Index

absenteeism 526, 575, 666
rates of part-timers 571
active labour market policy
activity rate 268, 753–5
aggregate impact of 143, 156,
732–45
and the ESF 850–51
and ‘welfare state regime’ theory
713–14
in job-rationing models 150–53
in structural models of
unemployment 153–6
institutional explanations of
ALMP expenditures 697–9,
701–5, 713–18
measuring ALMP expenditures
705–7
measuring the impact of labour
market institutions on 709–11
to encourage the use of part-time
work 572–6
universalistic programmes 14
work-test effect of 732
see also labour market policy
administrative data 124–5, 501–2
adverse selection 235–6, 658, 660
related to disabled persons 528,
540
affirmative action programmes 439,
444–5, 449, 527
evaluations of 452–5
see also equal opportunities
policies
age discrimination legislation 388
agency theory 918
see also principal agent theory
agency work 638–41, 684
aggregate impact analysis 14,
143–62
of self-employment 502–4, 506
aggregate secondary analysis
of part-time work 582–4
apprenticeship 332–5, 339, 341
system 704
attitudes
towards female labour force
participation 585
see also preferences
attrition 594, 608, 686
atypical employment 625–6, 628–
30, 638
see also fixed-term employment;
nonstandard employment
auditing 856, 858, 861
definition 860
Australia
immigration policy 556
immigration and segmentation
559
legislation or collective
agreements and the gender pay
gap 451
migration 551, 553–4
opinion polls about
unemployment and job
prospects 152
part-time work 579
studies of the effect of wage
subsidies 160
taxation 814
wage subsidies 534
Austria
ALMP expenditure 714
corporatism and wage differentials 802
disability and social security 525
disabled workers 537
dismissal protection 668
employment service power 709
financing of the PES 405
immigration and segmentation 559
liberalization of PRES 410, 427
migration model 553
monitoring 912
parental leave 357
short-time work 594
transition rate from sheltered to open employment 538
unemployment compensation system 237
wage replacement rates 252

Bayesian techniques 452
Belgium
beneficiary rates 244, 246, 254
childcare provision 359, 362, 367
disability and social security 525
dismissal protection 668, 684
early retirement 384, 392–3, 397, 731
employment service power 709
interactive training programme 286
job search clubs 287
LMPs and part-time work 569, 573–5, 577–9, 587
on-the-job training of disabled young people 531
parental leave 354, 357–8
positive action policies 445–6, 453
regulation of workplace safety 881
short-time work 259, 594, 604, 617, 619
taxation 816
temporary employment 283
transition rate from sheltered to open employment 538
unemployment compensation system 237–8, 242
wage-replacement rates 250, 252
beneficiary rates 244–9, 254
Beveridge curve 404, 727–8, 730, 735, 774
bonus experiments 95–9, 113, 135, 295–6
see also experiments
bounded rationality of labour supply decisions 349
Calmfors–Driffill index 737, 800–801, 804, 806
Canada
benefits of PES 427
disability antidiscrimination legislation 527
experience-rating 259
integration of immigrants 556
job search clubs 286
migration 551, 553–4
part-time work 580
and social security 578
public pensions 575
short-time work 594, 603, 605, 611, 613–19
taxation 814, 818
temporary layoffs 737
unionization of part-timers 588–9
capital intensity 726
capital market imperfection 490
and the payment of unemployment benefits 146–8
career break schemes 570, 586
censoring of events 118
child-rearing
    and women’s labour supply 350–54
childcare costs 351–3
tax relief for 363–4
childcare provision 351–4, 358, 359, 362–4, 367–8, 452
    and part-time work 569, 576
    and women’s labour supply 582–3, 585
childcare subsidies 351, 354, 358, 363, 365, 367, 374
choice-based sampling 80–81
citizenship 290
civil law 751
    civil contract law 659, 661, 688
clandestine work 562
    see also moonlighting
cluster analysis techniques 864–5
codetermination
    as explanatory variable for
        ALMP 703, 705, 710, 714
cohesion
    in Europe 846, 868–70
    Cohesion Fund 847
collective bargaining 641
    and affirmative action 446
    see also wage bargaining
common effect model 65
common law 654, 658, 667–8, 679–80, 684–5, 751
competence 468–70, 483–4
competition policies 10
competitiveness
    product market 726
    complementary effect 639
    comprehensive schemes
        for the hard-to-place 287
comprehensiveness index 801
congestion externality 145
contamination bias 79–80
control functions 70–74, 79
cooperation 6, 14, 108–9, 203, 207–8, 213, 218, 220–21, 532–3, 632, 701, 703–4, 710, 755, 762, 785–6
between PES and PRES 425–6
problems between agencies 912–14
coordination 6–7, 11–12, 14, 207–8, 211, 217, 220, 367, 373, 525, 532, 540, 547, 579, 619, 749, 751, 774, 785, 797
failures 567, 570, 664
intermediate forms of
    socioeconomic 9–10
of wage determination 800
problems 759, 774–6, 780–81
problems between agencies 912–14
corporatism 748, 759, 759, 791–2, 805, 807
and wage bargaining 798–804
as explanatory variable for
    ALMP 704–5, 710–11, 714, 716
definitions 796–8
aim of 163
and decision-making 164–8, 170, 172, 180, 196
and policy formation 162, 164–5, 167–8, 172, 180
as a target-oriented approach 165–6
commercial calculations as 170–73
distributional weights in 169, 177
Index

cost-effectiveness 165, 223–4, 779–80, 782
of early retirement schemes 394–5
of evaluation studies 859
of public employment services 417
of short-time work programmes 611
of supported employment for disabled people 534
costs and benefits
of early retirement schemes 395–7
of job search and hiring 416
of short-time work 617–18
Council of Ministers 444, 872–3, 877–8, 883, 889–92
counselling 266, 274, 202, 284, 287, 298, 309, 511, 731–2
creaming 12, 43, 134–5, 294, 296, 301, 529–30, 540, 761, 769, 775, 780, 783, 919
crowding model 438
crowding out effects 13, 725
definition 156
deadweight loss 812
and the elasticity of labour supply 826
concept of 811, 821–2
measures of the 822–5
of demand restrictions on working hours 829–31
of joint income taxation 831–3
decentralization 107, 214, 541, 775, 783
of decision-making 525, 530, 913–14, 918
of decision-making and implementation 747, 752–3, 779–80
of LMP implementation 899, 904, 906, 910, 920
decision-making 206, 213
CBA and 164–8, 170, 172, 180, 196
see also policy formation; decentralization
decision rules
on training participation 56–9, 70
defensive or domino effect 852, 863
Delphi method 752
demand-side effects
of migrants as consumers 560
demographic change 491
Denmark
ALMP data collection 706
beneficiary rates 244, 246–7
childcare provision 354, 359, 367
dismissal protection 668
early retirement 382–3, 393, 397
employer initiatives for positive action 446
enclaves for disabled people 538
entitlement to unemployment benefits 148
expenditure on vocational rehabilitation 524
further training 748, 752–6, 759–69, 771, 776–8, 782–3, 785–6
job creation schemes 283
liberalization of PRES 425
LMPs and part-time work 575–8, 580, 587
parental leave 358, 368–71, 374
PRES 410

Günther Schmid, Jacqueline O'Reilly and Klaus Schömann - 9781781954256
Downloaded from Elgar Online at 12/22/2018 01:53:47PM via free access
Index

regulation of workplace safety 881, 886
taxes and tax regime 812, 814, 816, 819
temporary layoffs 259, 737 and partial unemployment benefits 594
unemployment compensation system 237–8, 242, 249
voluntary employment for disabled people 528–9
wage-replacement rate 250, 252, 254
deregulation 623, 628–30, 634–41, 646, 652, 666, 682, 685, 687, 752
disability allowance 575 and inactivity 389
antidiscrimination legislation 527
benefits 526
definitions of 520–21
pension schemes 384–5, 397, 399
disabled people 520, 524–9, 535–6, 541, 548, 686
education and training for 530–32
employment situation of 522–3
integration of 539–41
sheltered and semisheltered employment for 537–9
supported employment for 533–4
discount rates 179–80
discouraged workers 281, 731
discouragement 278
discrimination 437–8, 443, 513, 527–8, 571, 686, 730
statistical 278–9, 474, 775
wage 527, 632, 634
dismissal 14, 666, 676–8, 682, 688
costs 631, 659, 666, 670–72, 674, 677, 679–80, 683
disciplinary 653, 672, 675–7
for economic reasons 668, 671–3, 686–7
just-cause 653, 658, 666–8
legislation 14
litigation 676–80, 684–5
restraints 659–60, 671, 674, 682, 684
unfair/unjust 640, 653, 657–8, 676–7, 687
and labour turnover 647
related to disabled persons 530
definition 157
disruption bias 91
distributional effects in CBA 172–3
eyearly retirement 258, 302, 379–400, 671, 686, 706, 731, 877
benefits 526
part-time 384, 389, 398, 575
structural short-time work as form of 615
voluntary 383
earnings and education 471, 477–80
effects of fixed-term employment 632, 634, 637
effects of vocational programmes 334–5, 339
effects of youth programmes 318, 322
of self-employed 509–10, 515–16
economic impact analysis 850
economic theory of law 659
education 119, 216, 218, 298, 310, 446
and earnings 129, 471, 477–80
and participation in training 131
educational attainment 332, 335
rates of return to 132
women’s choice and investment in 439–40
see also school-to-work transition
educational system
as explanatory variable for ALMP 704, 710, 715–16
effectiveness
of employment services 426–8
of ESF projects 861, 863
of incentives to stimulate programme performance 918–19
of parental employment policies 367, 373
and sex equality 348–53
and the market for competence 470
loss, related to types of taxes 821–5
of placement services 405, 421–8
of public spending 920
of short-time work 617
organizational 748, 761–5
part-time work and 571, 588
efficiency wage theories 628, 631, 655, 803
elasticity
labour supply 811–12, 826–9, 835–7
of wages and labour demand 631
price elasticity of demand 794
wage 737
employability 187, 322, 406, 475, 480, 496, 510, 512, 730
concept of 279–81, 301
employees attitudes surveys 584–6
employer surveys
to evaluate part-time work on the firm-level 586–7
employment adjustment 681–2
speed 636–7, 681
employment-at-will doctrine 666–7, 679, 684
employment contracts 6–7
durations of 627
legal regulation of, and short-time work 600–601
risk-sharing principle in 656, 660, 662
see also labour market transactions; employment relationships
employment effects 171–2, 281
of early retirement schemes 392–4, 399
of minimum wages 328–30
of PES activities 419
of youth programmes 322
employment growth 740
and wage bargaining institutions 805
employment probability 263, 293–4, 298, 303
employment protection 608, 610, 624–7, 629–30, 632, 634, 638, 640–41
impact on the use of part-time work 587
of part-timers 578–9
Index

statutory 624
see also deregulation; dismissal protection employment relationships
long-term 656, 659, 676
see also labour market transactions; employment contracts employment security 367, 473, 652–3, 664, 672, 684–8
see also dismissal protection employment services
as an intermediary in the labour market 404
as explanatory variable for ALMP 701–6, 709–11, 714–17
see also placement services employment stability 242, 681, 685
and ALMP 135
see also employment relationships, long-term employment stabilization
through short-time work 594–615 employment subsidies 725, 736, 738–9, 742
for the hard-to-place 283–4, 294–6, 302
youth 327, 331
see also wage subsidies endogeneity
of net wages to working hours 826–9, 833
equal opportunities legislation
evaluation of 450–52
related to disabled persons 527–8
equal opportunities policies 348, 450
in the European Union 445–6, 449, 451
equilibrium 187, 725, 728, 731, 744
disequilibrium 792
general/partial 82–3
partial 851 equity 172, 236, 341, 469, 483, 751, 775
equity and efficiency 9, 264, 273, 300, 310–11, 321, 747, 757, 769, 812
and gender segregation of employment 431, 441–2
impact of part-time work on 568
ethnic minorities 282, 481, 508, 556
ETUC 872, 892
European Agricultural Guidance and Guarantee Fund 843, 847
European Community 291, 843–7
tax systems in the Member States 812
European Community/Union decision-making rules of directives concerning social standards 890–92
impact of coalition building on social standards 892–3
social dumping 868, 876, 882, 885, 888–90
European Council 886
European Court of Justice 879, 894
European Employment Services Network 402, 422–3
European household panel 120
European integration 868
European Monetary Union 821
European Regional Development Fund 843, 846–7
European regulation of occupational health and safety 881–6

Günther Schmid, Jacqueline O'Reilly and Klaus Schömann - 9781781954256
Downloaded from Elgar Online at 12/22/2018 01:53:47PM via free access
of social security benefits 888–90
of working time 875–9
of workplace participation 870–75
European Social Fund 753, 843–8, 850, 855, 892, 902, 904–5
evaluation of the 855–66
European Union 236, 244, 353, 356, 462–3, 557, 594, 812, 849, 859–60
equal opportunities policies 443–5, 449, 451
social dumping 820
tax harmonization 819–21, 833, 837
European Works Councils 871–5
evaluation 853–5
and monitoring 856, 860–61, 863, 900–903
different types of, related to policy areas 848–50
ex-ante, in-process, ex-post 15
experimental, of self-employment schemes 501, 511–12
generic approach to 857–60
methodologies of approaches 12–17
spatial classification in 863–5
target-oriented approach 165–6, 198, 493–4, 520
three-way classification of uses of 181–2
evaluation problem 37–42, 45, 52, 54, 68, 71, 79, 82, 90
event-history analysis 118, 125, 133
excess burden see deadweight loss
experience-rating 259
experimental methods 312–13
experiments 37, 39–52, 89–113, 261–2, 298–300
bureaucratic resistance against 92, 94, 103
cost objections against 92, 101
ethical objections against 92, 94, 101, 104, 106, 111
external effects/externalities 6–7, 9, 658, 660–62, 774
family formation 353, 357, 366, 372–3
family policy 352, 356, 374
feedback between monitoring and LMP programmes 917–18
financial accountability of policy implementation bodies 906
Finland ALMP data sources 706
parental leave 357
partial unemployment payments 578
part-time gradual retirement scheme 575
part-time work 580
taxation 816
unemployment compensation system 237
women’s labour market participation 583
firm hiring behaviour 686–7
panel 120–21
responsibility for pensions 386–7, 396
size and short-time work 608, 610
specific skills 439
subsidies 852
first-difference methods 75–7
fiscal incongruity see institutional incongruence
fiscal substitution 293
Fisher model 48
Index

fixed-effect method 74–8
fixed-term contracts see fixed-term employment
age selectivity of 632, 635, 637, 645–6
flexibility
and pension systems 398
debate 627, 641
employee 569–70
external and internal 219, 596
firm-level 570–71, 586–7
functional 784
functional and numerical 370
in programme implementation
779
internal 260
labour 552, 600, 606, 777
labour law 629
labour market 16, 259, 467, 623, 630, 638–9, 646, 685
of employment contracts 8, 643
of law regimes 212
of wages and prices 737
through segmentation in an
internal labour market 602
wage 801–2
working time 361, 363, 566–7, 570–71, 602–3, 875–7
France
activity rate 268
beneficiary rates 244, 246–8
Beveridge 735
childcare provision 359, 362–3, 367
concept of employability 280
decentralization of the PES 917
disability and social security 525
dismissal costs and
unemployment 683
dismissal protection 665, 668, 674, 687
early retirement 381–4, 390, 392, 731
employment adjustment speed 681
employment service power 709
family policy 353–4
financing the ESF 844
five-year employment law 904, 909, 921
fixed-term employment 629, 638–40, 645–7
immigration 551
introduction of ALMP 901
job search clubs 110
labour market programmes for
the hard-to-place 283–4, 286–7, 289–90, 292–3
legislation on illegality on the
labour market 562
LMPs and part-time work in
567–8, 572–8, 580, 583, 585, 587
monitoring 905–6, 911–13
parental leave 357, 368
part-time unemployment benefits
259
positive action policies 445–6, 453
quota system for disabled people
529
regulation of workplace safety
881
school-to-work issues and
policies 308–10, 317, 322–3, 326–9, 331–2, 335
self-employment 492, 499, 504–9, 511–12
short-time work 594, 597–8, 603–5, 608, 610, 614–15, 617–19
social security system 886
old age pension 398
studies of the effect of wage subsidies 160
surveys on firms hiring behaviour 685
taxes and tax regime 814, 816, 818
transition rate from sheltered to open employment 538
unemployment compensation system 237–8, 242–3, 254
wage-replacement rates 252
working time regulation 876–8
workload of the PES 916
work-sharing subsidies and early retirement 671
Frechet–Hoeffdings bounds 51
freerider problem 352
functional equivalents 205, 647–8
fixed-term contracts as, for part-time work 641
of parental leave 368
of short-time work 259, 600–603
further training 467, 473, 475–6, 481, 747–88
and productivity 477
average and marginal effect of training programmes 107–10
combined with short-time work 614–15
effects on earnings and careers 478–9
training experiment in Norway 102–3
see also training
game theory 204, 209, 211, 527
gender equality 432–3, 435–6, 456
impact of social institutions on 446
gender inequality
and employment segregation 432–3, 571
gender pay gap 435–6, 448
impact of legislation on 451–2
gender segregation
and life-long learning 469, 474–5
of employment 350, 431–56
generalized residuals see control functions
Germany
ABM 265, 283
activity rate 268
aggregate impact studies of ALMP 159–60
ALMP data sources 705–6
ALMP expenditure 714
as a ‘strong breadwinner’ welfare state 354
beneficiary rates 246–8
childcare provision 358, 362–3
coordination of wage determination 800
decentralization of the PES 917
disability pensions 384
discharges and dismissal protection in 626, 665, 668, 674–82, 686
eyear retirement 381–4, 386–7, 389, 391–4, 397, 731
Employment Promotion Act (1985) 634–8
employment service power 709
evaluation of a wage subsidy programme 909–10
fertility rates 353
financial accountability and control of policy implementation 906
financing system of LMP 759–60
financing the ESF 844
Index

fixed-term employment and deregulation 629, 634–8, 640, 645–7, 687
further training 748, 752–6, 759–60, 762–70, 777, 781–5
German model of works councils 871–2
institutional incongruence 525
introduction of ALMP 901
job creation schemes and wage subsidies 283–4, 293
labour market measures for disabled people 529–32, 538
liberalization of PRES 410, 427
LMPs and part-time work in 567, 569, 572, 574–7, 580, 583–5, 587
migration 551, 553
monitoring 911–12
old age pension 398
panel studies 119, 133
parental leave 357
positive action policies 445, 454
problems of data collection 916
regulation of workplace safety 881, 884
retrospective studies 123–4, 131
school-to-work issues and policies 308, 311, 317, 329, 332–4, 339, 341
self-employment 492, 496, 498–9, 504–10, 512–13
short-time work 259, 594, 597–8, 600, 602–3, 605, 608, 610–15, 617–19, 738
social security system 886
surveys on firms hiring behaviour 685
taxes and tax regime 812, 814, 816, 819–20, 831, 833
unemployment compensation system 237, 242–3, 264, 273
waiting periods 260
women’s occupational downgrading through interrupted careers 442
work-sharing subsidies and early retirement 671
working time regulation 876, 878

Greece
beneficiary rates 244, 246–7
dismissal protection 668
ESF expenditure 846
long-term unemployment and unemployment benefits 252
parental leave 357
part-time work 578
pension calculation 575
regulation of workplace safety 881
tax ceilings 577
unemployment compensation system 237, 254
guaranteed minimum income 237, 242, 249
handicap see disability, definitions of
hard-to-place people 277–8, 281–9, 293–6, 299, 301–4, 914
harmonization in the EU 868, 870, 873, 879, 889, 894
of occupational health and safety in the EU 880–86
Hausman–Blomquist method 826–8
Hawthorne effect 91, 96, 99
hazard rates of vacancies 417
heterogeneity see unobserved heterogeneity
high-skill, high-wage job strategy 462, 464, 467, 470, 484
hiring behaviour of firms 686–7
Index

function 145, 158–9
probability 151
see also recruitment

household division of labour 349–53, 431, 437, 440–41
human capital theory 369, 467, 470–71
hysteresis 683

Icealand
admission of PESC 410
identifying variation 314
illegality
on the labour market 561–2
immigration 551–2
and the integration issue in Western Europe 557
effect of, on unemployment 561
illegal immigration 561–2
winners and losers of immigration policy 558
see also migration

impact analysis/evaluation 2, 198
see also evaluation; programme evaluation; policy evaluation

impairment see disability, definitions of
implementation failure see policy failure

implementation of counterfactual 312–14, 321
implementation regimes 212–15, 757, 762, 765
implementation research 199–203
see also policy implementation

implicit contracts 387–8, 655
theory of 477

incentive regimes 5, 765–9
structural components of 215–17
incentives 3, 5, 206, 208, 587, 664
and life-long learning 470, 480, 483
disenincentives of unemployment benefits 279
for creaming 297
for early retirement 388
for positive action schemes 453
for participation in training 131, 264, 223
for spending on active rather than passive measures 267–8
for the utilization of short-time work 606, 608, 619
for transitions from employment into labour market measures 259
for transitions from unemployment into employment 261–3
institutional, to finance work instead of unemployment 235–6
mobility 214–15
schemes and implementation 202–3
to activate job search 287
to cooperate 109
to encourage part-time work 572–4, 576
to invest in human capital 627
to study 332, 339
to use fixed-term contracts 630
women’s work incentives 351
income policies 10
income tax see taxation
incomplete information 7–8
index function 56–9, 70
index of dissimilarity 447
index of segregation 447
insider–outsider problem 663, 683–4
related to disabled persons 530, 532
institutional failure 278
institutional incongruence 14, 222, 268, 525, 536, 775–6
institutional sclerosis 737, 740, 742
institutional theory 699–701
institutionalized commitment to full employment 698
institutions
longitudinal analysis of 125
new, for the semisheltered employment of disabled people 540–41
instrumental variables 59–68
integration policies 289–90, 554, 557
internal labour markets 351, 370, 440, 662, 664
theories 655
invalidity pension 389
see also disability, pension schemes
Ireland
beneficiary rates 246–8
dismissal costs 668
ESF expenditure 846
longitudinal studies 135
monitoring and the ESF 905–6
parental leave 354, 357, 576
partial unemployment payments 578
part-time work 580, 587
regulation of workplace safety 881
self-employment 498
sex equality litigation 449
social security system 886
studies of Irish youth programmes 317, 322
taxation 819
temporary layoffs and partial unemployment benefits 594
unemployment compensation system 237–8, 242–3, 254
wage-replacement rate 250
working time dispersion/distribution 876

Italy
ALMP expenditure 706
and the ESF 844, 847
beneficiary rates 247
dismissal protection 665, 668, 674, 684
employment adjustment speed 681
employment subsidies 284
fertility rates 353
parental leave 576
partial unemployment payments 578
part-time work 580
positive action policies 445–6, 453
regulation of workplace safety 881, 886
school-to-work issues and policies 308, 326, 329
surveys on firms hiring behaviour 685
taxes and tax regime 814, 816, 819
temporary layoffs 737
unemployment compensation system 237–8, 242, 252, 254

Japan
coordination of wage determination 800
dismissal protection 662
employment tenure and retention rates 681–2
illegal employment 562
long-term unemployment and unemployment benefits 252
migration policies 554
part-time work 580
reemployment bonus 261
school-to-work issues and
policies 308, 332–3, 339
short-time work 259
social security and part-time
work 578
taxation 577, 815, 818
unemployment compensation
system 235–7, 242–3
job creation 160, 468, 781, 911, 917
direct 282–3, 288, 293–4, 298,
309, 736, 738–9, 742
for young people 845
indirect, through self-
employment, 495, 507–9,
512–13
job-matching theory 470–72, 478–9
job mobility see mobility
job-rationing models 150–53
job retention rates 616, 681–2
job search 147–50, 153, 257–8, 260,
263–4, 287–8, 298–9, 403,
416–17, 421, 425–6, 672, 686,
728
experiments 95, 97–9, 103–5,
298–9
intensity 147–8, 158, 403, 730
positive and negative
externalities of 145
job search clubs 286–7
experimental evaluation of 110–
11
job-sharing 573
see also work-sharing
job tenure
labour market impact of 682–3
joint distribution of outcomes 51, 70
labour administration 752, 915–16
labour costs 603, 874, 877
and early retirement 396
and European integration 868–9
and job creation programmes
283
and part-time work 570–73, 587
of short-time work 597–600,
615–16
labour courts 663, 670, 677
labour demand 132, 729–30, 737
and immigration 552–3
and short-time work 594–5, 606
and taxes 833–7
elasticities 835–7
genre structure 437
labour force participation 741–2,
744, 812
and part-time work 581–4
and unemployment insurance
266–7
attitudes of men and women
towards female 585
labour law 449
as an instrument of labour market
policy 627, 635, 646
see also deregulation; dismissal
protection
labour market adjustment
and gender segregation 435, 443
part-time work as form of 566,
571, 579, 589
short-time work as form of 594–6
labour market contracts see
employment contracts; labour
market transactions
labour market equality see gender
equality
labour market impact
of dismissal protection 652, 672,
680, 688
of short-time work 610–12
see also employment effects
labour market performance
impact of wage bargaining
institutions on 791–808
macroeconomic 725
labour market policy
degree of activity 219–20
experiments on 89–113
regimes, components of 207–9
short-term and long-term effects of LMP measures 915, 918–19
see also active labour market policy; passive labour market policy
labour market transactions
characteristics of 8–9
see also employment contracts
labour market transitions 17
and unemployment insurance 256–67
see also transitions
labour migration 551
see also migration; immigration
labour mobility
ALMPs to increase 154–5
see also mobility
labour quality 308
labour supply 39, 742, 744
and immigration 552, 559–60
and part-time work 566–8, 584
and work incentives 822–6
effect of ALMP 731, 744
effects of separate and joint income taxation on 831–3
effects of short-time work 612
elasticities 811–12, 826–9, 835–7
gendered 437–9, 455
maternal 356, 358, 365
women’s 350–53, 356–7, 364, 582–3, 585
labour turnover 308
and life-long learning 469, 473–4
Layard–Nickell model 726–9
layoffs 594–5, 610, 613, 616, 657,
660–61, 666–7, 681–2
restraints 671
temporary 259, 594, 600–601,
613, 616, 619, 737–40, 742
see also dismissal; dismissal protection
lean administration 903, 906, 916
left party power 711
as explanatory variable for
ALMP 699, 704, 716–17
life-long learning 310, 462–4, 470–79, 483–5
compensation and accumulation hypotheses in 480–82
concept 465–7
policy targets of 467–9
long-term unemployed 101, 103, 151–2, 157, 209, 244, 246,
248–9, 252, 265, 277, 281–2,
286–8, 295, 386, 406, 422,
424, 498, 514, 730–31, 738–9,
742, 763, 769, 771, 776, 780–81, 917
long-term unemployment 235, 238,
242, 252, 258, 279, 684, 730–31, 735, 738–40, 744
longitudinal methods 54–6, 74–8
longitudinal studies 115–16, 118–27, 136–7
definition 117
of leaving unemployment 132–5
of training programmes 128–32
Luxembourg
beneficiary rates 246
parental leave 576
part-time work 580
regulation of workplace safety 881
temporary layoffs and partial unemployment benefits 594
unemployment compensation system 237

Maastricht treaty 872, 889, 891
male breadwinner model 349, 352–4, 357, 437, 440–41
market clearing models of unemployment see search models
market imperfections 655 see also capital market imperfection
matching 149, 311, 406–7, 418, 427–8
estimation method 72
function 403
function approach 144 see also job-matching theory
matching process 403, 417, 725
effectiveness of 735
efficiency of 727
matching services see placement services
maternity leave 351–2, 356–7, 366–7
mean impact 42–3, 50–51, 61, 68
merit goods 10
migration
economic and social impacts of 558–62
from the 1950s to the 1990s 554–5
main parameters for future migration 562
regimes 553–4
relationship between trade and 563 see also immigration
minimum wage 279, 290–92, 327–30, 340
mismatch 225, 403–4, 419, 729, 738 between women’s potential and actual labour market position 431, 442
mobility 214–15, 219, 257–8, 125, 136–7, 552, 567
capital and labour 555
factor 553
geographical 278
grants 105–7
labour market 579
occupational 257–8, 298, 370–72, 468–9, 473, 479, 570
money illusion 803
monitoring 5, 15, 198, 221, 374, 399, 408, 446–8, 525, 780–81, 786, 856, 858, 861, 863, 899, 902–8, 910–16, 919–21
data on short-time work 604
definitions 860, 900–901
feedback between, and policy formation and implementation 909, 917–18
of sex equality litigation 449
moonlighting 568, 578 see also clandestine work
moral hazard 149, 235–6, 260, 273, 525–6, 658, 665, 766, 919
motherhood
impact of, on women’s life-time earnings 371–2
multilevel linear models 127
mutual sunk investments 8, 655–9, 662, 664
NAIRU 144, 725, 728, 791, 793, 807
Netherlands
activity rate 268
ALMP data sources 706

Günther Schmid, Jacqueline O’Reilly and Klaus Schömann - 9781781954256
Downloaded from Elgar Online at 12/22/2018 01:53:47PM via free access
beneficiary rates 246–7, 249
disability and social security 525
disability pension 384–5, 378
dismissal protection 665, 668
ever early retirement 387–8, 393–4, 397, 731
further training 748, 752–6, 759–62, 765–9, 776, 780–82, 784–5
job search clubs 287
LMPs and part-time work 567–9, 572, 574–9, 583, 587
long-term unemployed 282
maternal employment 354
minimum wage 292, 326, 328
OSA panel study 119, 133
part-time unemployment benefits 259
placement networks 285
positive action policies 446
regulation of workplace safety 881, 886
sex equality litigation 449
sheltered employment for the disabled 524, 537–8
studies of the effect of wage subsidies 160
taxes and tax regime 814, 816, 818–19
temporary layoffs and partial unemployment benefits 594
temporary part-time work 359
training centres for the disabled 532
unemployment compensation system 237–8, 242
wage-for-age scales and youth employment 329
wage-replacement rates 252, 254
wage subsidies 284
‘new growth’ theories 469–70
New Household Economics Theory 349, 353
new public management 747, 770, 774–5, 782, 786, 903–4, 906
New Zealand
ALMP data sources 706
job search clubs 286
part-time work 579
PRES 410
wage bargaining 801
nonresponse 121–3
nonstandard employment 638–41
see also fixed-term employment
Norway
admission of PRES 410
ALMP data sources 705–6
parental leave 576
part-time work 580
sheltered employment 538
taxation 577, 816
Training Experiment 102–3
wage subsidies 534
occupational health and safety regulation in the EU 880–86
occupational mobility see mobility
occupational segregation 433–5
summary index measures to describe 447–8
occupational status and life-long learning 472–3
loss of 370
occupational training see vocational training
old age pension systems 381–3, 385–6, 388–9, 398
see also early retirement
older people 379–80, 395
older workers 473–4, 480, 527, 615, 742
part-time work for 575–6
omission bias 125
opportunistic behaviour 8–9, 656, 659
opportunity costs 13, 170, 311, 315–16, 557, 665
organizational regime 5
definition 207
outflow rates
from unemployment, and ALMP 148, 152, 156–61
from unemployment to self-employment 493, 495
overschooling 470–71
own-price elasticity 827–8
panel attrition 121–2, 126
panel studies 118–22
parental leave 351–2, 354, 356–61, 373–4
and women’s labour supply 582–3
costs of 369–70
part-time 569, 576
take-up of 368–9
and firm-level flexibility 570–71, 586–7
and social security 571, 577–8, 588, 590
as form of labour market adjustment 566, 571, 579, 589
definitions 581
for/of disabled people 537
goals of 566, 570–72
passive labour market policy 267–8, 274, 705–6, 755, 759–60
goals and impact of, related to part-time work 576–9, 588
paternity leave 369, 576
penetration rate 413, 415, 421–2, 423–5
pension schemes
and part-time retirement/work 575
company 381, 386–7, 398
see also old age pension systems
performance indicators
activity rate 268, 753–5
beneficiary rates 244–9, 254
cost-effectiveness 165, 223–4, 779–80, 782
degree of LMP activity 219–20
distribution effect 224, 770
earnings effects 318, 321–2, 334–5, 339, 632, 634, 637
employment adjustment speed 636–7, 681
employment effects 224, 321–2, 328–9, 331, 307, 392–4, 399, 770
index of dissimilarity 447
index of segregation 447
organizational efficiency 220–22, 227
outflow rates
from unemployment 148, 152, 156–61
from unemployment to self-employment 493, 495
policy take-up 223–4, 769
productivity effect 225, 770–71
replacement rate of early retirement schemes 393–4
responsiveness 218–20
wage-replacement rate 244, 249–52, 254
see also placement services
permanent transitory model 78
Philips curve 725
placement rate see penetration rate
placement services 260, 730
efficiency of 405, 421–8
macroimpacts of 418-21
microimpacts of 415-18
performance indicators of 410-15
typology of the organization of 408-10
see also employment services;
public employment service;
private employment services
policy adoption 5, 7
see also policy take-up
policy analysis 10
role of CBA in 164-5
see also process evaluation
policy choice 206, 227
policy evaluation 2-3
standard approach 2-3, 12-13
target-oriented approach 4-6, 9-10, 12-16, 165-6, 198, 493-4, 520
policy failure 7-8, 215, 405, 570, 596, 662-4
policy formation 2, 5-7, 11, 14, 16, 198-9, 201, 204-5, 215, 227-8, 747, 780, 907, 909, 918
and CBA 164-5, 167-8, 172, 180
policy implementation 2, 5-7, 12, 14-15, 130, 164-5, 167, 180, 196, 227-8, 529, 703
of equal opportunities policies 445, 449-50, 454-5
see also implementation research
policy-reaction function
of ALMP spending 732-5
policy regime 5, 209-12, 749-51, 753, 756
policy take-up 206, 218, 223-4, 227, 907, 909
of parental leave 368-9, 373-4
of short-time work 603-6
policy targets
in the field of migration 551-2
of life-long learning 465-7
of further training policies 770-71
of part-time work 566, 570-72
of self-employment schemes 495-6
of short-time work 594-5
school-to-work transition 310-11
policy types 10-11
Portugal
activity rate 268
beneficiary rates 246-7
dismissal protection 665, 668
ESF expenditure 846
financial control of LMP programmes 906
institutional incongruence 525
liberalization of PRES 410
maternal employment rate 354
monitoring 904, 912-14, 916-17, 920
parental leave 357
part-time parental leave 576
regulation of workplace safety 881
self-employment 498
temporary layoffs and partial unemployment benefits 594
unemployment compensation system 237
voluntary employment for disabled people 528
women’s labour market participation and part-time work 583
positive action see affirmative action programmes; equal opportunities policies
poverty 290
line 279, 300
trap 526
power asymmetries 7
power-resources approach 704

Günther Schmid, Jacqueline O'Reilly and Klaus Schömann - 9781781954256
Downloaded from Elgar Online at 12/22/2018 01:53:47PM via free access
preferences 177
  in the labour market system 349, 364, 431–2, 455
  revealed and stated preferences methods 176
  women’s 349, 365, 367, 439–42
  working time 570, 584–6
prejudice 280
prenotification period/requirements 653, 657, 660–61, 666–7, 672, 686
prevention and early intervention
  in case of becoming disabled 536–7
principal agent theory 204
  see also agency theory
private employment services 405, 427–8
  see also public employment service; placement services; employment services
privatization 752, 761–2, 775, 782–5
probationary period 646, 660, 666, 668, 672
problem of weighted distributions 79
process evaluation
  cybernetic model of 205–6
  object of 198–9
  overview of the genesis of 199–203
  see also evaluation; policy evaluation
productivity 265, 310, 351, 365–6, 418, 468, 477, 567–8, 571, 587–8, 617, 631–2, 725, 727, 730–31, 803, 869, 874, 877
  and gender segregation 437
  and immigration 560–61
  and life-long learning 471–2, 474, 476–7, 480, 484
  assessments of job searchers 278–9
  in relation to employment growth 792
profitability calculations 168, 170–73
programme evaluation 2–3, 12–13
  parameters of interest in 42–3
  structural approach to 39–40, 56
propensity score 72–3
property rights 6, 10, 256, 657, 661–3
public budget balances 178–9, 261
public employment service 402, 405–7, 428, 525, 732, 736, 742, 916, 918
and job search 146–8
  CBA of an increase in staff in 182–6
  cost-effectiveness of 416
  differences between PES and private employment services 407
  PES and PRES in OECD countries 410
  see also placement services; employment services; private employment services
public goods
  state as producer of 10
public interest 164, 166, 168, 172, 174, 180
public sector
  employment and the gender pay gap 451
  job creation 309
  positive action schemes 444–5
  reform of the 903, 920
  women’s employment 435
qualified majority voting 869, 872, 879, 891–2
quality standards/control
of further training 760, 782, 785
quasi-markets 782–3
quota systems
for the employment of disabled persons 528–9, 535, 541
random assignment 45–8, 90–91
randomization bias 46, 48–9, 82, 91, 94, 101, 111
rate of migration 154
rational choice theory 214
rationality
divergence between programme and implementation rationality 214
real wages 725–6, 730
recruitment 643
costs of 851–2
see also hiring
redundancy payment 640, 679
see also severance pay
reemployment bonus 261–2
reemployment probability 115, 132–4
reflexive labour law 626, 634
regional policy 848
regionalization 752–3, 779–82
regulation school 700
reinstatement
as remedy for unfair dismissal 666, 677–9
replacement condition
of early retirement schemes 391–2, 399
replacement rate
of early retirement schemes 393–4
reservation wage 147–8, 235, 296
resource conversion theory 481
responsiveness 751–6
retirement
costs of 851–2
retraining see further training
retrospective studies 122–3
risk-sharing
in employment contracts 656, 660, 662, 688
Roy model 70
sampling
nonrandom 79–80
school-to-work transition 308, 332, 339
policy goals 310
programmes for young people with disabilities 531–2
schooling content policy 309
screening or filtering theory 470–72, 479
search effectiveness 151, 158, 730, 735, 739
see also matching
search markets 403
search models 145–50
search theory 257
secondary labour market 265, 302
segmentation 316, 556, 569, 578, 628, 645
and gendered labour supply conditions 437
selection on observables 68–9, 74
selection on unobservables 69–71, 73–4
selectivity bias 121, 129
selectivity problem 417
self-administration 703–5
as explanatory variable for ALMP 709–10, 714–16
Index

self-employment 284, 489–516, 641–2, 914
seniority rules for layoffs 653
severance pay 657, 660, 666, 668, 673, 677, 683, 685–6
sex equality 348–50, 353, 356, 359
litigation 449–50
see also gender equality
shadow prices see unmarketed goods
shirking 628, 630, 656, 658, 660
short-time work 259
as mode of work force adjustment 594–6
combining training with 614–15
determinants of utilization of 601–2, 606–7
evaluation studies on 603–4
structural 595, 610, 614–15, 617
utilization of 604–5, 619
Single European Act 846, 882
Single European Market 402, 423, 761, 870, 880
social dumping 820, 868, 876, 882, 885, 888–90
skills
and short-time work 614, 616
and the decision to emigrate 557–8
diversity of, and gender segregation 432, 437–8, 442
erosion and maintenance of 278, 357–8
firm-specific 439
underutilization of women’s 350–52
skills mismatch 267, 296, 308
and ALMP 153–5
see also mismatch
Slutsky condition 828
small business 489, 494, 516
social choice approach 700
social security contributions, and part-time work 570, 572–3, 587–8
European regulation of 888–90
means-tested 237, 386, 526
social security systems 386–7, 893
impact of, on part-time work 570, 577–8
in the EU 886–7
Spain
activity rate 268
allocation of ESF support 847
beneficiary rates 246–8
dismissal protection 626, 665, 668
fixed-term employment 629–34, 640, 645
liberalization of PRES 410
parental leave 357, 367
partial unemployment payments 578
part-time gradual retirement scheme 575
self-employment 499
short-time work 594, 597–600, 604–5, 608, 613, 615–16, 618–19
social security system 886
Training Programme for the Long-Term Unemployed 287
unemployment compensation system 237, 242–3, 254
wage-replacement rates 250, 252
workplace accidents 881
specification tests 81
standard employment relationship 624–5, 642
statutory dismissal protection 652, 654, 663, 667–8, 674, 678
see also dismissal protection stigma 279, 301, 303, 422, 529
stigmatization 101, 130, 135, 295, 535
Structural Funds 850, 857–8
reforms of the 846–8
see also European Social Fund; European Regional Development Fund; European Agricultural Guidance and Guarantee Fund
structural policies 10
subsidies 849, 852
to encourage the use of part-time work 572–4
subsidized employment 265–6
see also wage subsidies
substitution bias 49–50, 82, 91, 101, 104, 109, 111
definition 156
sunk costs see mutual sunk investments
supply-side effects
of migrants as workers 559–60
survival rates
of self-employment 502, 506–7, 513
Sweden
activity rate 268
ALMP data sources 705–6
ALMP expenditure 713, 717
Beveridge curve 735
CBA of a wage subsidy for disabled persons 192–6
CBA of an increase in staff at the PES 182–6
childcare provision 359
decentralization of the PES 915, 917
disability pensions 385
duration of unemployment benefits and outflow from unemployment 148–9
early retirement 382–3, 386–7, 389, 397
evaluation of youth labour market programmes 135
experiment on intensified employment services 100–101
job creation schemes 283
job search clubs 110, 287
legislation or collective agreements and the gender pay gap 451
liberalization of PRES 410, 427
LMP for disabled people 524, 528–9, 537–8
LMPs and part-time work 569, 575–8, 580, 582–3, 589
long-term unemployment and ALMP 288
long-term unemployment and unemployment insurance 249
mobility grants 105–7
monitoring 906, 910–12, 914, 918, 920–21
occupational mobility 371–2
old age pension 398
parental leave 354, 357, 368–9, 374
reduction of youth unemployment 323
school-to-work issues and policies 309, 317, 325–7
taxes and tax regime 814, 816, 818, 820, 828, 833
temporary layoffs and partial unemployment benefits 594
transitions from unemployment to labour market measures 263–4
unemployment compensation system 237–8, 242–3, 254
unemployment duration and unemployment insurance 261
wage-determination institutions and wage differentials 801–3
wage-replacement rates 250
wage subsidies 535
Switzerland
migration 551, 553
part-time gradual retirement scheme 578
penetration rate of the PES 424
PES 405
target-oriented policy evaluation see evaluation
tax regimes/systems 813
and childcare provision 363
and labour market performance 811, 837
impact of, on part-time work 570, 576–7, 582–4
in OECD countries 813–19
taxation
income and substitution effect of income tax 812, 825–6
income tax 363
lump-sum tax 811, 821, 823
optimal 811, 821
progressive income taxation 812, 826–9
separate versus joint income tax 577, 831–3
tax wedges 178
value-added tax 811, 813–16, 819–21
wage-bill tax 811, 813–16
temporary employment agencies 407
temporary public employment 265, 282–3, 293–4, 731
temporary work see agency work
thick-market externality 145
time series studies 125–6
trade unions see unions
training 38–9, 49–50, 133–4, 731, 736, 738
and self-employment 500
and unemployment benefits 264
for the disabled 530–32
for the hard-to-place 285–6, 296–8
impact on earnings 53–9, 67, 75–6, 79, 128–32
welfare benefits and participation in 67
see also further training
transaction costs 8–9, 403, 405, 627, 647, 657, 680, 784
approach 700
transition rates
from unemployment to self-employment 503, 513
see also outflow rates
transitions
from fixed-term to permanent employment 636
from full-time to part-time employment 257
from the welfare system to the labour market 288
from work to retirement 389
see also labour market transitions
tripartism 701, 703
see also corporatism
Turkey
  monopoly of the PES 408
  turnover costs 600, 613, 619, 655
  see also labour turnover

undervaluation of women’s jobs
  440, 442
  see also gender segregation

unemployment
  among disabled persons 522, 526
  and the wage-determination
  behaviour of unions 793–5
  durations 133
  effect of immigration on 561
  female, hidden 354
  frictional 149
  incidence, and life-long learning
  464, 475, 479–80
  outflow rates from 148, 152, 156–61
  reduction coefficient of early
  retirement schemes 393–4
  responsiveness of wage
  determination to 801
  structural 1, 153–5, 747
  trap 526
  unemployment assistance 236–7, 242–3
  unemployment benefits 237–74, 279, 385–6, 394–5, 597, 731–2, 742
  and disability and early
  retirement benefits 525
  and further training 771, 776–9
  and job search 146–50
  and part-time work 570, 573–4, 578
  and self-employment 493–4, 498–501
  and the segregation of the sexes
  440
  disability benefits as 385

‘export’ of, in the EC/EU 888–9
  unemployment compensation
  systems 236–56, 385, 728, 737
  and further training 776–7
  and short-time work 594, 596, 600, 618
  entitlement to unemployment
  benefits in 147
  experiments related to 95–9
  in the EC/EU 890

unemployment rates
  effect of ALMP on 732–5
  UNICE 870, 872
  union density 737, 742, 759, 762, 798
  union wage-bargaining model 726
  and ALMP 150–53
  unionization 451–2, 667
  levels of, and the quality of part-
  time work 588–9
  unions 221, 273, 446, 588, 632, 641, 703, 759, 803, 871, 874–7, 892
  wage-determination behaviour of
  793–5, 798, 800
  unit labour costs 742, 869, 874

United Kingdom
  ALMP data sources 706
  and European social policy 872–3, 875
  beneficiary rates 246–8
  childcare provision 363, 368
  Community Programme 159
  deregulation 686
  disability benefit system 397
  dismissal protection 665, 668, 671, 674, 678–82, 686–7
  dismissal protection and
  disability 530
  early retirement 384, 386–7, 392–4
Index

employer initiatives for positive action 446, 453
employment subsidies 292
fixed-term employment and employment protection 629, 640–42, 645–6
further training 748, 752, 755–9, 762–9, 776, 778–9, 782–5
impact of equal pay legislation on the gender pay gap 450–51
invalidity pension 389
job search clubs 110, 287
labour market programmes for the hard-to-place 283, 285
labour market segregation 443
LMPs and part-time work 568–9, 572, 575–8, 580, 583–5, 587
longitudinal studies 133
long-term unemployment and unemployment insurance 386
maternal labour supply and maternity rights 365–367
maternity leave and EU legislation 356
monitoring 906
occupational mobility 370–71
parental leave 354–5
PRES 410
quota system for disabled people 529
regulation of workplace safety 881, 885–6, 889, 891
Restart programme 103–5, 159, 286
school-to-work issues and policies 308–10, 326–7, 329, 332, 335, 339
self-employment 284, 489, 491–3, 496–501, 503–12
sex equality litigation 449
sheltered employment 537–8
study on job search of unemployed men 148
supported employment agencies 534
surveys on firms hiring behaviour 686
taxes and tax regime 812, 814, 818–19
temporary layoffs and partial unemployment benefits 594
unemployment compensation system 237–8, 242–3, 254, 264, 273
wage bargaining 801
wage-replacement rates 250
women’s occupational downgrading through interrupted careers 442
working time dispersion/distribution 876, 879
working time regulation 876–7
Youth Training Scheme 317, 322–3, 326, 333

United States
affirmative action policies 443–5
bonus and job search experiments 95–9, 261–2
CBA of the Job Corps programme 187–92
childcare provision 363
‘Delaware effect’ 870
disability legislation in 522, 527, 536
disabled people and LMPs for 523–6, 528, 531–5
dismissal protection 658–9, 662, 665–8, 672, 674–5, 681–4, 686, 688
duration of unemployment benefits and outflow from unemployment 149
early retirement 381, 387
employment service power 709
Index

exper ie nce-rating 259
high-level professional occupations held by women 435
immigration policy 556
impact of equal treatment legislation 449–53, 455
impact of training for men and women 474–5
invalidity pension system 389
job search clubs 110, 286
JTPA 37–8, 49–52, 93–5, 285, 297–8, 318, 900–901, 904, 909, 915, 919, 921
LMPs for the hard-to-place 283–4, 286–91
long-term unemployment and unemployment benefits 252
longitudinal data bases and studies 119, 128–31, 133–4
migration 553–4, 559
minimum wage 279, 328–30
monitoring of sex equality litigation 448
old age pension 398
part-time work 568, 571, 574–5, 578, 580, 585, 589
penetration rate of the PES 424
PES 405
private returns on tertiary education 478
school-to-work issues and policies 308–9, 316–18, 326–35, 339–41
self-employment 501, 504, 511–12
short-time work and temporary layoffs 594, 600–601, 603, 613, 617, 619
studies of the effect of wage subsidies 160
taxes and tax regime 814, 816, 818–20
temporary layoffs 738
unemployment compensation system 235–8, 242–3, 254
working time regulation 876
youth unemployment 308, 311
unmarketed goods 175–6
unobservables 313
see also selection on unobservables
unobserved heterogeneity 41–2, 63–4, 68, 71, 74, 77–8, 81, 116, 137
utility 193, 214–15, 822, 824–5, 828, 831
vocational rehabilitation 524, 533
centres for 532
vocational training 310, 315, 322, 332–5, 456, 462, 766
wage bargaining 316, 326, 632, 701, 710–11, 726–9, 737, 771
assumption of myopia in, and ALMP 152
wage-bargaining institutions and corporatism 798–803
and gender equality 446, 451–2
and unemployment and employment 804–6
and wage dispersion 801–3
wage-bargaining systems 742
wage determination see wage bargaining
wage differentials 589
wage discrimination 527, 632, 634
wage dispersion 365–6, 371–2, 374, 742, 792–3, 801–5
wage effects see earnings
wage elasticity see elasticity
wage flexibility 801–2
wage growth
and life–long learning 468, 477–9
wage inflation 396
wage pressure 352, 730–31, 735, 744
wage-replacement rates 244, 249–52, 254, 737–9
of parental leave schemes 357, 367–8
wage restraint 150–51, 795, 804, 807–8
wage rigidity 278, 316
wage subsidies 226
CBA of, for disabled persons 192–6
evaluation studies on 160, 910
for disabled people 534–5
see also employment subsidies
wage voucher 130–31
wage-setting see wage bargaining
welfare-state regimes 700, 713–14
see also policy regime
windfall profits 12, 105, 261, 611–12
see also deadweight effect
women
and unemployment benefits 246–7
employment rates of older 380–81
employment rates of, with children 354–5
labour market participation of 348, 365–6, 372–3
work force adjustment 652, 676, 681, 684, 686–7
see also employment adjustment
work-history studies 370
workfare 288–91
working hours
demand restrictions on 829–31
working poor 290, 304
working time
directive, European 877–9
employee’s attitudes/preferences on 584–6
flexibility 359, 363, 566–7, 570–71, 602–3, 875–7
in the EU 879–81
reduction 567–8, 574, 755, 875–7
temporary reduction 594
works councils 672, 676–7
as explanatory variable for
ALMP 703, 705, 710, 714–16
work-sharing 358–9, 369, 374, 566–7, 594–6, 603, 606, 610, 612–13, 616–19, 660, 756, 875
and early retirement 397–9
subsidies 671, 681
wrongful discharge litigation 667, 679–80, 684–5
youth unemployment 135, 246, 258, 308–10, 323, 325, 339, 684
youth/young people 242, 295, 298, 478, 640, 645
CBA of a social programme for
disadvantaged 187–92
disadvantaged 282, 285, 287, 294
in segmented labour markets 311
labour market programmes for 316–26
part-time work as an entry for 569, 574–5
reductions in youth payroll costs 326–32
special education for 532
turnover 311
with disabilities 530–31