Downloaded from UvA-DARE, the institutional repository of the University of Amsterdam (UvA)
http://dare.uva.nl/document/72590

File ID	72590
Filename	Chapter 4 Employment Choices and Pay Differences between Non-Standard and Standard Work Arrangements in Four European Countries7

SOURCE (OR PART OF THE FOLLOWING SOURCE):

Type	Dissertation
Title	Balancing work and family life in Japan and four European countries: econometric analyses on mothers' employment and timing of maternity
Author	E. Kenjoh
Faculty	University of Amsterdam Faculty of Economics and Business
Year	2004
Pages	223
ISBN	90-5170-776-2

FULL BIBLIOGRAPHIC DETAILS:
http://dare.uva.nl/record/220440

Copyright

It is not permitted to download or to forward/distribute the text or part of it without the consent of the author(s) and/or copyright holder(s), other then for strictly personal, individual use.

UvA-DARE is a service provided by the library of the University of Amsterdam (http://dare.uva.nl)

Spain. The countries with less restrictive regulation are Denmark, Sweden and the Netherlands, whereas Britain has hardly any regulations at all.

In sum, the figures discussed in this section lend support to the two notions that part-time employment has become a significant form of employment in most advanced economies and that this form of non-standard work predominantly applies to women. Fixed-term employment has a fairly moderate share in total employment and differences according to gender are limited with exception of the situation in Japan.

4.3. Flexibility of the Labour Market and Protection of Workers

The growth in the share of non-standard work arrangements can be seen as a response to firms' demands for a flexible labour force in meeting customer demands when they apply the 'just in time' production practice. The wish for a more flexible labour force is often in conflict with workers' justified wishes to have a stable and secure income. Various regulations, that condition employers' rights to deviate from the general rule that an employment contract is full-time and of indefinite length, have been introduced in European countries. In general terms, Europe experienced periods of increasing regulations in the 1970s and 1980s followed by periods of deregulation in the 1990s. Britain deviated from this pattern in that there was regulation in the 1970s, deregulation under Margaret Thatcher in the 1980s, and some re-regulation during the Government of Tony Blair since 1997.

The 1980s were characterised by slow economic growth and high unemployment rates in most of the EU-15 countries, whereas the United States experienced both employment and economic growth. Various observers ascribed the high European unemployment rates to their regulated labour markets. Blank and Freeman (1994), in a volume devoted to the question of whether there is a trade-off between economic flexibility and regulations in the labour market, find no clear evidence that protection of workers necessarily must lead to a less flexible labour market. The connection between protection and rigidity depends to a very large extent on how worker protection is organised.

European Union countries have deregulated their labour markets in the 1990s to different extents and with different effects on job-protection rights of workers. In