

Contents

1. Labor and an Integrated Europe 1
Lloyd Ulman, Barry Eichengreen, and William T. Dickens
 - Recent History and the Dynamics of Integration 3
 - Scope of the Book 6
2. Unionism and Unification 13
Melvin Reder and Lloyd Ulman
 - Conceptual Structure 13
 - Two U.S. Episodes 16
 - The Recent European Experience 19
 - Prospects 38
3. Prospects for Worker Participation in Management in the Single Market 45
Lowell Turner
 - WPM and the European Community: The History of the Debate 50
 - WPM at the National Level 63
 - Impacts and Prospects 74
4. The Rise and Decline of Neocorporatism 80
Wolfgang Streeck
 - Defining a European Industrial Relations System 87
 - Obstacles to Creating a European Industrial Relations System 90
 - Summary and Conclusion 97
5. West German Labor Market Institutions and East German Transformation 102
David Soskice and Ronald Schettkat
 - West German Labor Market Institutions 103
 - Transplanting West German Institutions in the East 117

6. Employee Benefits in the Single Market	128
<i>Daniel J. B. Mitchell and Jacques Rojot</i>	
Benefits and Social Europe	129
Benefits and the Employment Relationship	136
Health Insurance Issues	146
Benefit Plans in Three Countries	148
Conclusions	164
7. European Wage Equalization since the Treaty of Rome	167
<i>Robert J. Flanagan</i>	
Institutional Developments since the Treaty of Rome	168
Wage Equalization	170
Migration	178
Conclusions and Prospects	184
8. European Monetary Unification and Regional Unemployment	188
<i>Barry Eichengreen</i>	
The Debate over Monetary Unification	191
Regional Unemployment Disparities in Britain and Italy	195
Econometric Evidence	201
Comparisons with the United States	209
Charting the Future with Evidence from the Past	212
Conclusion	217
Appendix: Description of Data	218
9. Immigration Policies in Fortress Europe	224
<i>Bent Hansen</i>	
From Liberal to Protectionist Immigration Policies	225
The Political Economy of Immigration Policy Reversals	229
Immigration and the Beveridge Curve	238
Theories of Stagflation and Immigration	240
Immigration and the Single Market	244
Conclusions	246
10. European Economic Integration and U.S. Wages and Employment	250
<i>William T. Dickens</i>	
The Standard Analyses	252
Special Considerations	256
The Labor-Rents Perspective	262
Conclusions	267
11. European Labor Markets: The Eastern Dimension	271
<i>Jasminka Sohinger and Daniel Rubinfeld</i>	
East-West Integration	271
Economic Reforms and the Labor Markets	274
Can Fortress Europe Isolate Itself?	282
Conclusion	285

Tables

2-1. European North-South Wage Differentials and U.S.-European Labor Costs, by Wage Component, 1984, 1989	20
2-2. Union Membership Density by Country, Market Sector, and Manufacturing Sector, Selected Years, 1970-88	24
2-3. Provisional Checklist of Potential Deterrents to Nonunion Operation	26
3-1. Negotiated WPM in EC Member States, as of 1990	73
6-1. Social Insurance and Benefits in Three Countries	130
6-2. Employee Mobility Measurements, Selected Years, 1978-84	132
6-3. Public Social Insurance Provisions, 1989	136
6-4. Tax Status of Employer Contributions to Private Pensions and Health Insurance, 1988	137
6-5. Typical Retirement Incomes as Share of Final Earnings, 1989	140
6-6. Policies Relating to Enterprise-Based Pension Plans, 1991	144
6-7. National Health Expenditures and Health Outcomes, 1987, 1988	146
6-8. Characteristics Associated with Pension and Benefit Spending, 1984	149
6-9. Membership in Employer-Provided or Personal Pension Plans in Great Britain, 1987	150
6-10. Lifetime Number of Enterprises by Which Workers Who Became ARRCO Pensioners Were Employed, France, 1989	158
6-11. Job Changes in France, 1975-88	159
7-1. Relative Wage between EC Countries, 1964	182
7-2. Relative Wage between EC Countries, Manufacturing, 1988	183
8-1. Covariates of Regional Unemployment in Britain, 1974-87	204
8-2. Covariates of Regional Unemployment in Britain, Including Time Trend, 1974-87	205
8-3. Covariates of Regional Unemployment in Italy Using Pre-1976 Definitions of Unemployment, 1960-84	207
8-4. Covariates of Regional Unemployment in Italy Using Post-1976 Definitions of Unemployment, 1960-84	208
8-5. Covariates of Regional Unemployment in the United States, 1960-89	211
8-6. British Insured Unemployment Rate, by Administrative Division, 1923-38	213
8-7. Covariates of Regional Unemployment in Britain, 1923-38	216
8-8. Covariates of Regional Unemployment in Britain, Including the Effects of the 1926 General Strike, 1923-38	216
9-1. Foreign Workers in Nine European Countries and West Germany Only, Selected Years, 1961-87	226
9-2. West German Unemployment, Unfilled Vacancies, and Labor Shortage, Selected Periods, 1964-89	232

9-3. West German Average Unemployment, Unfilled Vacancies, and Labor Shortage Rates, 1976, 1983, 1989	234
11-1. Annual Percentage Change in GDP, Selected Eastern European Countries, 1989-91	278
11-2. Unemployment Rates in Four Eastern European Countries, by Month, 1990	279
11-3. Economic Growth, Employment Growth, and Unemployment Rates in the EC, 1985-89	282
11-4. Unemployment Rates and Female Employment Rates in the EC, by Country, Second Quarter, 1988	283

Figures

6-1. Pension Accrual as Share of Final Wage	142
7-1. Dispersion of Hourly Labor Costs in Manufacturing (BLS Data), 1957-89	174
7-2. Dispersion of Hourly Wage Costs in Manufacturing (SAF Data), 1957-89	175
7-3. Dispersion of Hourly Wage Costs in Construction (SAF Data), 1957-89	176
7-4. Migration Flows into EC Countries, 1958-80	179
7-5. Relative Internal and External Migration Shares, 1958-80	180
8-1. British Unemployment and Real Exchange Rate, 1974-87	196
8-2. Italian Unemployment and Real Exchange Rate, 1960-84	197
8-3. British Regional Unemployment Rates, April 1988	198
8-4. British Regional and National Unemployment Rates, 1979-87	200
8-5. Italian Regional Unemployment Rates, 1988	202
8-6. Italian Unemployment, Pre- and Post-1976 Definitions, 1960-84	206
8-7. U.S. Unemployment and Real Exchange Rate, 1960-89	210
8-8. British Unemployment and Real Exchange Rate, 1923-35	215
9-1. Immigration and the Beveridge Curve	242
11-1. Labor Force Participation Rates in Europe, by Gender, Late 1980s	276
11-2. Relative Female Average Earnings, Selected European Countries, Late 1980s	277