

# **SOCIAL PROTECTION VERSUS ECONOMIC FLEXIBILITY**



***IS THERE A TRADE-OFF?***

Edited by  
**REBECCA M. BLANK**

National Bureau of Economic Research  
Comparative Labor Markets Series



# Social Protection Versus Economic Flexibility

**David Kucera**



## **Social Protection Versus Economic Flexibility:**

*Social Protection vs. Economic Flexibility* Rebecca M. Blank, 2009-05-15 As the Clinton administration considers major overhauls in health insurance welfare and labor market regulation it is important for economists and policymakers to understand the impact of social and welfare programs on employment rates This volume explores how programs such as social security income transfers and child care in Western Europe the United States and Japan have affected labor market flexibility the ability of workers to adjust to fast growing segments of the economy Does tying health insurance to employment limit job mobility Do housing policies inhibit workers from moving to new jobs in different areas What are the effects of daycare and maternity leave policies on working mothers The authors explore these and many other questions in an effort to understand why European unemployment rates are so high compared with the U S rate Through an examination of diverse data sets across different countries the authors find that social protection programs do not strongly affect labor market flexibility A valuable comparison of labor markets and welfare programs this book demonstrates how social protection policies have affected employment rates around the globe

**Poverty, Inequality, and the Future of Social Policy** Katherine McFate, Roger Lawson, William Julius Wilson, 1995-03-30 Extremely coherent and useful this much needed volume is concerned with the current status of the poor in Western industrial states Its closely linked essays allow comparisons between case studies and are often themselves cross national comparisons The essays also comment on the meaning of globalization for social policy Choice Excellent and tightly integrated articles by a group of prominent international scholars A timely and important book which will surely become the basic reference point for all future research on inequality and social policy Contemporary Sociology The social safety net is under strain in all Western nations as social and economic change has created problems that traditional welfare systems were not designed to handle Poverty Inequality and the Future of Social Policy provides a definitive analysis of the conditions that are fraying the social fabric and the reasons why some countries have been more successful than others in addressing these trends In the United States where the poverty rate in the 1980s was twice that of any advanced nation in Europe the social protection system and public support for it has eroded alarmingly In Europe the welfare system more effectively buffered the disadvantaged but social expenditures have been indicted by many as the principal cause of high unemployment Concluding chapters review the progress and goals of social welfare programs assess their viability in the face of creeping economic racial and social fragmentation and define the challenges that face those concerned with social cohesion and economic prosperity in the new global economy This volume illuminates the disparate effects of government intervention on the incidence and duration of poverty in Western countries Poverty Inequality and the Future of Social Policy is full of lessons for anyone who would look beyond the limitations of the welfare debate in the United States

*Social Partnership and Economic Performance* Bernard Casey, Michael Gold, 2000-01-01 There has been a marked trend towards decentralisation of labour market regulation in many

European countries This book assesses the impact of social partnership and social protection on the macroeconomic performance of member states of the EU

*Flexibilisation and Modernisation of the Turkish Labour Market* Roger Blanpain, Toker Dereli, 2006-01-01 The creation of dynamic and flexible labour markets increasing flexibility by removing existing rigidities is widely seen as contributing to economic growth Expectations from flexibility centre on the creation of employment and thus reducing unemployment increasing the adaptability of enterprises social inclusion of marginal groups on the labour market particularly women and young first entrants and combating undeclared work Since the *acquis communautaire* includes instruments on flexible work Turkey while preparing itself for accession to the EU has to take measures to increase flexibility Moreover flexibilisation contributes to modernisation of the Turkish labour market as it has to increase the participation of women in work and it has to reduce the huge informal labour market The studies and proposals underlying this book were initiated within the framework of the Matra Pre accession Projects Programme of the Netherlands Ministry of Foreign Affairs So many valuable information came to light in the course of the project that this revised and updated version of the reports is now presented to a wider audience Its keen insights applicable both in general and specifically to Turkey shed light on such vital employment issues as the following A general introduction to key actors in the Turkish labour market models of linking security with flexibility relation between the formal and informal labour markets industrial relations and collective bargaining reciprocal rights and duties of worker and employer the application of existing labour legislation protection of flexible workers in social security In their analysis of the Turkish case the authors explore the role of the Ministry of Labour and Social Security and its affiliated institutions the Social Security Institution Sosyal Güvenlik Kurumu and İş Kur which has evolved from the former Public Employment Services Organisation BK the consistency of the flexibility clauses of the new Turkish Labour Act with the *acquis* and Turkish solutions as compared with those of EU Member States Although it focuses on Turkey and will be of particular interest to practitioners and scholars concerned with EU and Turkish law the factual and descriptive analysis of labour flexibilisation that the study provides complete with various detailed models of flexibilisation will be of great value in assessing the state of employment law in any country experiencing the economic pressure of the current transitional period in worklife realities

**Comparative Employment Relations in the Global Economy** Carola Frege, John Kelly, 2013-07-24 Employment Relations is widely taught in business schools around the world Increasingly however more emphasis is being placed on the comparative and international dimensions of the relations between employers and workers It is becoming ever more important to comprehend today's work and employment issues alongside a knowledge of the dynamics between global financial and product markets global production chains national and international employment actors and institutions and the ways in which these relationships play out in different national contexts This textbook is the first to present a cross section of country studies including all four BRIC countries Brazil Russia India and China alongside integrative thematic chapters covering all the important topics needed to excel in

this field The textbook also benefits from the editors and contributors experience as leading scholars in Employment Relations The book is an ideal resource for students on advanced undergraduate and postgraduate comparative programmes across areas such as Employment Relations Human Resource Management Political Economy Labour Politics Industrial and Economic Sociology Regulation and Social Policy American Law in the Age of Hypercapitalism Ruth Colker,1998-03-01 Since the fall of communism laissez faire capitalism has experienced renewed popularity Flush with victory the United States has embraced a particularly narrow and single minded definition of capitalism and aggressively exported it worldwide The defining trait of this brand of capitalism is an unwavering reverence for the icons of the market Although promoted as a laissez faire form of capitalism it actually reflects the very evils of selfishness and greed by entrepreneurs that concerned Adam Smith Capitalism however can thrive without an extreme emphasis on efficiency and personal autonomy Americans often forget that theirs is a rather peculiar form of capitalism that other Western nations successfully maintain capitalistic systems that are fundamentally more balanced and nuanced in their effect on society The unnecessarily inhumane aspects of American capitalism become apparent when compared to Canadian and Western European societies with their more generous policies regarding affirmative action accommodation for disabled persons and family and medical leave for pregnant woman and their partners In American Law in the Age of Hypercapitalism Ruth Colker examines how American law purports to reflect and actively promotes a laissez faire capitalism that disproportionately benefits the entrepreneurial class Colker proposes that the quality of American life depends also on fairness and equality rather than simply the single minded and formulaic pursuit of efficiency and utility *The Work Alternative* Demetra S. Nightingale,1995 Recommends a redefined social contract that takes into account realities of the job market and the transitory sense of the assistance

Industrial economics: The role of Renault Automobile Isabel Lausanne Fontgalland, To create production and market industrial companies are required to perform support functions such as finance quality training etc With the evolution of technology and the emergence of a new company profile certain reflections have emerged on the one hand on a new knowledge that will have to be mastered and on the other hand on the probable evolution of qualifications The technological advances so often evoked as accelerated changes in the means of production have caused both the disappearance and appearance of a large number of trades as well as the internal transformation of some This adds comes to the debate on the extent of organizational changes and the emergence of one or more new flexible organizational models In this manuscript we are interested in show the repercussions of the flexible re organization of production and its contents regarding of in locus training *United in Diversity?* Jens Alber,Neil Gilbert,2010 This is the first volume in the International Policy Exchange Series edited by Douglas J Besharov and Neil Gilbert **International Encyclopedia of Human Geography** ,2009-07-16 The International Encyclopedia of Human Geography provides an authoritative and comprehensive source of information on the discipline of human geography and its constituent and related subject areas The encyclopedia includes over 1 000

detailed entries on philosophy and theory key concepts methods and practices biographies of notable geographers and geographical thought and praxis in different parts of the world This groundbreaking project covers every field of human geography and the discipline s relationships to other disciplines and is global in scope involving an international set of contributors Given its broad inclusive scope and unique online accessibility it is anticipated that the International Encyclopedia of Human Geography will become the major reference work for the discipline over the coming decades The Encyclopedia will be available in both limited edition print and online via ScienceDirect featuring extensive browsing searching and internal cross referencing between articles in the work plus dynamic linking to journal articles and abstract databases making navigation flexible and easy For more information pricing options and availability visit [http://info.sciencedirect.com/content/books/ref\\_works](http://info.sciencedirect.com/content/books/ref_works) coming Available online on ScienceDirect and in limited edition print format Broad interdisciplinary coverage across human geography Philosophy Methods People Social Cultural Political Economic Development Health Cartography Urban Historical Regional Comprehensive and unique the first of its kind in human geography

**Nominations of Katharine G. Abraham, Carl Shapiro, and Peter A. Diamond** United States. Congress. Senate. Committee on Banking, Housing, and Urban Affairs, 2011

Gender and Family Issues in the Workplace Francine D. Blau, Ronald G Ehrenberg, 1997-06-26 Today as married women commonly pursue careers outside the home concerns about their ability to achieve equal footing with men without sacrificing the needs of their families trouble policymakers and economists alike In 1993 federal legislation was passed that required most firms to provide unpaid maternity leave for up to twelve weeks Yet as Gender and Family Issues in the Workplace reveals motherhood remains a primary obstacle to women s economic success This volume offers fascinating and provocative new analyses of women s status in the labor market as it explores the debate surrounding parental leave Do policies that mandate extended leave protect jobs and promote child welfare or do they sidetrack women s careers and make them less desirable employees An examination of the disadvantages that women particularly young mothers face in today s workplace sets the stage for the debate Claudia Goldin presents evidence that female college graduates are rarely able to balance motherhood with career track employment and Jane Waldfogel demonstrates that having children results in substantially lower wages for women The long hours demanded by managerial and other high powered professions further penalize women who in many cases still bear primary responsibility for their homes and children Do parental leave policies improve the situation for women Gender and Family Issues in the Workplace offers a variety of perspectives on this important question Some propose that mandated leave improves women s wages by allowing them to preserve their job tenure Other economists express concern that federal leave policies prevent firms and their workers from acting on their own particular needs and constraints while others argue that because such policies improve the well being of children they are necessary to society as a whole Olivia Mitchell finds that although the availability of unpaid parental leave has sharply increased only a tiny percentage of workers have access to paid leave or

child care assistance Others caution that the current design of family friendly policies may promote gender inequality by reinforcing the traditional division of labor within families Parental leave policy is a complex issue embedded in a tangle of economic and social institutions Gender and Family Issues in the Workplace offers an innovative and up to date investigation into women s chances for success and equality in the modern economy Qualitative Indicators of Labour Standards David Kucera,2007-03-11 Recent years have witnessed a rapidly growing interest in the use and construction of qualitative indicators of labour standards Qualitative indicators while generally having numerical values are based on such methods as grading by experts the coding of legislation and the coding of other textual sources addressing violations of a more de facto nature Measuring compliance with labour standards is an undertaking intrinsically fraught with difficulty For there are a number of possible sources of measurement error both random and non random that are unique to such indicators on top of those that affect qualitative and quantitative indicators alike The growing use of qualitative indicators of labour standards thus raises a number of questions about comparative methods of construction as well as the appropriateness of particular methods for particular applications This volume results from a seminar that was organized to address these and related questions *The Economics of Adjustment and Growth* Pierre-Richard Agénor,2004-09-30 This book provides a systematic and coherent framework for understanding the interactions between the micro and macro dimensions of economic adjustment policies that is it explores short run macroeconomic management and structural adjustment policies aimed at promoting economic growth It emphasizes the importance of structural microeconomic characteristics in the transmission of policy shocks and the response of the economy to adjustment policies It has particular relevance to the economics of developing countries The book is directed to economists interested in an overview of the economics of reform economists in international organizations such as the UN the IMF and the World Bank dealing with development and economists in developing countries It is also a text for advanced undergraduate students pursuing a degree in economic policy and management and students in political science and public policy *OECD Employment Outlook 2010 Moving beyond the Jobs Crisis* OECD,2010-07-07 OECD s annual report on employment and labour markets This edition includes articles on Moving Beyond the Jobs Crisis The Global Crisis in Emerging Economies Institutional and Policy Determinants of Labour Market Flows and Part Time Work Working Under Different Rules Richard B. Freeman,1994-05-20 For much of the 20th century American workers were the world s leaders in productivity wages and positive workplace conditions American unions championed free enterprise and high labor standards and American businesses dominated the world market But as editor Richard B Freeman cautions in *Working Under Different Rules* despite our relatively high standard of living we have fallen behind our major trading partners and competitors in providing good jobs at good pay what was once considered the American dream *Working Under Different Rules* assesses the decline in the well being of American workers evidenced by spiraling income inequality and stagnant real earnings and compares our employment and labor conditions with those of

Western Europe Canada Japan and Australia As these original essays demonstrate the modern U S labor market is characterized by a high degree of flexibility with rapid employee turnover ongoing creation of new jobs and decentralized wage setting practices But closer inspection reveals a troubling flip side to this adaptability in the form of inadequate job training more frequent layoffs and increased numbers of workers pushed to the very bottom of the income scale into the low wage occupations where much of the recent job growth has occurred While the variety of works councils prevalent throughout the developed world have done much to foster democratic rights and economic protection for employees the virtually union free environment emerging in many areas of the private U S economy has stripped workers of a strong collective voice German apprenticeship programs and the Japanese system of job rotation represent more effective approaches to preparing workers for the changing demands of lifetime employment In addition workers in European advanced economies and in Canada have greater social protection than Americans But while this has some cost in unemployment and higher taxes carefully designed social safety nets do not seriously jeopardize economic efficiency Working Under Different Rules is an illuminating analysis of the often complex interaction of market institutions social policy and economic results The authors up to date international assessment of unions wage setting apprenticeship programs welfare support and works councils suggests alternate ways of training paying and empowering workers that if effectively adapted could facilitate the growth of a healthier American economy and better prospects for American workers

**The European Economy in an American Mirror** Barry Eichengreen, Dieter Stiefel, Michael Landesmann, 2007-10-04 Europe's economy is under strain due to lagging productivity growth population ageing the difficulties of adjustment in an enlarged European Union and the challenges of globalization In comparison with America rates of growth of GDP per capita and labour productivity growth are anaemic raising questions about the viability of a distinct Europe

Gender and Political Economy Ellen Mutari, Heather Boushey, William Fraher, 1997 Papers presented at a Gender Race Economics and Public Policy conference coordinated by the New School for Social Research

**Advances in Macroeconomic Theory J.** Drèze, 2001-08-02 Leading world scholars analyze a range of specific departures from general equilibrium theory which have significant implications for the macroeconomic analysis of both developed and developing economies Jacques Drèze considers uncertainty and incomplete markets and Nobel Laureate Robert Solow relates growth theory to the macroeconomic framework Other issues examined are the implications for macro policy of new research including Joseph Stiglitz's warning on the misplaced zeal for financial market liberalization which partly engendered the East Asian and Russian crises

**Why Deregulate Labour Markets?** Gøsta Esping-Andersen, Marino Regini, 2000 With contributions from economists political scientists this text takes a hard look at the empirical connections between unemployment regulation in Europe today utilising both in depth nation analyses broader international comparisons



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