176, 213–14</td>
<td></td>
</tr>
<tr>
<td>free collective bargaining, understanding of 102–3</td>
<td></td>
</tr>
<tr>
<td>Freud Report 212–13</td>
<td></td>
</tr>
<tr>
<td>Future Jobs Fund 55, 59</td>
<td></td>
</tr>
<tr>
<td>gender differential unemployment 47</td>
<td></td>
</tr>
<tr>
<td>growth creation, competitiveness and deregulation 83</td>
<td></td>
</tr>
<tr>
<td>Health and Safety Executive (HSE) 60, 226</td>
<td></td>
</tr>
<tr>
<td>job subsidy measures 52</td>
<td></td>
</tr>
<tr>
<td>Jobcentre Plus 55, 60, 174, 175–6, 177, 203–4, 212, 213–14</td>
<td></td>
</tr>
<tr>
<td>labour inspection systems 226, 237</td>
<td></td>
</tr>
<tr>
<td>long-term unemployed 169, 176–7, 212–13</td>
<td></td>
</tr>
<tr>
<td>Modernizing Government programme 175</td>
<td></td>
</tr>
<tr>
<td>New Deal programmes 75, 175–6, 212–14</td>
<td></td>
</tr>
<tr>
<td>Next Steps agencies 175</td>
<td></td>
</tr>
<tr>
<td>outcome-based approach 213–44</td>
<td></td>
</tr>
<tr>
<td>‘prime contractors’ approach 176, 187, 213–14, 218</td>
<td></td>
</tr>
<tr>
<td>private employment agencies 52</td>
<td></td>
</tr>
<tr>
<td>private sector contractual arrangement 175</td>
<td></td>
</tr>
<tr>
<td>public employment services (PES), governance model 203–4, 212–15</td>
<td></td>
</tr>
<tr>
<td>public sector wages and staffing 60</td>
<td></td>
</tr>
<tr>
<td>Public Service Agreements (PSAs) 203</td>
<td></td>
</tr>
<tr>
<td>public spending cuts 59</td>
<td></td>
</tr>
<tr>
<td>public/private job placement system 212–15, 218</td>
<td></td>
</tr>
<tr>
<td>quangos’ cull 60</td>
<td></td>
</tr>
<tr>
<td>recession effects 218</td>
<td></td>
</tr>
<tr>
<td>social contract (1970s) 112</td>
<td></td>
</tr>
<tr>
<td>statutory minimum wage 212</td>
<td></td>
</tr>
<tr>
<td>Train to Gain Programme 212</td>
<td></td>
</tr>
<tr>
<td>unemployment 48, 55, 59, 169, 176–7, 212–13, 218</td>
<td></td>
</tr>
<tr>
<td>unfair dismissal claims and protection 60, 83</td>
<td></td>
</tr>
<tr>
<td>union representation ‘beauty contests’ 101–2</td>
<td></td>
</tr>
<tr>
<td>‘universal credit’ system 59</td>
<td></td>
</tr>
<tr>
<td>welfare-to-work schemes 175, 218</td>
<td></td>
</tr>
<tr>
<td>Work Programme 59–60, 176–7, 218 ‘work-first’ approach 169, 212</td>
<td></td>
</tr>
<tr>
<td>working-time reductions 55</td>
<td></td>
</tr>
<tr>
<td>Young Person’s Guarantee initiative 55, 59</td>
<td></td>
</tr>
<tr>
<td>unemployment and ‘activation’ measures 168</td>
<td></td>
</tr>
<tr>
<td>benefit levels see benefit levels and education levels 47</td>
<td></td>
</tr>
<tr>
<td>gender differential 47</td>
<td></td>
</tr>
<tr>
<td>Germany 61, 180–81, 202</td>
<td></td>
</tr>
<tr>
<td>ILO Unemployment Recommendation (1919) (No. 1) 164</td>
<td></td>
</tr>
<tr>
<td>labour market policies, active, Japan and USA 130</td>
<td></td>
</tr>
<tr>
<td>labour policy and administration in time of crisis 47–8, 58</td>
<td></td>
</tr>
<tr>
<td>long-term see long-term unemployment</td>
<td></td>
</tr>
<tr>
<td>militancy, high unemployment rates’ effects on 24</td>
<td></td>
</tr>
<tr>
<td>sector-specific 47</td>
<td></td>
</tr>
<tr>
<td>short-term employment 81, 217–18, 219</td>
<td></td>
</tr>
<tr>
<td>Spain 47, 50, 77, 117</td>
<td></td>
</tr>
<tr>
<td>UK 48, 55, 59, 169, 176–7, 212–13, 218</td>
<td></td>
</tr>
<tr>
<td>Unemployment Trust Fund, USA 142</td>
<td></td>
</tr>
<tr>
<td>youth 47–9, 55, 56, 59, 81</td>
<td></td>
</tr>
</tbody>
</table>
Labour administration in uncertain times

see also ‘labour’ headings; work
unemployment insurance 4, 5–6, 146, 148
social insurance contributions,
reduction of 52, 54, 56, 58, 61
see also benefit levels
unions, industrial relations see
industrial relations
United Arab Emirates 228
Upex, R. 86
United States of America (USA)
American Recovery and
Reinvestment Act 74
austerity measures and unions 113
benefit extension 52
COBRA (Consolidated Omnibus
Budget Reconciliation Act) 142
collective agreements and exclusive
jurisdiction 101
Commission for Labour Statistics,
creation of 4
Community-Based Job Training
Grants Initiatives 137
Comprehensive Employment and
Training Act (CETA) 151
Continuing Extension Act 143
Department of Labour, creation of 23
‘discouraged workers’ 50
early history 4, 5–6
Economic Dislocation and Worker
Adjustment Act (EDWAA) 151
Emergency Contingency Fund 141–2
employment policy objectives 28
employment portfolio responsibility
30
gender differential unemployment 47
High-Growth Job Training Initiative
137
Job Training Partnership Act 140, 151
labour inspection system 226, 235
labour market policies see labour
market policies, active, and
programmes in Japan and USA
Medicaid 142, 153
Middle Class Tax Relief and Job
Creation Act 143–4
Occupational Safety and Health
Agency (OSHA) 226, 235
Occupy movement 123
Omnibus Trade Act 140
One-stop Career Centers 136, 152,
153–4
Pell Grants 141
Personal Responsibility and Work
Opportunity Act 154
Recovery Act (2009) 128, 138–44,
155–6
SECTORS Bill (proposed) 141
State Fiscal Stabilization Fund 141
Supplemental Nutrition Assistance
Program 142, 153
Tax Relief, Unemployment Insurance
Reauthorization, and Job
Creation Act 143
Temporary Assistance for Needy
Families (TANF) block grant
programme 141–2, 153
Temporary Payroll Tax Cut
Continuation Act 143
Trade Adjustment Act 140, 153
training programmes 75–6
Unemployment Compensation
Extension Act 143
Unemployment Trust Fund 142
Wagner–Peyser Act 136
welfare provision, company-based
109
Work Study Grants 141
Workforce Innovation and Regional
Economic Development
(WIRED) Initiative 137
Workforce Investment Act (WIA)
136, 138–40, 151–3, 154
youth unemployment 48

Valdès Dal-Ré, F. 88
Valticos, N. 2
Van Berkel, R. 11, 165, 171, 174, 186,
195, 215, 252
Van het Kaar, R. 107
Vaughan-Whitehead, D. 108
Veneziani, B. 22, 69
Venn, D. 77
Verick, S. 25
Verme, P. 126, 132–3, 144
wages
  minimum wage 58, 61–2, 116, 212
  protection, inspection systems 228, 239–40
  public sector wages, UK 60
  restraint concessions, economic crisis in Europe 73
Waite, M. 89
Walker, R. 75
Wallis, J. 11
Watt, A. 111, 120
welfare-to-work policies 170–71, 172, 175, 218
Westerveld, M. 9, 252
Wiggan, J. 212
Will, L. 89
Willemer, T. 205
Windmuller, J. 25
Winston, P. 162
Wiseman, M. 75
Wollmann, H. 10
work
  contracts and new forms of security 70–71
  ‘discouraged workers’ 50
  employers’ and workers’ organizations, weakening role of, industrial relations 23–5, 34
monitoring working conditions and safety and health, labour inspection systems 228–30
quasi-subordinate workers 87–9, 91
undeclared work issues 231–4
welfare-to-work policies 170–71, 172, 175, 218
work-first approach 136, 138, 140, 154, 169, 205–6, 212, 215–16
work-sharing 55–6
workfare-oriented employment policies 8, 10–11, 246
working-time reductions 55
see also ‘labour’ headings;
  unemployment
  works councils 24, 105–7
World Bank 9–10, 111
World Health Organization, Social Protection Floor Initiative 41
Yeates, N. 246
youth
  services 135, 140, 148, 218
  unemployment 47–9, 55, 56, 59, 81
Zeitlin, J. 124