

**Report of Track 5 - Income and Employment through the Life Course**  
**Hélio Zylberstajn**  
**University of São Paulo**

**Introduction**

The call for papers of the Congress suggested the following 6 topics to be addressed in this track:

- a. Innovations in income, employment, and retirement security programs in response to economic volatility and other pressures
- b. Public and private policy approaches to dealing with gaps in employment and interrupted careers
- c. Unemployment insurance: effectiveness and limitations in a volatile economy
- d. Workplace health, injury and related compensation
- e. Training for career transitions
- f. Gender and ethnicity issues

Among the papers submitted, 19 were selected for presentation in this Track. Although the selected papers have actually addressed most of the suggested Track topics, there is a great diversity in scope, in methodology, and in themes. At the same time, however, there are some common points coming up from the material, and this report is an attempt to integrate the content of all of them around some lines of analysis.

In order to organize the analysis of the 19 papers, they were grouped into 6 groups, according to the similarity of the topics addressed. The first group includes the papers that addressed **Flexicurity and other macro labor market policies**. There are 6 papers in this group. The second group of papers is formed by the papers that dealt with **policies for preservation of jobs**, and it includes 3 papers. The third group also has 3 papers which addressed the issue of **Hours, work and family**. There is a fourth group whose papers have in common the subject of **labor market structures and processes**, and this group also has 3 papers. The last two groups have 2 papers each and they dealt with the topics of **transitions in the labor market**, and **workplace bullying**.

It is well established among employment and labor relations scholars that international and comparative studies are an efficient way to learn about specific national labor institutions. In this track this tradition is very present, as 9 out of the 19 papers are comparative. It is also our tradition to use more qualitative and descriptive approaches to the issues studied. This methodological characteristic of our field is also present in this track, as the majority of the authors use just basic data and descriptive analysis to make their points. However, quantitative approaches are used in 4 important papers and they show that institutional analysis may also be approached with sophisticated econometric methods. The papers whose authors have treated their topics with econometric techniques are: *Does Information and Consultation Process Help to Preserve Employment? A Research Note* by Remi Bourguignon and Pierre Garudel; *Work Sharing: Can Reduced Working Hours Potentially Increase Employment? The Case of Recessions in the U. S.* by Lonnie Golden and Stuart Glosser; *Occupational structure and socioeconomic inequality: A comparative study between Brazil and the United States* by Alexandre Gori Maia and Arthur Sakamoto; and *Effects of Age-*

*Targetted and Non-Age-Targetted Training on Retirement: Evidence from Germany* by Peter Berg, Mary K. Hamman, Mathew Piszczek, and Chrstopher J. Ruhm.

Six papers have offered excellent and complete conceptual and theoretical overview of the respective topics, and they may be considered as “guide papers” for those interested in the topics. One of the topics covered in theoretical and conceptual terms is flexibility and Flexicurity, and the guide papers are: *Transformation of Labour Market Policies in the Nordic Countries: Towards a regime shift in Sweden and Denmark?* by Mattias Bengtsson; *Flexicurity, Employability and Changing Employment Protection in a Global Economy* by Mia Rönmar and Ann Numhauser Henning; and *Flexicurity in Europe: Can it survive a double crisis?* By Frank Tros. The paper *Work Sharing: Can Reduced Working Hours Potentially Increase Employment? The Case of Recessions in the U. S.* by Lonnie Golden and Stuart Glosser has an excellent discussion on work sharing. The topic of atypical employment is theoretically and conceptually well approached in the paper *Atypical employment in Germany: Forms, development, patterns* by Berndt Keller and Hartmut Seifert, who offer their contribution to enlarge concepts in order to improve classification of flexibility. Finally, the important topic of elderly worker training is presented under different theoretical approaches in the paper *Effects of Age-Targetted and Non-Age-Targetted Training on Retirement: Evidence from Germany* by Peter Berg, Mary K. Hamman, Mathew Piszczek, and Chrstopher J. Ruhm.

**Flexicurity and macro labor market policies.** The six papers that deal with this theme address similar issues, and come to similar conclusions. The papers have focused on European cases, and have identified some common trends such as: Individualization of labor market policies observed in several new formats of social protection measures, reduction of government expenditures, and increasing use of conditionality and activation. Flexibility is observed even in traditional rules of job security, which in some cases are transformed into collective bargaining items, as is the case of Sweden and Germany. Strict job protection has been replaced with several kinds of new policies in Europe: synchronization of working hours and the business cycle, collective funds to supplement income when working hours and wages are reduced and even individual funds to help workers in their transitions in the labor market. Authors seem to agree that Flexicurity has still to face the challenge of delivering the promise of security under flexibility in labor markets. They also tend to agree that national states have not been able to continuously provide the resources needed to offer permanent employment opportunities. Finally, policies have stressed transitions and internal numerical flexibility, but it is necessary to go beyond that and a continuous effort to provide complementary policies is still something to be seen.

The papers in this group indicate that the European model of social protection – either the new Flexicurity format or the traditional welfare state design – is faced today with a fundamental challenge. The welfare state was a result of commonly held national values – solidarity and collective values, but Europe is becoming increasingly diverse. The challenge seems to be how and if the welfare state will survive under diversity?

**Policies for preservation of jobs.** The three papers in this group have addressed basically the same issue, which is the role of collective bargaining and social dialogue in the preservation of jobs under economic recessions. Two of the papers deal directly with the role of social dialogue and arrive to same conclusion: in France (paper by Bourgiognon and Garudel), as well as in Germany and Brazil (paper by Eichhorst, Marx

and Pastore), social dialogue was vital for preservation of jobs in economic crisis. The third paper (by Golden and Glosser) has addressed a more general issue – the role of work sharing in the (possible) creation of jobs. After thoroughly examining the issue, they arrive to a conclusion that reinforces the two other papers conclusion. They found no strong case to suggest general reduction in working hours - work sharing - as a mechanism to create job, but they did find evidence that short-run reduction of working hours has preserved jobs in American recessions.

**Hours, work and family.** The three papers on this topic address the general issue of work-life balance, in different contexts, and under different arrangements. Parental leave, shift work, and flexible working hours for parents are the measures addressed and are all mechanisms needed to improve the balance between work and family life. The papers indicate that legislation; collective bargaining and employers attitudes are important factors to improve the desired balance.

**Labor market structures and processes.** The three papers grouped address different issues but all three may be regarded as outcomes of labor market processes. The first paper, by Keller and Seifert, deal with dualism in labor markets, focusing on the German case. They offer a thorough analysis comparing standard employment with atypical employment and introducing the concept of precariousness. Maia and Sakamoto compare the occupational structure of the labor market in the U. S. and in Brazil, and conclude that the main factor to explain inequality is education. The paper by **Martinez-de-Morentin, Bayo-Moriones, and Galdon-Sanchez focuses on criteria used by Spanish employers to adjust their employees' wages.**

**Transitions in the labor market.** This important issue is addressed by two papers. Berg, Hamman, Pizsak and Rhum focus on the conditions necessary to retain elderly workers, and have them postponing their retirement decision. The issue is critical, govern both, the increasing pension expenditures of governments and the scarcity of skilled workers. Olivier, Govindjee, Cheong and Azman address the issue of return-to-work of disabled workers, another critical issue.

**Workplace bullying.** This topic is addressed in two different and complementary ways. Pinkos Cobb offers a comprehensive overview of policies and social actors activity in several countries, while Kaminski and Sincox examine bullying in a narrower – but also relevant - way, focusing on measurement of the frequency of bullying in the health industry in Michigan.

The next paragraphs present brief summaries of papers grouped in their common topics

### **Group 1: Flexicurity and macro labor market policies**

#### **Transformation of Labour Market Policies in the Nordic Countries: Towards a regime shift in Sweden and Denmark? Mattias Bengtsson**

The paper deals with recent transformation in the approach of labor market policies in Sweden and Denmark. It is a qualitative and descriptive paper that uses basic figures to show differences and similarities in the two countries. It has a simple and basic

approach, with powerful arguments and rich references. The description of the policies relies on data of government expenditures on labor market policies as a percentage of GDP. Expenditures are decomposed according to the type of policies (active, passive, and subtypes), concepts such as activation, commodification, individualization, contractualization are used to demonstrate that policies are changing in both countries. The policies are moving towards more activation, increasing selectivity of beneficiaries, individualization, and contractualization of relationship between the beneficiary and the state, which is replacing the more general, collective traditional approach. At the same time, authors observe an increasing role of private suppliers of services (training and even employment agencies services), as well as a reduction in expenditures in training and an increase in employment services. Benefits are offered based on an increasing conditionality upon acceptance of services and jobs (counseling, contact meetings, training subsidies). Overall, the authors observe a reduction of expenditures on passive benefits and an increase on activation measures, and an overall reduction in labor market policy expenditures. Their conclusion is that Sweden and Denmark are reducing commodification (ability of citizens to survive without joining the market) and their labor market policies are approaching the Anglo Saxon model.

### **The Welfare State as an Investment Strategy: Denmark's Flexicurity Policies** **Thomas Bredgaard and Arthur Daemrich**

The paper offers a qualitative and institutional evaluation of the present situation of labor market policies in Denmark. It relies basically on a revision of the literature, on some basic statistics, and on national and international data. The authors offer a historical perspective of the Danish system of labor market policies, which has two pillar points: flexible labor market and generous income protection. Employment protection is treated mostly in collective bargaining, and management is relatively free to hire and to fire. In exchange, workers have enjoyed strong income protection, generous unemployment benefits (amount and duration), complemented with income transfer for long term unemployed workers. More recently, a third pillar has emerged, as a natural development, in the form of active policies with great emphasis on training and leave benefits. The authors inform us that basically beneficiaries are no longer considered as unemployed if they are engaged in active (training) programs.

The system admits high rates of job turnover because security is understood as the ability to move rather than to stay. At the same time, the general attitude of people (including management) is to consider and to accept welfare state as a means to serve economic activity. The author argues that Denmark was able to adjust to transferring of manufacturing goods to Asian countries because of its highly skilled labor force could be relocated in new service and high-tech industries, and Flexicurity arrangements were critical in the processes of labor force adjustment and relocation, which resulted in a new position of the country in the global division of labor. The author stresses that present policies were product of a historical process rather than of a deliberate decision of political leaders and institutions.

However, Denmark is not free of conflicts. The economic success has attracted workers from Muslim countries who enjoy low levels of social and cultural integration. The coming of waves of immigrants affected and reduced population homogeneity which in turn reduces public support for redistribution policies. The authors identify for dimensions of conflicts in Denmark, emerging from the global financial crisis:

(1) Workers are demanding greater job protection; (2) Government is reducing the level of income protection because of fiscal restrictions, (3) Introduction of changes in active policies, moving emphasis from human capital/training programs to “work first” type of programs (short term job training, job search assistance, and sanctions for non-compliance, and (4) Decline in trust between social actors. The authors conclude with a critical and fearful question: Will the strong Danish welfare state be able to build solidarity and help to reduce diversity of values and increase collective support for distributive policies? Or will Denmark lose historical achievements and become a less solidary country?

### **Will the new Dutch Vitality Scheme be a success?**

**Lei Delsen and Jeroen Smits**

The paper discusses how individual saving accounts work as a mechanism to provide earnings stability to workers, focusing on the case of the Netherlands, and using a combination of descriptive and quantitative approaches. Material used includes Dutch legislation, a literature review on the topic, and some basic statistics on number of participants and on volume of savings. Besides the descriptive part, the paper has also a quantitative session based on multivariate analysis. The aim of the authors is to analyze the first two types of savings accounts and to propose improvements for the third recently created system.

The authors describe the role of individual saving accounts in social protection schemes reflecting preferences of workers. They describe the evolution of the Dutch model, beginning with the SSS - Salary Savings Scheme, created in 1944. In this scheme, the worker may access his/her funds after 4 years, and freely decide whether to cash and to spend the money. As the system became too costly for, the Government created in 2003 an alternative scheme, the LCSS - Life Course Saving Scheme. Under the LCSS savings account system, the worker was given less freedom to spend and to cash (only in unpaid leave). Finally, in 2010, a new scheme was created, the VS - Vitality Scheme. The aim was to integrate both previous scheme, into one single system, whose funds could be used in unpaid leave to finance care, training, in partial retirement, to set up own business, and to compensate a salary reduction. All schemes have the common feature of transferring responsibilities of social protection to individual workers, with the rationale of the Government helping to create individual savings, and the workers deciding when and how to use it, with more or less freedom to spend the savings. The first scheme was voluntary, while the second one was a right of workers. Besides the worker contribution to the savings account, both the Government and management contribute in the savings.

The authors stress that the objectives of the 3 schemes is to provide lifecycle assistance, and the evolution of the formats indicates that changes were introduced to extend the protection towards periods more advanced in the lifecycle because assistance for elderly workers will be necessary as they are expected to work for longer periods in their lifecycle. At the same time, changes have limited and/or reduced Government expenditures with contributions to the savings accounts.

After presenting the evolution of the individual savings schemes, the authors applied multivariate analysis to the individual characteristics of a large group of civil servants, participating in one of the two schemes. The results indicate that it is important to

provide a multipurpose scheme, in order to accommodate differences in preferences of workers (youngsters x older, women x men, training x other needs, etc.) and to have complementarity of choices. The authors also recommend imposing limits to saving volumes in order to prevent adverse selection of higher wage workers into the system.

## **Flexicurity, Employability and Changing Employment Protection in a Global Economy**

**Mia Rönmar and Ann Numhauser-Henning**

The paper present a qualitative analysis of recent developments in employment protection in Sweden compared to EU. The authors integrate legal texts, Court cases, Collective bargaining agreements, and literature research.

According to the authors, Swedish labor law is highly protective, but legal norms have a “semi-compelling” character, in the sense that they may be weakened by means of collective bargaining. The authors also point out the existence of a legal tension between permanent employment protection and precarious, atypical employment. They use Atkinson’s flexible firm concept to list the diverse forms of flexibility: core, peripheral, and external group of workers; numerical, functional, financial, substantive and procedural flexibility. They see the Swedish labor law and its Industrial Relations System as favoring functional flexibility.

After describing the legal and IR system in Sweden, the authors examine the EU Law and discourse on Flexicurity and employment protection, to remind the readers that EU has not yet produced any legal proposal to EU employment protection. The discourse states that the labor market should become more open to transitions between productive jobs and productive non- market activities (which include home, labor market, training, education, leaves, and retirement). Flexicurity is supposed to have 4 components: flexible and reliable contracts; life-long learning; active labor market policies; and modern social security policies). The aim of flexicurity is to reduce labor market segmentation and improve EU competitiveness. Accordingly, external functional flexibility should be the most important kind of flexibility, and a new balance should be established between numerical and functional flexibility. Flexicurity would introduce a “tenure track” approach and progressive employment protection to reach equal treatment between permanent workers and fixed-term workers. To close the gap in dismissal protection for permanent and fixed-term employment workers, it would establish longer probation periods and gradual increase in protection rights, besides access to training, life-long learning, career guidance for all employees.

After examining EU Flexicurity discourse, the authors attempt to evaluate Swedish labor law perform according to Flexicurity principles. They show that labor law protects employment against dismissals, but allows for fixed term employment and allows for employment protection flexibilization by means of collective bargaining (semi-compelling character). A fixed term employment combined with temporary substitution may reach 4 years with the same employee. After that, the worker has the right to a permanent employment. In Swedish labor law there is a legal conflict between two criteria applied to dismissal decisions: the seniority rule and employee qualification. The authors carefully examine this conflict, showing that in concrete situations taken to the Courts the judges have decided favorably to management, when they apply the qualification criterion rather than the usual seniority criterion, in situations of

redundancy. The Courts have recognized the managerial prerogative to select workers before redundancy dismissal. The system allows for collective agreements on Employment Security/Transition Agreements, providing severance pay, economic support, assistance in job search and training as partial remedies for redundancy dismissals. Labor Court recognizes best interest of business, good labor market practice rather than seniority rule when it comes to choose employees which should remain.

Recently, unions and management almost reformed the seminal 1938 Saltsjöbaden Agreement, but they were not able to agree on the application of seniority rules and on the regulation of industrial action. If an agreement would have been reached, it would make the Swedish labor market much more flexible in terms on numerical and functional needs. However, recent developments within PTK indicate that unions may accept replacements of last-in first-out rule by workers qualifications criterion. In the 2009 crisis, there were a series of collective bargaining agreements that provided for hours and pay flexibility in exchange for employment maintenance. Bipartite report on short-time work in times of economic difficulty indicates that a tripartite arrangement may emerge in the near future on this issue.

The authors conclude that either for the EU flexicurity discourse and for Swedish labor law it will be important to develop strategies for lifelong learning, training and education.

### **Comparing Social Models in Search of Income and Job/Employment Security: Unemployment Benefits vs Short Time Work Compensations** **Silvia Spattini**

The author argues that in Europe there are two social models, Flexicurity and welfare, and the purpose of the paper is to compare both models by means of the description and working of common components of each model. The components to be examined are: employment protection legislation, unemployment insurance, short time work arrangements, active labor market and activation policies, and employment services. The paper approaches the issues in a qualitative and institutional way, based on the examination of literature and legal texts. Besides comparing the two models of social protection, the paper also examines the case of Italy, with its special funds to ensure income for workers in economic downturns.

The comparison of flexicurity and welfare starts with Unemployment Insurance, and on this issue, Flexicurity is more generous than the welfare model. It provides higher income replacement rates and longer benefits duration. In terms of short time work arrangements, they are more frequently used in the welfare model than in the Flexicurity model. Short time employments typically pay lower wages and demand less working hours, Unemployment Insurance for workers allocated in this segment of the labor market have high replacement rates (at lower levels of income). It is an arrangement that works in both systems, although at a low level equilibrium point. Third, Employment services and activation policies are more important and more efficient in flexicurity model countries. They improve external flexibility and employment security rather than job security, and assure lower levels of government expenditure with Unemployment Insurance. According to the author, in the welfare model, with high employment protection legislation, workers have a lower perception of employment

security. On the other hand, workers in Flexicurity model, with generous Unemployment Insurance benefits, have a higher perception of employment security. Quality and effectiveness of Employment Services also positively impact on employment security perceptions.

The paper provides a description of short time work arrangements in general, and specifically in Italy, where the government has created two wage guaranteed funds, to provide income supplement when the working hours are reduced during economic downturns.

To conclude the paper, the author compares performance of both models and states that in economic downturns, the welfare model countries have experienced smaller increases in unemployment rate, and attributes this performance to the fact that those countries have used more frequently short time work arrangements. The author also argues that countries with the Flexicurity model are using short time work arrangements more frequently, because it is also a flexibility instrument for internal numeric flexibility. On the other hand, welfare model countries are still behind in terms of activation measures and active labor market policies (mainly training and employment services), and are beginning to use conditionality measures. The authors conclude that there is a convergence movement between the two models.

### **Flexicurity in Europe: Can it survive a double crisis?**

**Frank Tros**

The paper presents a qualitative and institutional analysis of Flexicurity. The author makes a review on the literature and official documents and argues that Flexicurity is experiencing a double crisis: economic/labor market crisis, and theoretical/conceptual criticism. The paper starts with the definition of flexicurity, which should be a strategy to enhance flexibility in the labor market, in work organization, and inemployment relations on the one hand, and security – employment security and social security especially for the more vulnerable groups and outside the labor market on the other hand. The European Commission has provided four “flexicurity pathways”: (1) flexible and reliable contractual arrangements; (2) efficient active labor market policies to strengthen transition security; (3) systematic and responsive lifelong learning; and (4) modern social security provisions to contribute also to labor market mobility. The author reminds us, however, that Flexicurity is still a set of principles at the EU level rather a concrete set of policies adopted and operating.

There is a conceptual debate over three definitions of flexicurity: (a) policy efforts (under the assumption that flexibility and security are mutually supportive, and accomplished in an integrative way, and in several formats at negotiation tables); (b) institutional configurations (a set of institutions that enhance both flexibility and security, as, for example, the Danish “golden triangle” – flexible contracts, generous income protection, and tri-partite activating policies to relocate redundant workers; and (c) “outcomes” in the labor markets, which could only be observed with longitudinal data and studies. The author also reminds us about the well-known four forms of Security, namely; job security, employment security, income security, and combination security (combination meaning balanced work-private life). Whatever the conceptual choice of Flexicurity, all assume that flexibility and security are complementary, mutually supportive, and both concepts should benefit both sides – labor and management.

The author describes the situation of Flexicurity in the EU as a whole and presents several country-cases, in an integrative study. The country cases include two Flexicurity countries (Denmark and the Netherlands), and three other non-Flexicurity countries (Germany, Sweden, and Belgium). First, in the Flexicurity countries, the author argues that Denmark and the Netherlands have reached achievements in employment at the price of less quality in jobs (the Netherlands) or income security with increase in unemployment (Denmark). On the other set of countries, the author considers that Germany has moved towards synchronization of working hours and business cycle, Sweden (and Finland) have chosen to use collective funds for job-to-job transitions, and Belgium has chosen to improve outplacement support for dismissed workers (with poor results, given the lack of budgetary resources).

After presenting an overview of the macro policies in those countries, the paper describes two specific and interesting experiences with labor market policies. First, it describes the so called the Local Mobility Centers in the Netherlands, an initiative of the civil society, uniting private sector organizations, managements and unions to provide assistance to employers in several forms, in order to prevent dismissals. The program was recently included in the government sphere. The second experience is an attempt to provide transition security for young people, and has been tried in the United Kingdom and the Netherlands. It consists of providing allowances and subsidies, training, and placement services to the focus group. The evaluation seems good, with interesting results specially in the UK

To sum up, the author presents two general conclusions. First, many policies have been adopted in a temporary approach, and they lack of continuity and persistence. Second, the author concludes that EU countries have been more active on the second pathway to Flexicurity - efficient active labor market policies to strengthen transition security and less active on the other three pathways flexible and reliable contractual arrangements; systematic and responsive lifelong learning; and modern social security provisions to contribute also to labor market mobility. Apparently, after relying on policies aimed to offer transition-support (as for example: flexible working hours and internal numerical flexibility) EU countries are reevaluating their performances and for more integrated policies.

## **Group 2: Policies for preservation of jobs**

### **Does Information and Consultation Process Help to Preserve Employment? A Research Note**

**Remi Bourguignon and Pierre Garudel**

The purpose of this paper is to evaluate the role and impact of social dialogue (information and consultation) at the firm level on employment preservation after a downsizing decision is announced in France. Quantitative analysis, with an estimation of a logistic regression equation applied to data from a survey applied to economic advisers of employee representatives in work councils of a set of firms located in France.

The authors have tested three hypothesis:

- Proposition of alternatives to layoffs by employee representatives negatively impacts the number of layoffs
- The information and consultation process does not impact the number of layoffs when the decision center is far away (foreign firms)
- The information and consultation process does not impact the number of layoffs when it is part of successive downsizings

All three hypotheses were confirmed: proposition of alternatives does reduce layoffs, distance of decision center and successive downsizings do not reduce layoffs. The authors are cautious not to generalize their conclusions, but they conclude that propositions of alternative to layoffs have a significant impact and reduce the number of planned dismissals. However, social dialogue itself it is not a precondition to reduce the number of planned layoffs.

## **The Use of Flexible Measures to Cope with Economic Crises in Germany and Brazil**

**Werner Eichhorst, Paul Marx and José Pastore**

This paper offers a detailed qualitative, descriptive and institutional analysis of flexible measures to avoid dismissals in Germany and Brazil, used during the financial crisis. It relies on basic labor market and socio-economic figures and literature review combined with legal sources to present both country-cases. Similarly to other papers, the authors also present concepts of labor market flexibility: numerical (external and internal), functional (external and internal) and financial (wage). They list labor market institutions such as wage setting arrangements, employment protection, unemployment benefits, taxes on labor, active labor market policies, education and training, working-time arrangements, human capital investments in a firm-specific setting. They also reminds the readers that flexibility may be used at the core and at the margin of the labor market, as there is a “labor market divide”.

Authors present a detailed description of both, the German and the Brazilian Systems of Industrial Relations, with a description of employment protection in both countries. They show that there are important differences, as Germany protects employment heavily and Brazil offers a much lower level of protection of employment (basically, financial protection). In Brazil, protection is basically financial, and there are no legal restrictions to dismissals (either collective or individual) In both countries, coverage of existing protection is partial and in both countries there are costs to fire, and legal uncertainty.

The papers examines the availability of flexible arrangements in both countries. To avoid firing costs in Germany, management may resort to working time flexibility, which is achieved either with flexible working hours and/or part-time work. Part-time workers earning more than EUR400 are perceived as regular staff and so are protected against dismissals, while those making less than EUR400 do not enjoy employment protection. In Brazil, although managers may fire employees with no cause, it is very difficult to adjust salaries and/or hours and to suspend employment contracts. Small firms are offered relief in Social Security contributions, and recently it was created the MEI regime, for individual micro entrepreneurs, with a very low and special taxation rate.

The paper compares taxes and labor costs, and concludes that they are high, in both countries. It also describes Unemployment Insurance in both countries, and it compares active labor market policies and vocational training to conclude that Germany well advanced compared to Brazil. Both countries have dual labor markets, although duality is not the same. In Germany, it means non-standard work (part time, temporary work). In Brazil, part time, temporary work and mainly informal work.

After describing labor market institutions, the paper moves to examine how each country dealt with the crisis. The authors start with Germany, where GDP fell 5% in 2009, but surprisingly there was no raise in the rate of unemployment. They attribute the good performance to three factors:

- (a) Concentration of redundancies in marginal workforce, compensated with employment growth in sectors non oriented to exports, which balanced the loss of jobs in the export oriented ones
- (b) Employment protection of core labor market workers, which induced to internal working time adjustment, negotiated within firms with works councils
- (c) Partial unemployment benefits for workers on lowered working hours regime

The authors conclude that in the German case, employment stabilization was mainly achieved through short-time work and working-time adjustment.

In Brazil, the impact of the crisis on GDP was not as large as it was in Germany. The loss of GDP was -0,2% and the country recovered very fast in 2010. Adjustment in employment was made mostly by means of simply firing redundant workers. Some firms manage to keep their work force by means of negotiations with unions, mainly on 3 available flexible measures: reduction on working hours, hours accounts, and 5-month layoffs. Adoption of flexible measures however were not generalized, due to resistance and opposition from the unions, the government, the Labor Courts and Labor Public Attorneys. The paper presents 4 cases of Brazilian firms coping with crisis to show how difficult it is to achieve legally funded, negotiated flexibility in times of crisis in Brazil.

The authors conclude with important comparative remarks. First, Germany has a solid Industrial Relations System, and a tradition of continuous collective bargaining and social dialogue. In Brazil, on the contrary, there is still deep distrust between social partners and lack of legal, institutional culture to support collective bargaining. Second, the authors emphasize the important issue of duality in labor market, reminding that in Germany, marginal workers are somewhat protected. In Brazil, only formal workers are protected. Third, they go on to remind about the importance of internal flexibility to cope with crisis. In Germany, it was the main mechanism to adjust employment to economic fluctuations, but Brazil could not use it because of the backwardness of the System of Industrial Relations. Fourth, they stress the importance of education and training as a crucial factor for both internal and external flexibility. German and Brazil are in very different stages on this issue. Finally, both countries had similar economic performances in the financial crisis, and in both cases recovery came very soon. However, in Germany labor market institutions have helped the country to reduce the social costs of adjustment. In Brazil, on the contrary, recovery came from pure economic measures, with little – if any - help from IR institutions.

**Work Sharing: Can Reduced Working Hours Potentially Increase Employment?  
The Case of Recessions in the U. S.  
Lonnie Golden and Stuart Glosser**

The paper focuses on the potential of work sharing (reductions in working hours) to increase employment. The authors present a quantitative and at the same time conceptual/descriptive analysis. They include a revision of the literature and they estimate equations to measure the impact of reduction in working time on employment. Econometric techniques used in the paper include estimation of VAR (Vector Auto Regression) equations, variance decompositions, and impulse response functions.

The authors start distinguishing two types of work sharing: permanent and temporary. The objective of both types is to increase or at least to maintain the employment level, and the theoretical case for work sharing is both, micro- and macroeconomic. Permanent work sharing is proposed reduce working hours as a way to raise employment. Reduction of working hours is also seen as a mechanism to improve the wellbeing of workers, to allow for more non-work time, to reduce job insecurity, to reduce work stress and fatigue, and to improve work-life balance. There are also macro level goals of work sharing: to improve equity and efficiency, without hampering growth.

However, also at the theoretical dimension, a case against work sharing may be made because of the “filters” against the employment effect:

- (a) Indivisibility of work (workers are not equal or equivalent)
- (b) Employers may decide to use overtime because of fixed costs of labor
- (c) Insufficient fall in wages to compensate for hours reduction
- (d) Insufficient increase in productivity considering the Increase real hourly labor cost
- (e) Small size and lag in employment effect overtime
- (f) the role of fixed costs and capital capacity

The authors argue that for work sharing to work it is necessary to overcome all the leaks and filters. And more: the effect depends on keeping disposable income constant. Even so, there is a likely shifting effect on employment, because newly hired workers may have a distinct structure of consumption.

In sum: there are so many “ifs” that the best case is to say that employment effect of work sharing depends on the combination of all the factors. Advocates must show empirically that there are actual employment effects, but this is a difficult task, because there are at least three factors that work together and simultaneously to determine the employment level: working hours, productivity, and economic growth. It is necessary to disentangle the effects. The authors argue, however, that in a recession, work sharing may help to keep existing jobs and thus the employment effect would exist, although invisible.

The authors present a revue of the empirical literature on the issue of work sharing and show that studies conducted in the 1980s showed increase in employment from reduction in working hours in several countries. However, more recent studies are not so conclusive. In France, for instance, the reduction from 39 to 35-hour week has resulted in some employment growth, but the figures were above the expected gains. Results

were obtained because of the tax subsidy to compensate for the increase in labor fixed costs. In Quebec reduction of working hours from 44 to 40 hours: had no employment effect. In Portugal, similar results were found, and again no employment impacts from working time reduction were obtained. Japan is a case in which reduction in working hours have resulted in preservation of jobs in recessions. The OECD study showed preservation of jobs as result of both: employer and public policy policies to reduce working hours.

The paper compares several countries in terms of working hour regulation and limits: United States, Canada, OECD countries, European countries, Japan, Brazil, and Venezuela are included in the comparison.

The authors move to a quantitative section, and make an econometric simulation based on time-series data on hours, employment and output in the United States. Results suggest that in the U. S. working hours reduction may help to keep jobs in a recession. The effect is not the same in different industries, however, indicating that a general reduction in working hours would not be a good choice of public policy. Reduction in working hours should be carefully directed to specific industries and/or to groups of workers. Factors to take into consideration are: overemployment, underemployment, and unemployment and workers preferences as well. Results also indicate that in the case of Manufacturing, working time reduction works better in durable goods industries in recessions and in non-durable goods industries in expansionary periods.

In sum, results obtained by the authors do indicate that work sharing works better in recession to protect employment level rather than in expansion to improve employment growth. Effects are enhanced when accompanied by partial replacement of wages: reduction in hours with less than proportional reduction in labor income to reduce macroeconomic impact of income reduction and to reduce effect in fixed costs of labor to the employer. Data suggest also that policy should be directed to industries with most potential gains (overemployment, workers preferences). Finally, the authors suggest that it would be preferable to pass the policy before recessions rather than when recession is already installed.

### **Group 3: Hours, work and family**

#### **An Analysis of Collective Bargaining for Paid Parental Leave – Sector and Context Effects**

**Marian Baird and John Murray**

The aim of the paper is to evaluate the influence of legislative context on paid parental leave collective bargaining outcomes, under the hypothesis that lack of legislation may be an incentive to collective bargain paid parental leave benefits.

The authors analyze the content of negotiated collective agreements, extracted from WAD, a dataset of collective bargaining agreements in Australia official register. They focus on the frequency of clauses dealing with paid parental leave before and after the passage of legislation to evaluate the legislation on collective bargaining outcomes related to paid parental leave. They show that public policy on work-family issues is mostly focused on working time, flexible hours, and child care, rather than on paid

parental leave, and they compare Australian and American legislation on paid parental leave.

The paper shows that that frequency of clauses dealing with paid parental leave is historically low in Australia, but is growing in the last years. Paid parental leave clauses are more frequent in public sector agreements (59%) and less frequent in private sector ones (16%). On the average, paid parental leave clauses are part of 22% of the collective agreements (2008).

New public policy entitling workers with non-paid parental leave in 2009 (12 months for each parent) and paid parental leave in 2010). Before enactment of the two legislations frequency of clauses raised significantly, and it was an issue in Australian 2007 elections.

The authors conclude that political and legislative context do influence paid parental leave negotiations. They argue that employers agree to negotiate as a defensive strategy before enactment, and they conclude that public policy creates “opportunity structures” for workers to achieve rights at the bargaining table. Public policy is important for that reason and also because it gives non-covered workers some protection.

Verificar os outros 2 artigos deste grupo. Conexão com flexicurity porque facilita transições e melhora relação work-family.

**How to get through... Individual biographical perspectives on flexible working hours and their implication for each life course: the example of shift work**  
**Daniela Tieves**

This paper addresses the implications of shift work on the life of shift workers. The basic questions raised are: How do workers integrate shift work into their biographies? How do they deal with social demands? Which resources do they use to cope with shift work?

To answer the research questions the author proposes a qualitative analysis of biographical case reconstruction with interviews, investigated with an interpretative social research method. The research sample is small, just 3 individuals, who were interviewed twice, in a 2-year period apart. The paper focuses on Germany, more specifically on the Ruhr region, in which metal, steel, and coal industries are the main economic. Those industries are among the most typical users of shift work.

Shift workers are a large part of the labor force, in any country. In the European Union-27, for instance, this group represents 17.3% of the total labor force. It is well known that shift workers have less job satisfaction, less pay, more risks at work, more work-related health problems such as fatigue, reduced performance, sleep, gastro-intestinal, cardio vascular problems. The authors acknowledge the health effects of shift work, but she is more interested in the social effects and these are the focus of the paper: personality structures damaged due to social isolation, social desynchronization, and impacts on family and friends as well.

The interviews conducted with the three individuals led the author to first find out that when workers accept to work on shifts, they take into consideration: recognition of

organizational needs of the employer and financial aspects (wage premium for shift work). They also consider that in shift work there is less supervision and more freedom to perform work. Shift work creates strong team connections, that go beyond work itself, to the point that the team becomes a social support device. The author finds out also that a shift worker needs a “synchronizer” to coordinate social life, who is usually the girl friend or the wife. Social support for shift workers is critical, and it is usually built up from team work and from family. The author concludes that employers do not pay much attention to the need of support, and she recommends that employers should provide assistance to their shift workers to cope with the situation created by irregular work, and they should monitor the role of supervisors to assist shift workers.

### **Work-Family Articulation in the Social Economy Childcare Centers in Quebec: Does Democratic Management Make a Difference?**

**Diane-Gabrielle Tremblay**

The paper focuses on work-family balance in social economy organizations, specifically in childcare centers in Québec (CPE – Centres à la Petite Enfance). The author investigates the influence of social mission, management style, democratic organizational design in the perceptions of employees and managers about work-life balance. She proposes a quantitative and qualitative analysis based on data gathered from a survey with internet questionnaire and personal interviews. Her general hypothesis is that work family conflict is better managed when organizations have some characteristics: democratic, participative management, high proportion of female workers, social values stated in organizational mission.

Results indicate that there is an overall satisfaction of respondents with possibilities offered on work-life articulation in CPEs, because managers and colleagues provide significant support. Measures to facilitate work-life balance are diverse and available to large number of employees. Work-life support is an attraction and a retention factor that compensates for lower salaries. It is related to organizational values and social mission of CPAs, whose management shares the values because it is made of a majority of women who also need support for work-life balance. Thus identification between managers and workers and co-workers is a facilitating factor. Measures available include information, leave from work, flexible work schedules, 4-day week, voluntary part-time work, voluntary work-sharing (2 persons sharing same job), telework at home, career progression, and the most important: parental leave.

Social economy work environments and CPEs in particular are open to work-family articulation and offer adequate and relevant organizational support. Besides organizational features of the social economy organizations, large proportion of women in the staff and in management and manager’s familiarity with the needs of work-family articulation are reinforcing factors that explain the results of the research.

### **Group 4: Labor market structures and processes**

#### **Atypical employment in Germany: Forms, development, patterns**

**Berndt Keller and Hartmut Seifert**

This paper offers an overview of atypical employment in Germany, describing its evolution and present patterns, with the concepts and theoretical approaches on the issue. The authors offer a descriptive analysis on atypical employment, and work with some basic figures and labor market statistics, and they add some theoretical insights to classify situations in the labor market within the three categories of employment: standard, atypical, and precarious employments. They argue that a distinction has to be made between atypical and precarious jobs.

They focus on Germany to describe each form of employment. Standard employment features are: full time, income level that enables for independent life, permanent contract, complete integration into Social Security protection, work relationship and employment relationship are identical, and employees are directed by the employer. Forms of atypical employment include: part-time, marginal employment (in the case of Germany these are the so called mini jobs - part-time jobs with wages up to EURO 400 - and midi-jobs – those with wages from Euro 401 to Euro 800), fixed-term, agency work, self-employment. Precariousness is related to labor market risks, and the authors propose four objective, quantifiable **dimensions of precariousness**: **income** risk (if income is lower than 2/3 of median wage); **employment stability** risk (which is broader than job stability), **employability** risk (life-long ability to find and to maintain a job), risk of integration into different systems of social security (the main one being pension benefits, and also health and unemployment insurance).

In Germany, atypical jobs represent about 1/3 of total employment. Germany is not exception. Atypical workers enjoy lower levels in all the four dimensions of risks. Atypical workers lack mobility and are linked to inferior segments in the labor market (segmentation). However, atypical segment is not exactly the same as precarious segment. Most atypical workers are in precarious jobs, but some are not. Atypical employments are more likely occupied by women and foreign workers. Forms of atypical employment are not evenly distributed among sectors. Part-time and fixed-term employments are more likely used in the service sector. Agency work is mostly used in manufacturing. Atypical jobs reinforce the image of core x marginal parts (insiders x outsiders).

The paper reviews theoretical explanations about atypical and precarious employment, and finds not many contributions. One of the existing explanations is based on transaction costs, which are reduced with atypical employment. They have lower costs to hire, to maintain, and to fire and thus meet employer's needs in a globalized competition environment and unstable markets. The authors argue that transaction costs argument would explain atypical employment growth in manufacturing, but would fail to explain atypical employment growth in some service industries, whose performance is weekly linked to economic fluctuations (as is the case of health services, in which atypical jobs are very frequent).

Authors offer their theoretical contribution to explain growth of atypical jobs. They argue that we are in the era of flexibility and deregulation, and governments just followed the mainstream receipt and applied it to labor market, providing legal basis for atypical and flexible employment, as was the case of the policy established under Hartz Laws. Authors go on on theorizing, and propose a lengthier list of flexibility to include temporal flexibility to the traditional list (numerical, functional, and monetary). The

inclusion makes it easier to relate atypical forms of employment into external and internal flexibility sets.

They offer two conclusions, First, at the empirical dimension, that in Germany, the Hartz Laws have not increased the level of employment. Second, at the theoretical dimension, they argue that it is very unlikely that atypical employment may be fully understood with one single theoretical explanation.

### **Occupational structure and socioeconomic inequality: A comparative study between Brazil and the United States**

**Alexandre Gori Maia and Arthur Sakamoto**

This paper offers a comparison of the evolution of the occupational labor market structure in Brazil and the United States. The aim of the authors is mainly to address inequality in labor market in both countries from an occupational point of view, and they use a quantitative approach, estimating logistic regression equations. They use household surveys data to group the labor force into 8 occupational groups, and to quantify impacts of socio-economic individual characterizes on the probability of belonging to each of the 8 occupational groups

They show that the Brazilian labor market is more unequal than the US one, but both countries have had similar evolution in the occupational structure of their labor markets. They conclude that there is a trend to convergence of both structures.

Not surprisingly, they also conclude that the main factor to determine occupational status is education. Their data show that the more educated the worker, the larger is the probability of staying in an upper occupational status.

### **The Process of Wage Adjustment: An Analysis Using Establishment-Level Data** **Sara Martinez-de-Morentin, Alberto Bayo-Moriones, and Jose Enrique Galdon-Sanchez**

The aim of the authors is investigate the factors managers take into account to decide on wage adjustments in Spanish manufacturing establishments. They offer a quantitative analysis based on data collected with interviews with questionnaires applied to a sample of Spanish manufacturing firms.

They first have gone into the literature to list the usual factors related to wage adjustment processes. They have grouped the list of factors into 3 categories: Firm structure and product market characteristics; (b) Human Resources Management policies; and (c) Union power and Industrial Relations. They conclude that Human Resources Management policies do not provide relevant factors. Characteristics of the firm, product market structure and presence of powerful unions were found as the prominent factors that managers take into account.

## **Group 5: Transitions in the labor market**

### **Effects of Age-Targeted and Non-Age-Targeted Training on Retirement: Evidence from Germany**

**Peter Berg, Mary K. Hamman, Mathew Piszczek, and Chrstopher J. Ruhm**

The objective of the authors is to test the hypothesis that training targeted to older workers is more likely to postpone retirement decision than just involvement in training alone. The authors have used the findings of their review of the literature on retirement age and training to design OLS equations. They rely on two sets of data: Employer-Employee Data of the Institute for Employment Research and the administrative data from the German Social Security. They linked establishments in the two different data sources, and have used the resulting data set to estimate OLS equations with retirement age as dependent variable.

Literature predicts that training as a form of human capital investment increases productivity and enlarges working life duration. However, as age advances, returns on human capital investments decrease, and retirement decision is not postponed simply by offering training. Thus, there are two competing hypothesis both coming from the human capital literature. Psychological literature, however, would predict that retirement plans may be postponed if the workers perceive there is organizational support to stay on the job. The same literature would predict that specifically targeted training programs for elderly workers may be more effective.

The authors' key variable was proportion of workers participating in training programs. Its effect was a concave effect, meaning that when proportion is high, effect on retirement decision declines. They interpret the result stating that when proportion is high, training is seen as employer requirement, and thus elderly workers do not perceive training programs as a special program for them. The results hold just for men, and women apparently make their decision taking into account external additional factors. The basic conclusion of this important paper is that it is not enough to involve elderly workers in training. Training programs must be targeted to fulfill elderly workers needs and interests, if the aim is to retain them and have them postponing retirement decision.

Lifelong training, lifelong employability, internal and external flexibility, all depends on promotion of skilled labor force. However, it is not easy to attract elderly workers to training programs. How to attract them? The paper indicates this is not an easy task, and firms may have a great role on this issue. Relationship between decision to retire and offering training programs is a complex matter.

**Return-to-work and Disability Management in the developing world: Developments in South Africa and Malaysia, with reference to the UN Convention on the Rights of Persons with Disabilities and comparative precedents**  
**Marius Olivier, Avinash Govindjee, Edmund Cheong, Mohammed Azman bin Aziz Mohammed**

The paper contains an analysis of the legislation applied to the return to work of injured or diseased workers, based on a review of legal documents that regulate the issue of assistance to injured or diseased workers in South Africa and Malaysia. It is a descriptive and qualitative analysis. The authors argue that public policy promoting return-to-work of workers injured or diseased is critical, because work is essential for the recovery of the workers. However, they consider that the general attitude of employers and even of the general society does not include this basic concept. They remind the readers that both countries have signed the UN Convention but South Africa is not as developed as Malaysia in terms of formulation and implementation of policies.

The authors argue that return-to-work schemes are justifiable from several reasons: economic and fiscal benefits, humanitarian reasons, productivity and work environment promotion. However, there are barriers preventing the successful implementation of RTW policies. They summarize the UN Convention on the Rights of Persons with Disabilities, and they describe the general lines of the South African and Malaysian legislation and programs.

They argue that programs on return-to-work should take into account country specificity because there is not a unique approach. Developing countries should focus the public policy on the employer, creating fiscal incentives to employers, including activating measures, creating specific mechanism for disability management and employment protection, and assuring that employers are the source of funding. Finally they argue that developing world countries should benchmark on developed countries experience.

## **Group 6: Workplace bullying**

### **Workplace Bullying: A Global Health and Safety Issue**

**Ellen Pinkos Cobb**

This paper deals with workplace bullying, and aims to clarify the meaning of bullying, to know the magnitude of its incidence, and describe the mechanisms different countries are using to prevent and control it, including legislation, and other forms of regulation. The author draws on its review of the literature and on materials produced by international and national occupational health and safety organizations, and on notional and international legislation.

The author initially presents several definitions of bullying, which includes behaviors of co-workers and managers against individual or groups of workers. Bullying is a continuous or at least not isolated in time misbehavior. Prevalence of bullying is high: 64% respondents to Monster Global Poll/May-2011 indicated they had been bullied at work. Perpetrators are mainly bosses but co-workers are perpetrators as well. There is a range of effects of bullying, from anger to psychosomatic symptoms, and to lowering morale and productivity, among others.

The author presents a detailed list of legislation across the world. Some countries already have specific legislation to prevent and combat bullying: Sweden, France – where bullying is known as moral harassment, Norway, Denmark, the Netherlands in Europe. In Europe, some countries do have legislation against harassment that may be used in bullying cases (Belgium, Serbia and Finland). In the U.S.A., federal legislation does not include protection against bullying, but 13 states already have passed such legislation. In Canada, the provinces of Quebec, Manitoba and Ontario have specific bullying legislation. In Australia, the provinces of Victoria and Queensland have already anti-bullying laws. New Zealand has included in its occupational health and safety Act, which provides protection against physical or mental harm caused by the workplace. In Middle East and Africa, the only country present in the anti-bullying legislation list is Turkey.

Besides legislation, there are three other instruments that address protection and prevention of bullying: Framework agreements (European Union), Codes of Practice (Ireland and Australia), and provisions in Collective agreements (France, United States).

Finally, the author cites some Court Decision on bullying cases in France, Italy and Canada (Ontario). The author comments on two new approaches to prevent bullying: Psychological Risk Management Framework (PRIMA) in the European Union, and PAS (Guidance on the management of psychological risks in the workplace). These two initiatives focus on guidance and orientation and cooperation among social actors.

The author concludes that workplace bullying is a growing concern for employers, workers, and governments. It is an emerging issue, whose incidence is increasing all over the world. There is a large way forward to manage adequately the problem, and to create a culture of no tolerance to bullying.

### **Workplace bullying in health care: Peer-to-peer bullying of nurses** **Michelle Kaminski and Ann Kettering Sincox**

This paper presents a report of a research on bullying conducted at 4 hospitals in Michigan, U.S.A. The objective of the research was to evaluate how frequent is peer-to-peer bullying in hospitals. The paper defines bullying and the forms and impacts on targets as well on employers. Few employers and few unions address in a systematic way the issue of bullying, also named as “lateral violence” in the paper. In the U. S., the Joint Commission, the agency responsible for accrediting hospitals, requires that hospitals establish a code of conduct for its employees.

The authors have applied a Negative Acts Questionnaire to a sample of 629 nurses in 4 hospitals. The answers were classified in 22 items, grouped in 6 groups. They have reported the results of incidence of bullying from peer nurses, charge nurses, doctors, and hospital staff.

Their results indicate that 45% of nurses reported no lateral violence in the last six months. However 23% reported lateral violence from other nurses, 12% from supervisor nurses, 12% from doctors, and 9% from other staff. Results confirm large frequency of lateral violence in hospitals. The paper mentions the impacts and reactions of targets of bullying. Reactions vary from ignoring, to looking for social support, to confronting. Few look for management and union. Main impacts of bullying seem to be turnover, and sick leaves.

The authors conclude that neither management nor unions are prepared to address bullying. IN the case of unions, they argue that they seem to be more comfortable when dealing with management misconduct, and are not used to address fellow members for misbehavior. They see, however, some there signs that unions are changing attitudes and considering action when misbehavior comes from a represented members.

### **Final remarks**

The paper presented in this Track dealt with broad issues – such as macro labor market policies and measures to preserve employment – to more narrow ones – such as some transitions in the labor market and bullying. Even though the themes are very diverse, the papers have suggested some general conclusions that apply to all topics covered. One of the conclusions is that social actors need to renew their attitudes and strategies to

deal with the challenges they face. This is the case when the issue is bullying, and it is also the case when the issue is Flexicurity.

It is frequent to blame rigidity of labor and employment relations as preventive to employment creation, and this is a highly disputed issue. On the other hand, as Keller and Seifert have argued, it seems somewhat exaggerated to attribute to flexibilization the ability of creating jobs. However they may have prevented reduction.

The papers that dealt with Flexicurity have stressed the point that it is under scrutiny from all sides. But, as Frank Tros puts it, if not Flexicurity, what else? This author reminds us that there are no alternatives to flexecurity yet. If the way ahead is to move from job security to employment security, than education and knowledge emerge as key elements of the new model. Eichhorst, Marx and Pastore have stressed this point stating that a skilled labor force is a “collective good”. The role of education is critical also for more equitable distribution of income, a critical issue in developing countries, as Maia and Sakamoto remind us.

. There are 6 papers in this group. The second group of papers is formed by the papers that dealt with, and it includes 3 papers. The third group also has 3 papers which addressed the issue of. There is a fourth group whose papers have in common the subject of, and this group also has 3 papers. The last two groups have 2 papers each and they dealt with the topics of.

## **Annex: List of papers of Track 5, and respective authors, grouped into the 6 themes**

### **Group 1 - Flexicurity and other macro labor market policies**

Transformation of Labour Market Policies in the Nordic Countries: Towards a regime shift in Sweden and Denmark? Mattias Bengtsson

The Welfare State as an Investment Strategy: Denmark’s Flexicurity Policies - Thomas Bredgaard and Arthur Daemmrich

Will the new Dutch Vitality Scheme be a success? - Lei Delsen and Jeroen Smits

Flexicurity, Employability and Changing Employment Protection in a Global Economy - Mia Rönmar and Ann Numhauser Henning

Comparing Social Models in Search of Income and Job/Employment Security: Unemployment Benefits vs Short Time Work Compensations - Silvia Spattini

Flexicurity in Europe: Can it survive a double crisis? Frank Tros

### **Group 2 - Policies for preservation of jobs**

Does Information and Consultation Process Help to Preserve Employment? A Research Note - Remi Bourguignon and Pierre Garudel

The Use of Flexible Measures to Cope with Economic Crises in Germany and Brazil - Werner Eichhorst, Paul Marx and José Pastore

Work Sharing: Can Reduced Working Hours Potentially Increase Employment? The Case of Recessions in the U. S. - Lonnie Golden and Stuart Glosser

### **Group 3 - Hours, work and family**

An Analysis of Collective Bargaining for Paid Parental Leave – Sector and Context Effects - Marian Baird and John Murray

How to get through... Individual biographical perspectives on flexible working hours and their implication for each life course: the example of shift work - Daniela Tieves

Work-Family Articulation in the Social Economy Childcare Centers in Quebec: Does Democratic Management Make a Difference? Diane Gabrielle Tremblay

#### **Group 4 - Labor market structures and processes**

Atypical employment in Germany: Forms, development, patterns - Berndt Keller and Hartmut Seifert

Occupational structure and socioeconomic inequality: A comparative study between Brazil and the United States - Alexandre Gori Maia and Arthur Sakamoto

The Process of Wage Adjustment: An Analysis Using Establishment- Level Data – Sara Martinez-de-Morentim, Alberto Bayo-Mariones, and Jose Enrique Galdon-Sanchez

#### **Group 5 - Transitions in the labor market**

Effects of Age-Targetted and Non-Age-Targetted Training on Retirement: Evidence from Germany - Peter Berg, Mary K. Hamman, Mathew Piszczek, and Christopher J. Ruhm

Return-to-work and Disability Management in the developing world: Developments in South Africa and Malaysia, with reference to the UN Convention on the Rights of Persons with Disabilities and comparative precedents - Marius Olivier, Avinash Govindjee, Edmund Cheong, Mohammed Azman bin Aziz Mohammed

#### **Group 6 - Workplace bullying**

Workplace Bullying: A Global Health and Safety Issue - Ellen Pinkos Cobb

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