

Contents

<i>List of Figures</i>	ix
<i>List of Tables</i>	xi
<i>List of Contributors</i>	xiv
<i>Foreword</i>	xix
<i>Preface</i>	xxi
<i>Acknowledgements</i>	xxiii

Introduction

Tight Constraints, New Demands and Enduring Needs: Addressing the Labour Market versus Social Protection Challenge	1
<i>Hedva Sarfati and Giuliano Bonoli</i>	

Part I: The Interaction Between Social Protection Reform and Labour Market Shifts: Key Issues

1 Labour Market and Social Protection Policies: Linkages and Interactions	11
<i>Hedva Sarfati</i>	
2 Different Routes to Improved Employment in Europe	58
<i>Jørgen Goul Andersen, with Jan Bendix Jensen</i>	
Feature No. 1 Employment Stability and Flexibility in Industrialized Countries: the Resilience of the Long Duration Employment Relationship	91
<i>Peter Auer and Sandrine Cazes</i>	
3 The Individualization of Rights in Social Protection Systems	97
<i>Maria Jepsen and Danièle Meulders</i>	
4 Employment Standards and Social Protection Standards: the Impact of Diversified Working Arrangements (Trends in Western Europe)	117
<i>Jacques Freyssinet</i>	

Feature No. 2

Gender and Social Protection Reforms 133

Jay Ginn

- 5 The Future of Employment in Europe: Elements for Analysis
 Drawn from the Case of France 140
Hugues de Jouvenel and Alain Parant

Feature No. 3

Creating Service Jobs: Lessons from Extra-European
 Experiences 167*Pascal Ughetto*

**Part II: Social Protection and Labour Market Trajectories in
 Selected Countries and World Regions**

- 6 Social Protection and Labour Market Outcomes in Australia 173
Raymond Harbridge and Prue Bagley

- 7 Labour Market Reform in New Zealand 198
Raymond Harbridge and Pat Walsh

Feature No. 4

The New Zealand Reforms: Outcomes and New Directions 221

Anne de Bruin

- 8 Central and Eastern European Countries: the Transition
 from a *Planned* to a *Market* Economy – What Consequences
 for Social Security? 226
Henri Lourdelle

- 9 The Danish Model of *Flexicurity*: a Paradise – with Some
 Snakes 243
Per Kongshøj Madsen

- 10 Adjusting Welfare Policies to Stimulate Job Entry: the
 Example of the United Kingdom 266
Jane Millar

- 11 A Critical View of Incentives to Help Benefit Recipients into Work in the Netherlands 285
Frans Pennings

Part III: Alternative Policy Mix Scenarios

- 12 Can Social Protection Respond to the Challenges of Precarious Jobs, Better Access to Employment and Equitable and Universal Decent Standards of Living? Lessons from the French Experience 311
Jean-Michel Belorgey

- Feature No. 5
 Taxation and Labour Market Entry 348
Adrian Sinfield

- 13 Women and Atypical Working in the United Kingdom: the Prospects for Positive Flexibility 353
Peter Cressey

- Feature No. 6
 Early and Later Retirement Simultaneously: the Trend of the Future? 372
Gerry J.B. Dietvorst

- 14 Older Workers and Active Labour Market Policy in a Full Employment Economy: the Case of the United States 374
Peter B. Doeringer, Andrew Sum and David G. Terkla

- Feature No. 7
 Pensions at Risk? The Ageing of the Population, the Labour Market and the Cost of Pensions 404
Roland Sigg

- 15 The Future Role of Trade Union Organizations in Social Protection 414
Henri Lourdelle

Feature No. 8

Negotiating Pension Reform with the Unions: the Italian
Experience in European Perspective

431

*Lucio Baccaro*16 Security in a Flexible Economy: Towards a Third Age in
Relations between Work and Social Protection?

437

*Robert Salais*17 Conclusions: the Policy Implications of a Changing Labour
Market – Social Protection Relationship

453

*Giuliano Bonoli and Hedva Sarfati**Index*

487