

Contents

<i>List of Figures</i>	ix
<i>List of Tables</i>	xi
<i>Preface</i>	xiii
<i>Acknowledgements</i>	xv

PART I CONCEPTUALISING GLOBAL LABOUR

1 Of Work, Labour and Employment	3
1.1 Introduction	3
1.2 Concepts of Work and Labour	3
1.3 Reflecting on Employment	9
1.4 The 'Right to Work'	11
1.5 The Division of Labour	19
1.6 Occupation and Job	20
1.7 The Notion of Skill	23
(i) Skill as Technique	24
(ii) Skill as Autonomy	25
(iii) Skill as Status	26
1.8 The Notion of Labour Market	27
1.9 The <i>Vita Activa</i>	30
2 Status, Control and Regulation	31
2.1 Introduction	31
2.2 The Labour Force Historically	31
2.3 The Essence of Control	34
2.4 Conceptualising Security	37
2.5 Forms of Labour Regulation	39
(i) Statutory Regulation	40
(ii) Market Regulation	42
(iii) Voice Regulation	42
2.6 Conclusion: Control, Freedom and Security	44

PART II THE SIRENS OF FLEXIBILITY

3 The Pursuit of Flexibility	49
3.1 Introduction	49
3.2 The Era of Statutory Regulation: Pursuit of Security	51

3.3	The Era of Market Regulation: Pursuit of Flexibility	57
	(i) Macro-economic Instability	59
	(ii) Libertarianism and Security	60
	(iii) Supply-side Economics	61
	(iv) Globalisation	62
	(v) Privatisation	73
	(vi) Market Regulations	75
	(vii) The Technological Revolution	76
	(viii) The Fiscal 'Crisis'	78
	(ix) Mass Unemployment	80
	(x) Feminisation	80
3.4	Conclusions	81
4	The Renewed Growth of Labour Flexibility	83
4.1	Introduction	83
4.2	Production or Organisational Flexibility	83
4.3	Wage System Flexibility: Globalisation of Social Income	87
4.4	Labour Cost Flexibility	97
4.5	Employment (Numerical) Flexibility	101
	(i) Industrialising Economies	102
	(ii) Emerging Forms of Employment Flexibility	105
4.6	Work Process (Functional) Flexibility	114
4.7	Job Structure Flexibility	117
4.8	Concluding Remarks	124
PART III THE ROCKS OF INSECURITY		
5	The Crumbling of Labour Market Security	131
5.1	Introduction	131
5.2	Modern Labour Market Insecurity	133
5.3	Measuring Labour Market Insecurity	134
5.4	Labour Market Insecurity in 'Transitional' Economies	163
5.5	Concluding Points	165
6	Insecurity in Employment	167
6.1	Introduction	167
6.2	Employment Insecurity	167
6.3	Job Insecurity	184
6.4	Work Insecurity	186
6.5	Labour/Skill Reproduction Insecurity	190

6.6	Representation Insecurity	194
	(i) From State Socialism	195
	(ii) From Welfare State Capitalism	197
6.7	Concluding Points	205
7	Income Insecurity in Employment and Unemployment	208
7.1	Introduction	208
7.2	Conceptualising Income Security	208
7.3	Indicators of Overall Income Insecurity	211
7.4	Income Security of the Employed	213
	(i) The Minimum Wage	215
	(ii) Flexible Pay and Low-paid Employment	217
	(iii) Wage Differentials	220
	(iv) Cost of Employment Loss	221
	(v) Non-wage Benefits	222
7.5	Income Security of the Unemployed	227
7.6	Concluding Points	247
8	Social Protection, Fragmentation and Detachment	251
8.1	Introduction	251
8.2	Fiscal, Moral and Legitimation Crises	253
8.3	Recomposition of Social Income in the Era of Market Regulation	258
8.4	The Drift to Selectivity	259
8.5	Multi-Tierism and the Privatisation of Social Policy	269
8.6	Social Services	276
8.7	Detachment and Fragmentation	279
	(i) The Elite	280
	(ii) The Salaried	282
	(iii) Proficians	283
	(iv) Core Workers	284
	(v) Flexiworkers	285
	(vi) The Unemployed	286
	(vii) The Detached	286
8.8	Concluding Points	289
PART IV LABOURIST OPTIONS		
9	Minimum Wages, Subsidies and Tax Credits	295
9.1	Introduction	295
9.2	Pros and Cons of Minimum Wages	295

9.3	Employment Subsidies	298
	(i) Types of Subsidy	299
	(ii) Claimed Advantages	300
	(iii) Claimed Disadvantages	301
9.4	Wage Subsidies and Labour Tax Credits	306
9.5	Concluding Points	310
10	The Road to Workfare: Alternative to Welfare or Threat to Occupation?	313
10.1	Introduction	313
10.2	Workfare Schemes	314
10.3	The Arguments for and against Workfare	317
	(i) Social Reciprocity?	317
	(ii) Promoting Functional Citizenship?	319
	(iii) Combating Dependency?	321
	(iv) Restoring the 'Work ethic'?	323
	(v) Cost-Reducing Social Policy?	324
	(vi) Cutting the Black Economy?	325
	(vii) Restoring Equity in Welfare?	326
	(viii) Legitimising Social Transfers?	326
	(ix) Means of Reducing Poverty?	327
	(x) Reducing Unemployment?	330
	(xi) Moderating Wage Inflation?	332
	(xii) Developing Skills?	332
10.4	Conclusions	333
PART V SHADOW OF THE FUTURE		
11	News from Somewhere: A Redistributive Agenda	337
11.1	The Nature of the Challenge	337
11.2	Distributive Justice: Repositioning Security	338
11.3	The New Paternalism	341
11.4	Citizenship and Occupational Security	345
11.5	Citizenship Work	348
11.6	Towards a Strategy for Distributive Justice	351
	(i) The Right to Income Security: Citizenship Income	354
	(ii) Distributive Justice Through Economic Democracy	370
	(iii) Socially Just Firms: The HDE and Stakeholderism	374
	(iv) Reviving Representation Security and Voice Regulation	387
11.7	Concluding Reflections: Distributive Justice and the Labour Market	394
	<i>Bibliography</i>	405
	<i>Index</i>	429

List of Figures

2.1	Modified labour force approach (abbreviated)	33
3.1	Exports and GDP, selected industrialised countries, 1963–93	63
3.2	Net direct investment and net portfolio investment to developing, 'transition' and newly industrialised economies 1983–96	65
3.3	US employment growth, population growth and sectoral employment shares, 1820–1990	69
3.4	Trends in income taxation and social security contributions in selected OECD countries 1970–94	72
4.1	Stylised production chains	84
4.2	The enterprise wage flexibility loop	95
4.3	Adjusted wage share in selected OECD countries 1960–95	96
4.4	The firm's employment function	102
4.5	Craft job structure (closed system)	118
4.6	Open, integrated job structure (Taylorist system)	119
4.7	Open, fragmented job structure	121
4.8	Federal job structure	123
5.1	Indicators of labour market insecurity (unemployment and labour slack), European Community, 1983–97	144
5.2	Total employment and its full-time equivalent, European Community, 1983–97	148
5.3	Relationship between employment change and change in productivity, 1971–1989, European Community	155
5.4	Relationship between employment change and change in productivity, 1990–96, European Community	155
5.5	Labour market insecurity index No. 3 (LM13), 1983–96	158
5.6	Unemployment and labour slack for old and young workers, European Community, 1983–96	160
5.7	Unemployment and labour slack for old and young workers, Netherlands, 1983–96	160
5.8	Unemployment and labour slack for men and women, European Community, 1983–96	161
6.1	Distribution of Canadian employment, by work status, 1995	175
6.2	Trade union density by sector, 1985–95	198
6.3	Change in trade union density by sector, 1985–95	200
6.4	Trends in company/plant-level collective bargaining from mid-1980s to mid-1990s, by regions of the world	203
7.1	Minimum wage/average wage ratio in central and eastern Europe, 1990–95	216
7.2	From labour surplus to labour market marginalisation	231

7.3	Entering the unemployment benefits regime	232
7.4	Continued entitlement in unemployment benefits regime	236
7.5	Average gross replacement rate at 100 per cent of average earnings during first year of unemployment, with dependent wife, OECD countries, 1961–95	246
9.1	Annual amount of Family Credit and Earned Income Tax Credit a lone parent with two children would receive depending on the number of hours a week worked	308
11.1	Alternative income support schemes	368
11.2	Hierarchy of Human Development Enterprise indexes	378

List of Tables

3.1	Percentage of ILO member States having ratified ILO Conventions, 1995	56
3.2	Government spending as percentage of GDP, industrialised countries	79
3.3	Trends in adult activity rates between 1975 and 1995, by percentage of countries with each type of change, total and by gender	81
4.1	Non-wage labour costs as share of total labour costs, 1985–95	99
4.2	Usually working on Saturdays and Sundays, European Community, 1992–96	117
5.1	Employment, working-age population and per capita employment, USA and western Europe, 1960–95	137
5.2	Per cent of working-age population in employment, 1990–95	138
5.3	GDP and employment growth, selected countries, 1974–95	139
5.4	US labour market indicators, August 1996–July 1997	142
5.5	Employment, unemployment and labour slack, European Community, 1996	143
5.6	Regression coefficients of impact of GDP growth on employment growth, industrialised countries, 1971–96	150
5.7	Impact of growth of GDP on employment growth, Europe and other OECD countries, 1971–96	151
5.8	Regression coefficients of impact of GDP growth on employment and full-time equivalent employment, European Union, 1985–95	152
5.9	Impact of growth of GDP on growth rate of employment, European Union, 1985–95	152
5.10	Impact of growth of GDP on growth rate of unemployment and labour slack, European Union, 1985–95	153
5.11	Regression of impact of unemployment on per cent in long-term unemployment, European Union Countries, 1983–96	157
5.12	Labour market insecurity index (LMI-3), 1983–96	157
5.13	Labour market insecurity index No. 2 (LMI), 1990–96	158
5.14	Relative unemployment rates, selected industrialised countries, 1983–95	162
6.1	Non-regular forms of employment, selected countries, 1973–96	172
6.2	Per cent temporary employment, by age and gender, industrialised countries, 1983–94	173
6.3	Percentage of non-regular workers, by industry and gender, Japan, 1994	176
6.4	Average employment tenure, industrialised countries, 1995	177
6.5	Employment tenure, industrialised countries, c. 1992	178

6.6	Per cent of employed men with specified tenure, by size of enterprise and educational background, Japan, 1994	178
7.1	Percentage of firms paying lower wage rates to part-time workers, compared to regular full-time workers, manufacturing, Russian Federation, 1996 and Ukraine, 1995	219
7.2	Job-related employee benefits, by work arrangement, Canada, 1995	223
7.3	Wages and benefits, by contingent work status, USA, 1996	224
7.4	Percentage of manufacturing firms providing benefits for regular workers, by type of benefit, Russian Federation, 1991 and 1996	224
7.5	Entitlement to enterprise benefits, by labour status, selected eastern European countries, latest year available	225
7.6	Entitlement to enterprise benefits, by labour status, 1996, South Africa	226
7.7	Entitlement to enterprise benefits, by labour status, 1990, Philippines	226
7.8	Access to unemployment benefits in EU countries, mid-1990s	241
7.9	Unemployed receiving benefits, European Community, 1992–96	242
7.10	OECD estimates of replacement rates of unemployment benefits, European Union, 1972–90	243
7.11	Unemployment benefit replacement rate for initial period based on average gross weekly earnings of men and women full-time manual workers in manufacturing, as proportion of male average earnings, European Union countries 1993	246
8.1	Reported number of recipients of regular and occasional social assistance, central and eastern Europe, 1990–95	266
8.2	Changes in cash social assistance, industrialised countries, excluding all tied assistance, 1980–92	267
8.3	Paths towards mixed contributions-and-assistance pension systems in west European and Anglo-American countries	271
8.4	Labour status fragmentation, United Kingdom, 1990s	288