

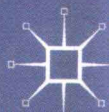
WORK AND WELFARE IN EUROPE

**Labour Market Flexibility and
Pension Reforms**

Flexible Today, Secure Tomorrow?

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**Edited by Karl Hinrichs and
Matteo Jessoula**



Labour Market Flexibility and Pension Reforms

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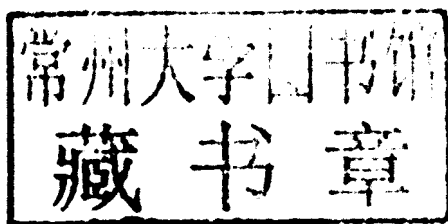
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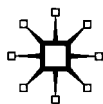
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Labour Market Flexibility and Pension Reforms

Work and Welfare in Europe

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This volume is dedicated to Elena, Fil, Leo, Riccardo, Giulia and the young people of Europe, with the hope they will be secure and happy pensioners tomorrow.

Series Preface

Since the late 1970s, both labour markets and welfare regimes have been under intense economic pressure and have been challenged by profound changes in social and demographic structures, as well as in social norms. The work–welfare relationship has always been key to the modern state but has undergone substantial change over recent decades. On the one hand, approaches to social provision have become more explicit in recognising the importance of the relationship to employment, such that it is possible to suggest that social policies have become ‘employment-led’. On the other hand, it is possible to argue that there is a profound ‘disconnect’ between labour markets and welfare systems, and that this partly explains the socio-economic problems that some countries are facing, in terms of high unemployment and low activity rates in particular. Changes in labour markets, which have often tended to more ‘flexibilization’, often pose challenges to the protective goals of social policies. Thus, the financial and programmatic configurations of social policies are often held to have impeded job creation. These arguments over the nature and effects of the relationships between labour markets and welfare systems have been, and are, intense. They need to be further analysed.

These relationships between labour markets and welfare systems constitute the backdrop to this series, which takes as its starting point the tensions that now characterize this centrally important relationship between ‘work and welfare’. Among these tensions, one could mention: the tension between firms’ demands for more labour market flexibility and citizens’ need for economic security; the tensions between increased participation in paid work and the importance of family life, the greater fluidity in family relationships and the greater flexibility in labour markets; the friction between the quantity and quality of the jobs to be created, between job creation and maintaining or improving the quality of employment; and finally, the conflicts raised by the need to adapt (industrial) social protection systems to new labour market structures.

This book series has been created within RECWOWE, a European network of excellence, created within the 6th Framework Programme of the European Commission (FP6). The full title of the network’s activities is ‘Reconciling Work and Welfare in Europe’. Such a reconciliation

is an important political objective for most EU member states. In order to meet it, we need to improve our understanding of the relationship between work and welfare in very diverse national settings across member states. The RECOWE series publishes books that analyse work and welfare, and which pay special attention to the tensions that now characterize this relationship. Beyond the four main tensions mentioned above, the series is open to any other analysis of the relationship between work and welfare. It is committed to publishing work that focuses on the gender dimension of this relationship, on the impact of the relationship on migrants, and, on its multi-level – European, national and local institutional – dimensions.

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Bruno Palier, Sciences-po Paris

Preface and Acknowledgements

This book is part of the research project, 'Flexible Today, Secure Tomorrow', which has been developed within the RECOWOE strand, focusing on 'Tensions between Flexibility and Security' and coordinated by Giuliano Bonoli and Jochen Clasen. After its launch at the RECOWOE General Conference in Warsaw in 2007, the project was developed through subsequent workshops – in Oslo 2008, then in Bremen and Milan in early 2010 – where preliminary versions of the country chapters were discussed thoroughly. The research is thus primarily the result of the commitment of the various contributors over a long time span. We extend our sincere thanks to them, especially to Silja Häusermann and Hanna Schwander for joining the research group at a later stage. A mid-term review of the volume chapters was carried out by Camila Arza, and we are extremely grateful for her comprehensive and very useful suggestions and remarks. We would also like to thank Denis Bouget and Bruno Palier, as well as Maurizio Ferrera, John Myles, Philippe Pochet, Anne Marie Guillemard, Zofia Czepulis Rutkowska and Sini Laitinen-Kuikka for their valuable advice. Finally, the book could have not been completed without the expert assistance of Furio Stamati and Igor Guardiancich in the final editing of the book, or without the careful language editing of Karen Anderson.

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The information and views set out in this book are those of the authors and do not necessarily reflect the official opinion of the European Union. Neither the European Union institutions and bodies nor any person acting on their behalf may be held responsible for the use which may be made of the information contained therein.

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