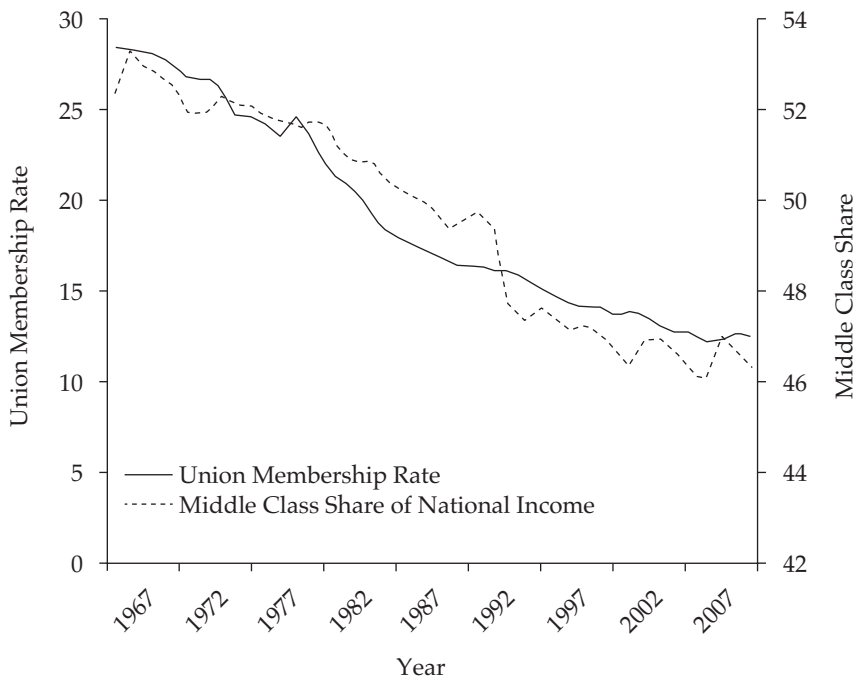
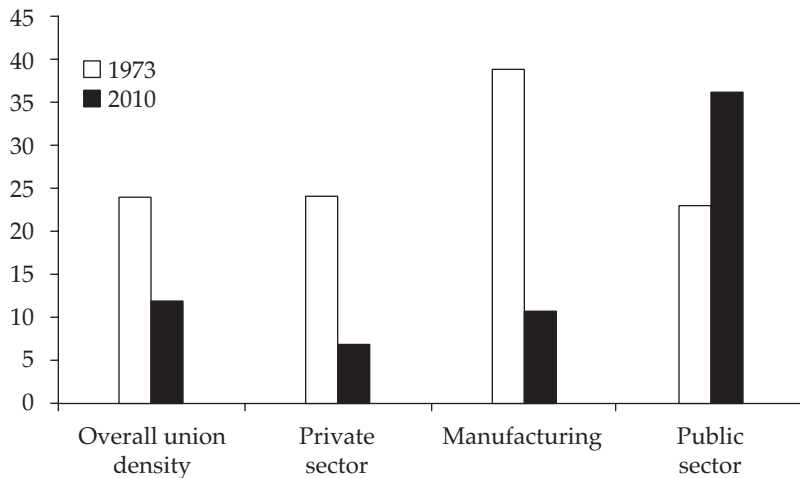


Figure 1.1 Union Membership Rate and Middle-Class Income Decline in the United States, 1967 to 2007



Source: Madland, Walter, and Bunker (2011, 2), reprinted with permission. This figure was created by the Center for American Progress (www.americanprogress.org).

Figure 4.1 **Union Density in the United States**



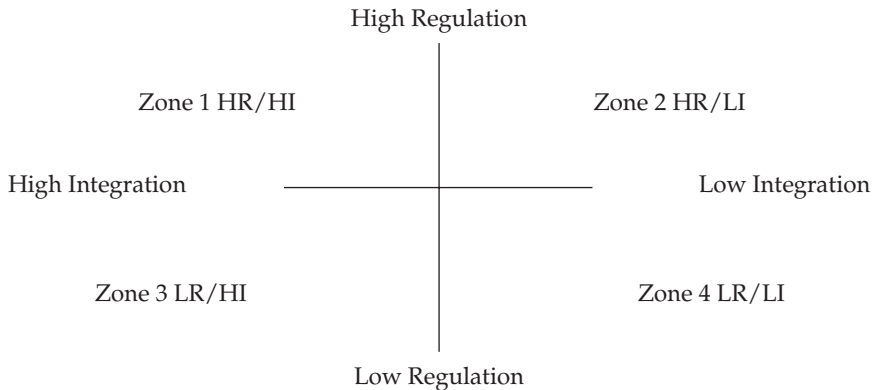
Source: Author's calculations based on Hirsch and MacPherson (2012).

Table 4.1 Unionization Rates in the United States

Industry	1880	1910	1930	1953	1974	1983	2000
Agriculture, forestry, fishing	0	0.1	0.4	0.6	4	4.8	2.1
Mining	11.2	37.7	19.8	64.7	34.7	21.1	10.9
Construction	2.8	25.2	29.8	83.8	38	28	18.3
Manufacturing	3.4	10.3	7.3	42.4	37.2	27.9	14.8
Transportation, communication, utilities	3.7	20	18.3	82.5	49.8	46.4	24
Private services	0.1	3.3	1.8	9.5	8.6	8.7	4.8
Public employment	0.3	4	9.6	11.3	38	31.1	37.5
All private	1.7	8.7	7	31.9	22.4	18.4	10.9
All	1.7	8.5	7.1	29.6	24.8	20.4	14.1

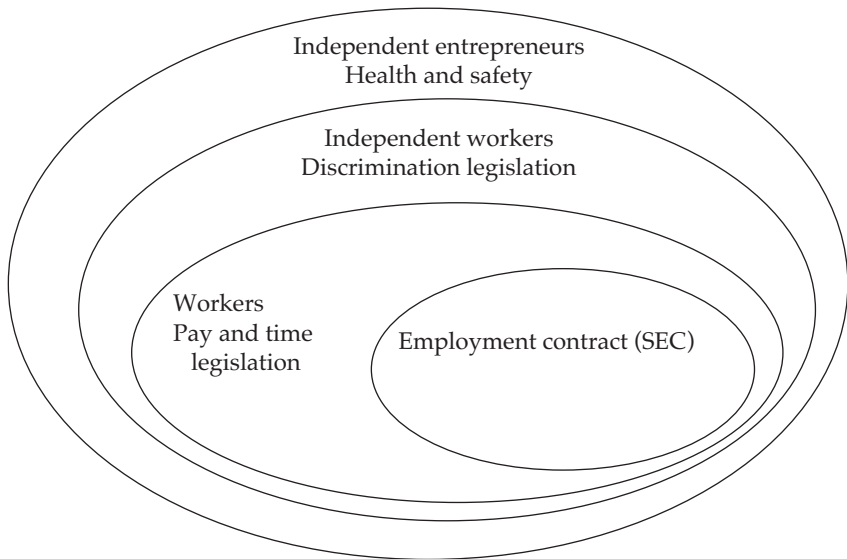
Author's compilation of data from Friedman (2008).

Figure 5.1 The Two Axes of Regulation and Integration



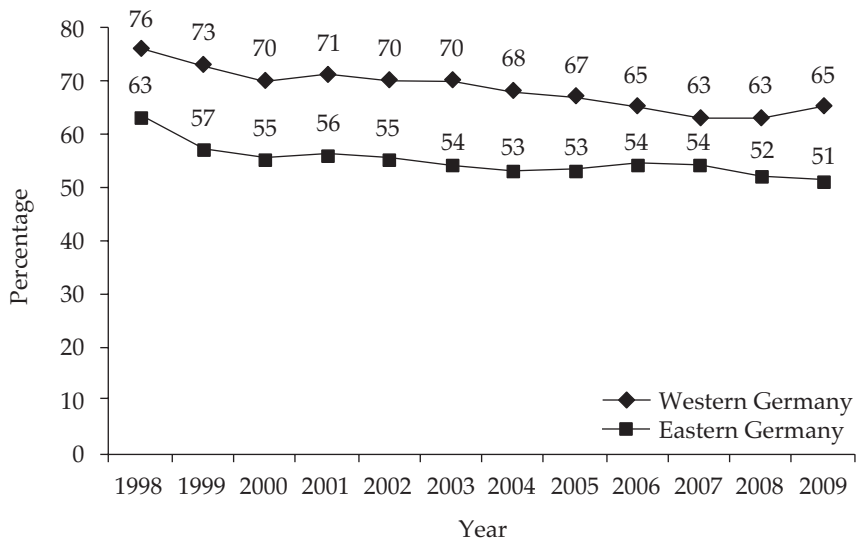
Source: Author's figure based on a diagram in Freedland and Kountouris (2011).

Figure 6.1 **Graduated Protections Model**



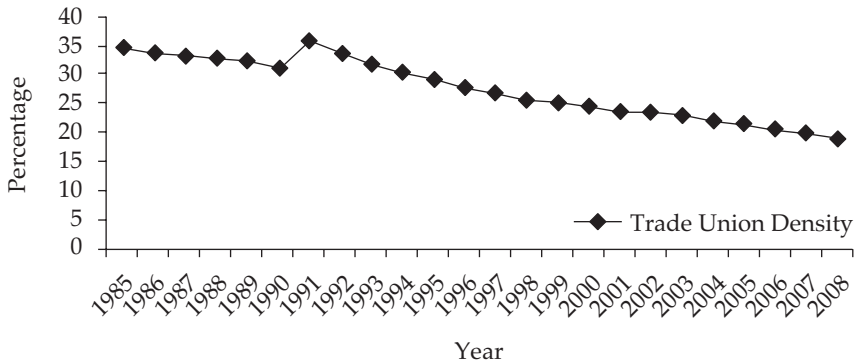
Source: Reprinted with permission from Perulli (2003, 246).

Figure 7.1 **Collective Bargaining Coverage**



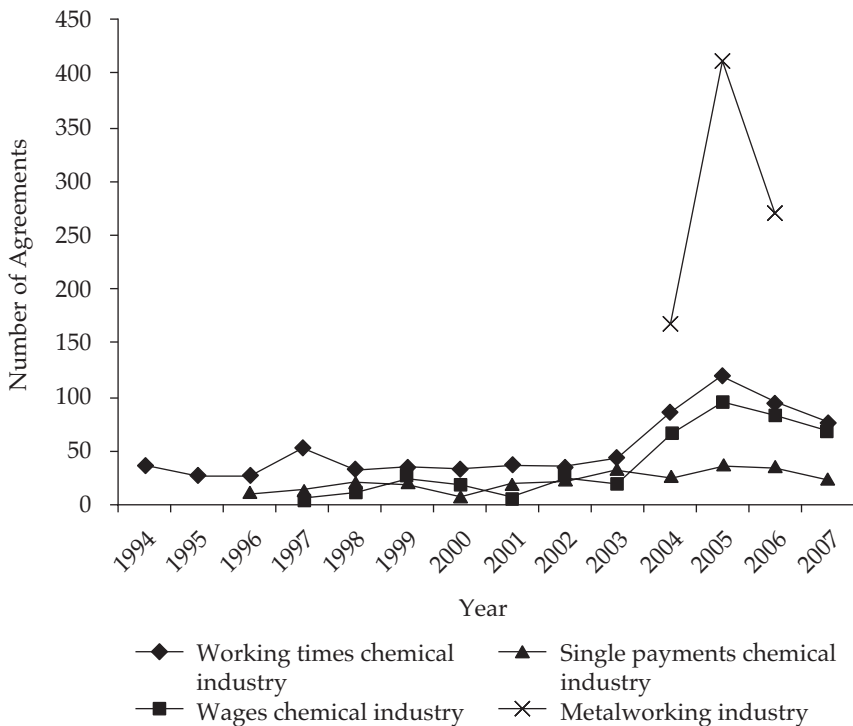
Source: Author's calculations based on Ellguth and Kohaut (2010).

Figure 7.2 **Trade Union Density in Germany**



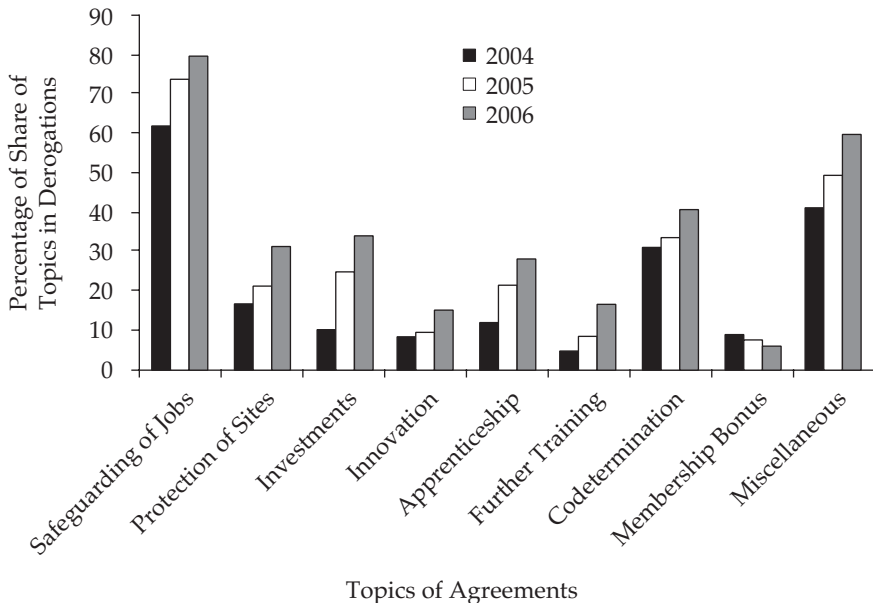
Source: Author's calculations based on OECD (2012).

Figure 7.3 Derogations and Agreements



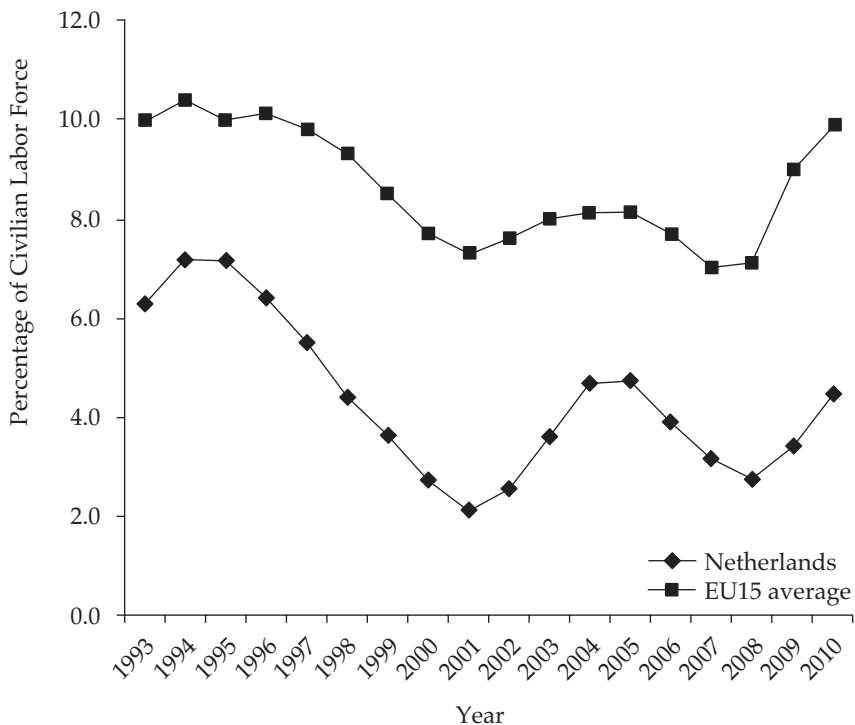
Source: Author's calculations from unions' data.

Figure 7.4 Counterconcessions in Derogation Agreements



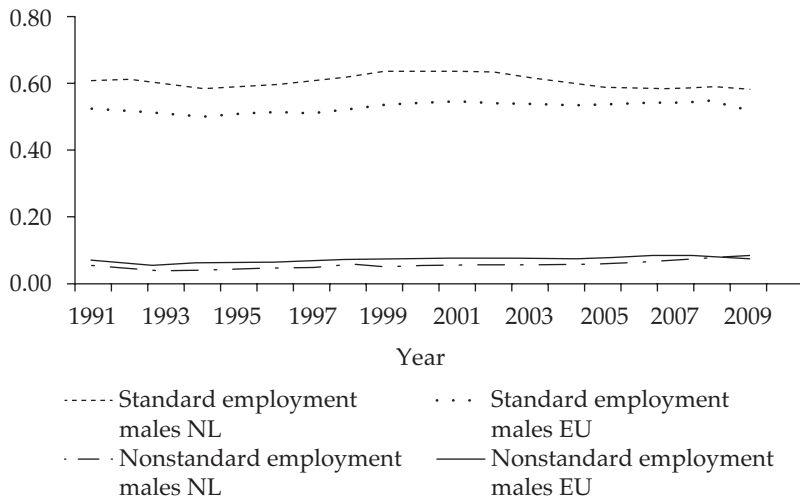
Source: Author's calculations based on Haipeter (2009).

Figure 8.1 **Unemployment Rates**



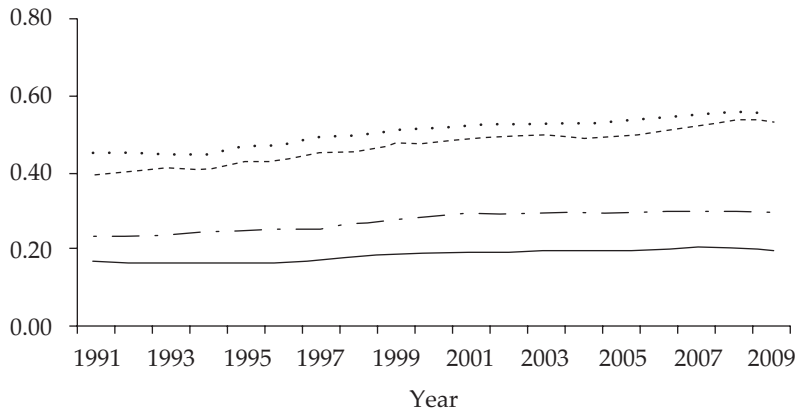
Source: Author's calculations based on European Commission (2010).

Figure 8.2 **Male Employment Population Rates**



Source: Author's calculations based on European Commission (2010).

Figure 8.3 **Female Employment Population Rates**



..... Standard employment
females NL

- - - Nonstandard employment
females NL

· · · Standard employment
females EU

— Nonstandard employment
females EU

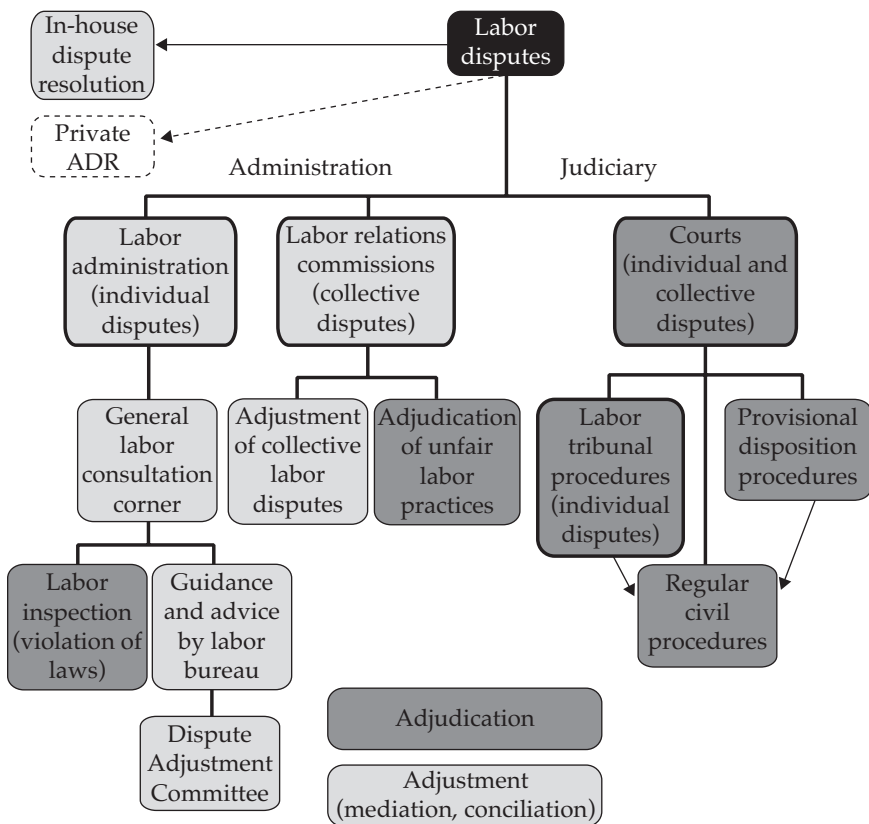
Source: Author's calculations based on European Commission (2010).

Table 9.1 Patterns of Intervention

		Security Through Membership Within Organized Settings	Security Through Permanence on the Labor Market
Job security and skills development	Low	I Promotion of paths leading to a standard contract in a firm	II Compensated promo- tion of opportunities for atypical work
		III Programs for the shared use of human resources by several firms	IV Invention of protections and rights independent from stable member- ships
	High		

Source: Author's compilation.

Figure 10.1 Overview of Labor Dispute Resolution Systems in Japan



Source: Author's figure.

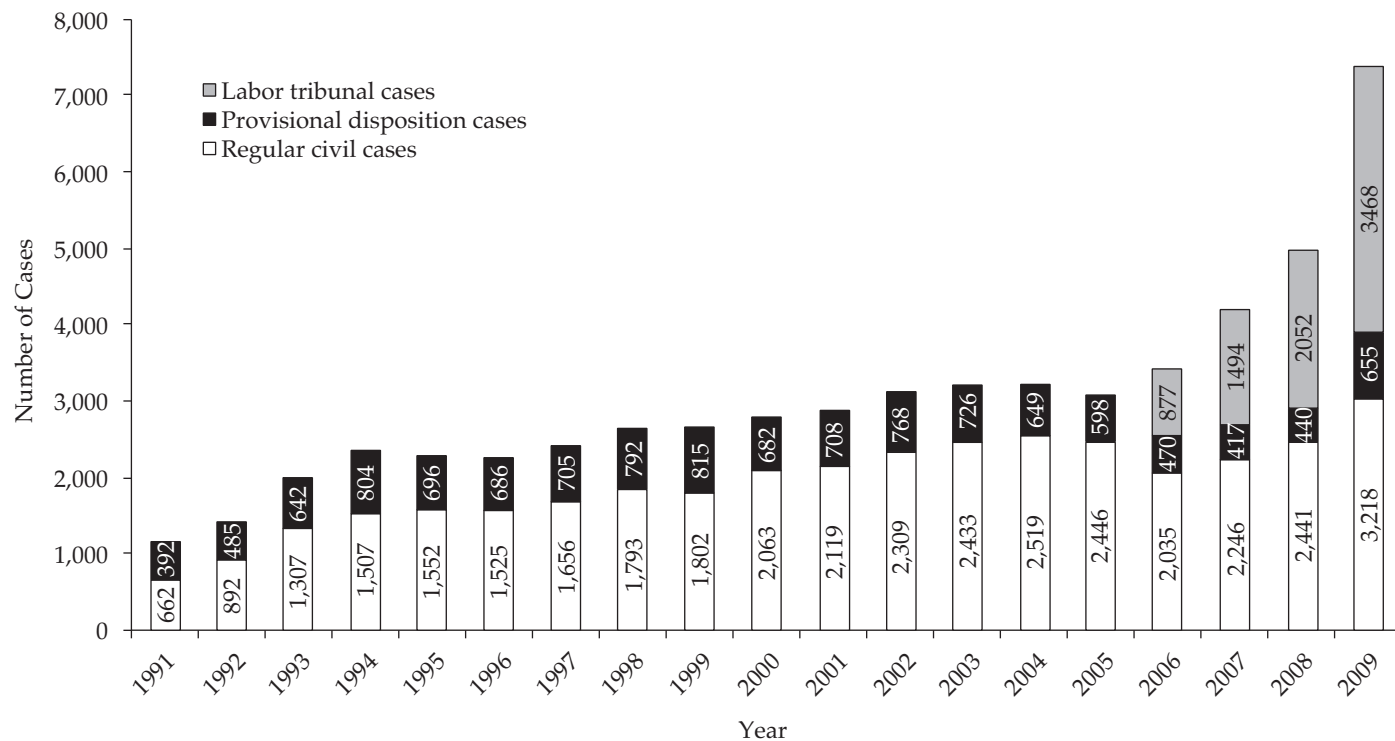
Note: Dark gray boxes indicate adjudication procedures and light gray boxes indicate adjustment procedures. The dark line around the box for labor tribunal procedures indicates this chapter's focus on the whole dispute resolution system in Japan.

Figure 10.2 **Ratio of Standard to Nonstandard Employees in Japan**



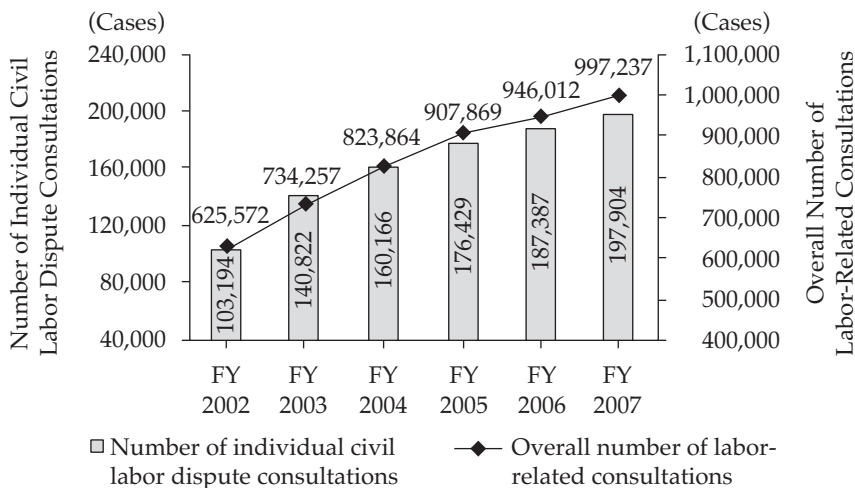
Source: Author's compilation based on Labor Force Survey 1990–2008 (Ministry of Internal Affairs and Communications, various years).

Figure 10.3 Newly Filed Labor Cases at First Instance in Japan



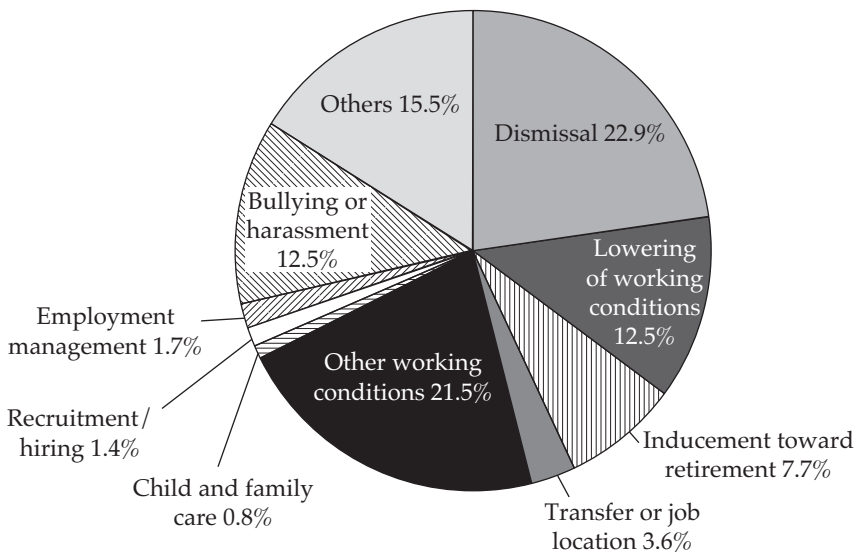
Source: Author's compilation based on Supreme Court Secretariat (1991–2009).

Figure 10.4 Consultations at Labor Offices



Source: Reprinted with permission from Japan Institute for Labour Policy and Training (2009).

Figure 10.5 Consultation Cases on Civil Individual Disputes, FY 2007



Source: Reprinted with permission from Japan Institute for Labour Policy and Training (2009).

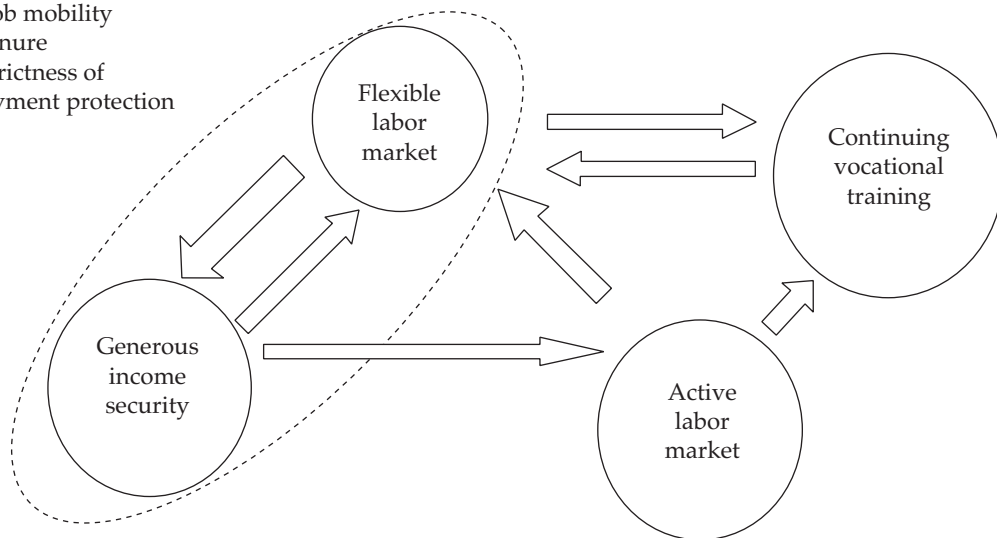
Table 10.1 **Newly Filed Labor Cases**

Japan	Germany	United Kingdom	France
3,168 (2004)	590,442 (2004)	115,042 (2003–2004)	156,442 (2004)

Source: Author's compilation based on Bundesministerium für Wirtschaft und Arbeit (2004), Employment Tribunals Service (2006), and Ministère de la Justice (2006).

Figure 12.1 **Danish Flexicurity**

- High job mobility
- Low tenure
- Low strictness of employment protection



- Expenditures and participants among the highest in the world

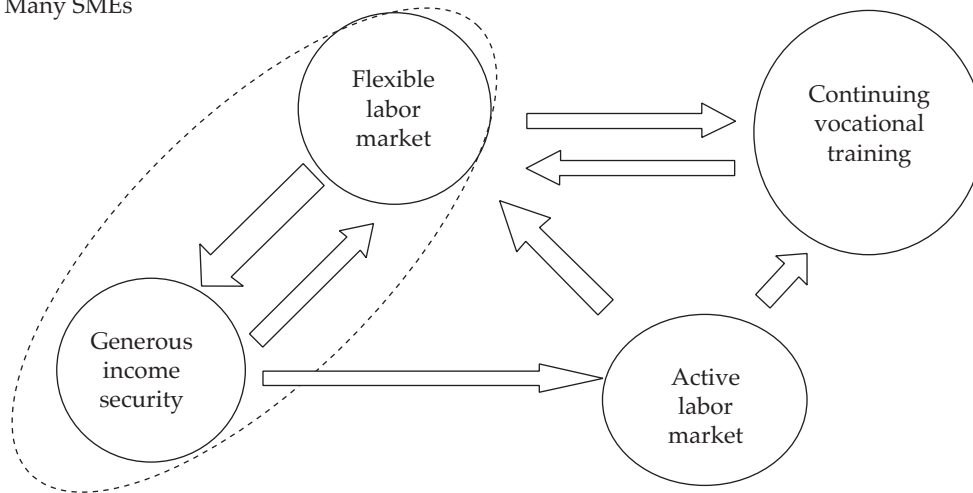
- Two years eligibility for unemployment insurance benefits
- Up to 90 percent of former income
- Indefinite means-tested social assistance

- Strict criteria for showing availability
- High spending on ALMP
- Low incidence of long-term unemployment
- Motivation and qualification effects

Source: Author's compilation.

Figure 12.2 **Preconditions of Danish Flexicurity**

- September Compromise between capital and labor (1899)
- Regulation by collective agreements
- Law on Salaried Workers (1938)
- Many SMEs



- Unemployment insurance administered by unemployment insurance funds (1907)
- Public employment service responsible for reintegration and unemployment insurance funds responsible for benefit administration (1969)
- Municipalities responsible for social assistance (1976)

- Financed by the public budget for employed and unemployed
- Transferable, general skills
- Administrative corporatism
- Rights to training in collective agreements
- Indirect subsidy to the competitiveness of Danish firms

- Activation policies from early 1990s
- Learn-fare rather than work-fare
- Administrative corporatism

Source: Author's compilation.

Table 12.1 Flexibility Versus Security Trade-Offs

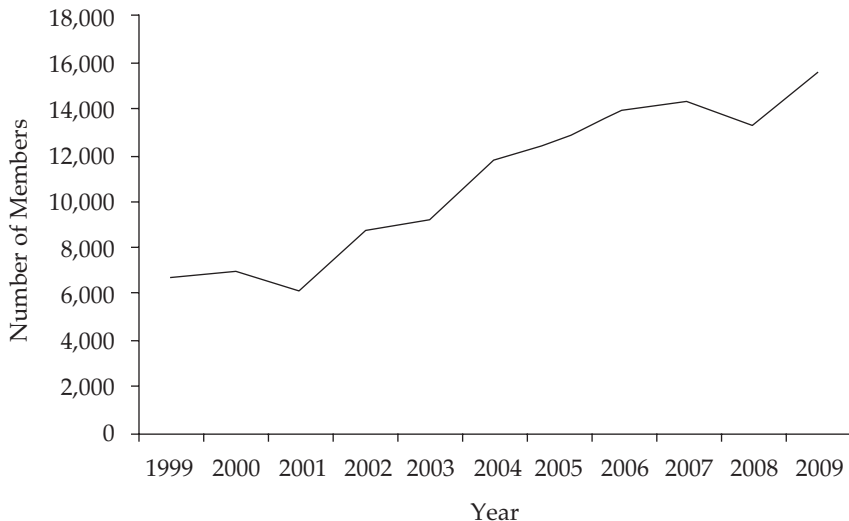
Flexibility-Security	Job Security	Employment Security	Income Security	Combination Security
External-numerical				
Internal-numerical				
Functional				
Variable pay				

Source: Author's compilation based on Wilthagen and Tros (2004).

Table 12.2 Labor Market Indicators in 2009

	United Kingdom					
	Denmark	Sweden	Netherlands	Germany	EU-27	
Labor force participation rate (percentage of population age fifteen to sixty-four)	80.7	78.9	79.7	75.7	76.9	71.1
Employment rate (percentage of population age fifteen to sixty-four)	75.7	72.2	77.0	69.9	70.9	64.6
Unemployment rate (percentage of labor force fifteen and older)	6.0	8.3	3.4	7.6	7.5	8.9
Long-term unemployment rate (percentage of labor force)	0.5	1.1	0.8	1.9	3.4	3.0
Youth unemployment rate (percentage of labor force fifteen through twenty-four)	11.2	25.0	6.6	19.1	10.4	19.6

Source: Author's compilation based on European Commission (2010c).

Figure 14.1**Development of JTUC Community Unions**

Source: Authors' calculations based on Japanese Trade Union Confederation (1999, 2001, 2003, 2005, 2007, 2009).

Table 14.1 Workforce Composition by Employment Type from 1982 to 2007 (in Thousands)

Category	1982	1987	1992	1997	2002	2007
Total	57,888	60,502	65,756	67,003	65,009	65,978
Percentage	100	100	100	100	100	100
Self-employed	9,536	9,071	8,442	7,931	7,041	6,675
Percentage	16.5	15	12.8	11.8	10.8	10.1
Family workers	5,869	5,255	4,712	4,052	3,114	1,876
Percentage	10.1	8.7	7.2	6	4.8	2.8
Private-sector executive	2,751	3,089	3,970	3,850	3,895	4,012
Percentage	4.8	5.1	0.6	5.7	6	6.1
Regular employee or staff	33,009	34,565	38,062	38,542	34,557	34,324
Percentage	57	57.1	57.9	57.5	53.2	52
Total part-timer or arbeiter	4,675	6,563	8,481	10,342	12,061	12,935
Percentage	8.1	10.8	12.9	15.4	18.6	19.6
Part-timer		4,677	5,967	6,998	7,824	8,855
Percentage		7.7	9.1	10.4	12	13.4
Arbeiter	—	1,886	2,514	3,344	4,237	4,080
Percentage		3.1	3.8	5	6.5	6.2
Contract worker	695	730	880	966	2,477	3,313
Percentage	1.2	1.2	1.3	1.4	3.8	5
Agency workers	—	87	163	257	721	1,608
Percentage		0.1	0.2	0.4	1.1	2.4
Others	1,325	1,118	1,008	1,025	946	965
Percentage	2.3	1.8	1.5	1.5	1.5	1.5

Source: Authors' calculations based on Statistics Bureau (1983, 1988, 1993, 1998, 2003, 2008).

Table 14.2 Development of Labor Union Members

Year	Total Number	Regular Workers	Part-Time Workers
1990	12,265	12,167	97
1994	12,699	12,531	168
2000	11,539	11,279	260
2006	10,040	9,525	515
2007	10,080	9,492	588
2008	10,065	9,449	616
2009	10,078	9,377	700
2010	10,054	9,328	726

Source: Authors' calculations based on Ministry of Health, Labour, and Welfare (1990, 1994, 2000, 2006, 2007, 2008a, 2009, 2010).

Note: Numbers in thousands. Part-time workers here refer to those who work fewer hours than regular workers in establishments, or those who are called part-time workers in establishments. The number of unionized regular workers is calculated by subtracting the part-time worker union membership from total union membership. The regular workers here, therefore, include some nonstandard workers such as temporary workers, contract workers, agency workers, and so forth.

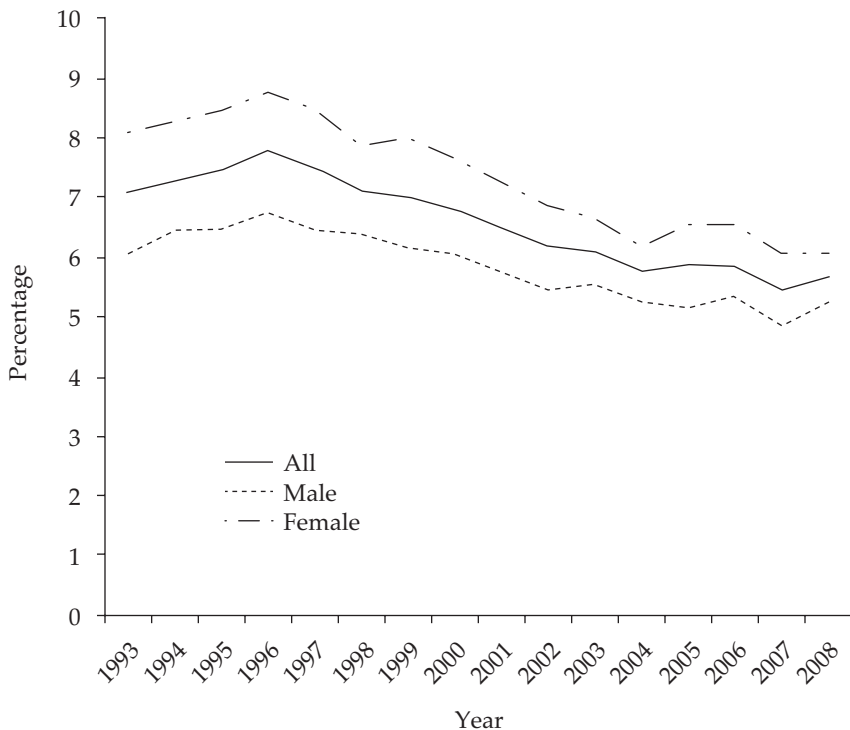
Table 14.3 Enterprise-Based Unions Dealing with Nonstandard Workers

Category	Approach	1993	1998	2003	2008
Temporary workers	Organize	3.3	3.3	6.1	11.2
	Other organizational initiative	11.1	8.8	7.8	5.5
Part-time workers	Organize	8.9	4.9	16.6	23.0
	Other organizational initiative	11.7	14.7	11.0	10.6
Contract workers	Organize			15.0	23.3
	Other organizational initiative			9.8	7.3

Source: Authors' calculations based on Ministry of Health, Labour, and Welfare (1993, 1998, 2003, 2008b).

Note: Numbers in percentages.

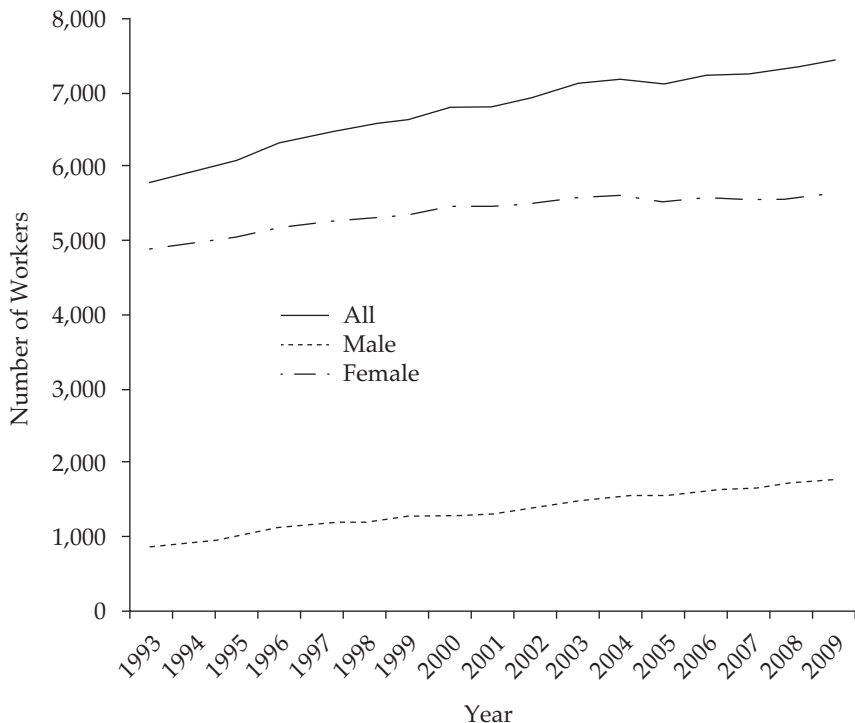
Figure 16.1 **Temporary Workers as a Percentage of All U.K. Employees**



Source: Author's compilation based on ONS (2010).

Note: Numbers in thousands and seasonally adjusted.

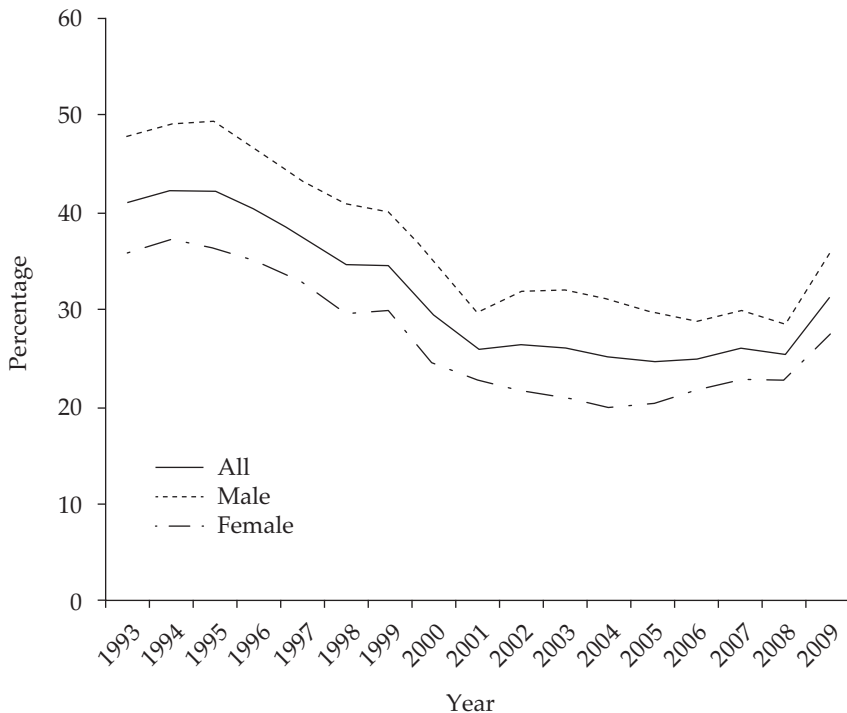
Figure 16.2 **Part-Time U.K. Workers**



Source: Author's compilation based on ONS (2010).

Note: Seasonally adjusted.

Figure 16.3 **Temporary Employees Who Could Not Find a Permanent U.K. Job**



Source: Author's compilation based on ONS (2010).

Note: Numbers in thousands and seasonally adjusted.

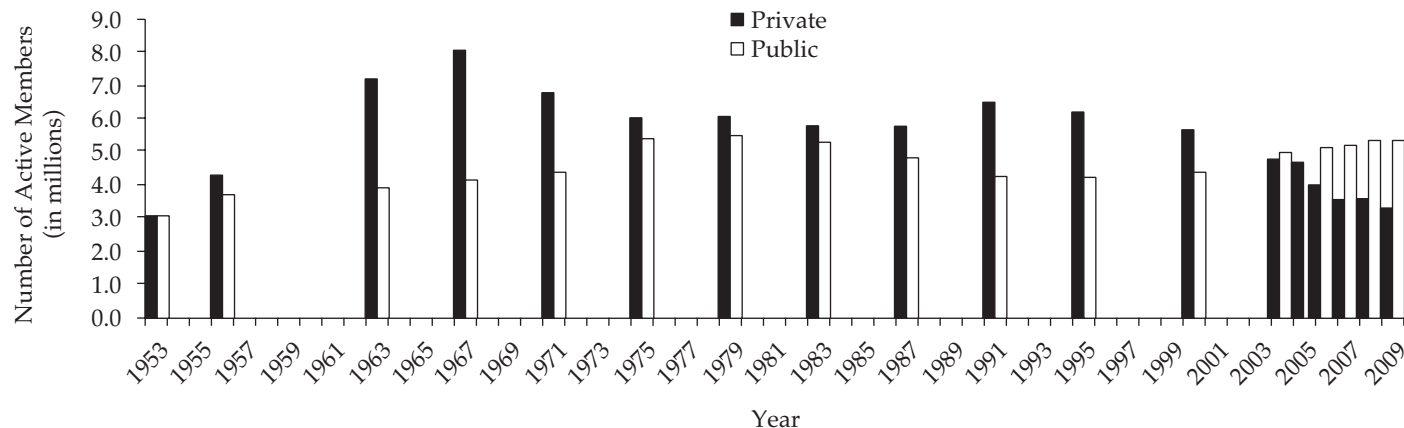
Figure 16.4 **Part-Time Workers Who Could Not Find a Full-Time U.K. Job**



Source: Author's compilation based on ONS (2010).

Note: Numbers in thousands and seasonally adjusted.

Figure 16.5 **Active Members of Occupational U.K. Pension Schemes**



Source: Reprinted from ONS (2010).

Notes: The 2005 survey did not cover the public sector.

Due to changes in the definition of the private and public sectors, estimates for 2000 and onward differ from earlier years. From 2000, organizations such as the Post Office and the BBC were reclassified from the public to the private sector.

Changes to methodology for 2006 onward mean that comparisons with 2005 and earlier should be treated with caution.

Table 16.1 Comparing Multi-Tier Pension Systems Across Welfare Regimes

	Mandatory	
	First Tier (Public): Type	Second Tier (Earnings-Related): Public or Private
Liberal		
Australia ^{1,2,3}	resource-tested	private, DC
Canada ²	resource-tested, basic	public, DB
United Kingdom ⁴	resource-tested, basic, minimum	public, DB
United States ^{3,5}	resource-tested	public, DB
Conservative		
France ⁶	minimum	public, DB*
Germany ⁷	resource-tested	public, points
Japan	basic	public, DB
Italy	resource-tested	public, NDC
Social Democratic		
Denmark	resource-tested, basic	private, DC
Netherlands	basic	private, DB
Sweden ³	minimum	public, NDC and private, DC
Post-socialist		
Czech Republic	basic, minimum	public, DB
Poland	minimum	public, NDC and private, DC
Slovak Republic	minimum	public, points and private, DC

Source: Author's compilation based on OECD (2011, 106, 173).

Notes: Percentage figures in columns 4 and 5 relate to coverage of private schemes by type of plan, 2009, as a percentage of working age population (sixteen to sixty-four years).

DB = defined benefit, DC = defined contribution, NDC = notional defined contribution. ATP, QMO, and PPM are names of specific private second-tier schemes in Sweden and Denmark. n.a. = not applicable.

¹ Data refer to the total mandatory and voluntary.

² Data refer to 2008.

³ OECD estimate based on data provided by national authorities as a percentage of total employment. See OECD (2011, 173).

⁴ Data may include multiple counting between active and deferred members of occupational schemes, and occupational and personal pensions. The percentages are based on a working life of sixteen to sixty-four for men and sixteen to fifty-nine for women.

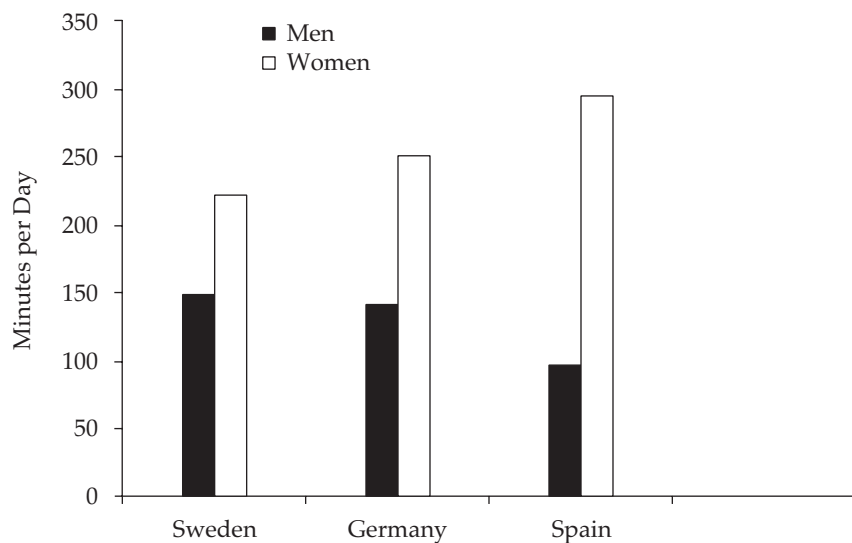
⁵ Data refer to 2006.

⁶ OECD does not include the American first-tier resource-tested scheme in its table.

⁷ Coverage of occupational pensions refers to 2007 and includes all second-pillar pensions.

Voluntary	
Second Tier: Percentage of Private Coverage	Third Tier: Percentage of Coverage by Occupational Schemes
68.5	data not available
n.a.	33.9
n.a.	49.1
n.a.	32.8
n.a.	3.5
n.a.	32.2
n.a.	data not available
n.a.	7.5
ATP: ~70.0	n.a.
QMO: ~59.0	
69.3	n.a.
PPM: ~76.0	n.a.
QMO: ~78.0	
n.a.	n.a.
53.0	1.2
36.5	n.a.

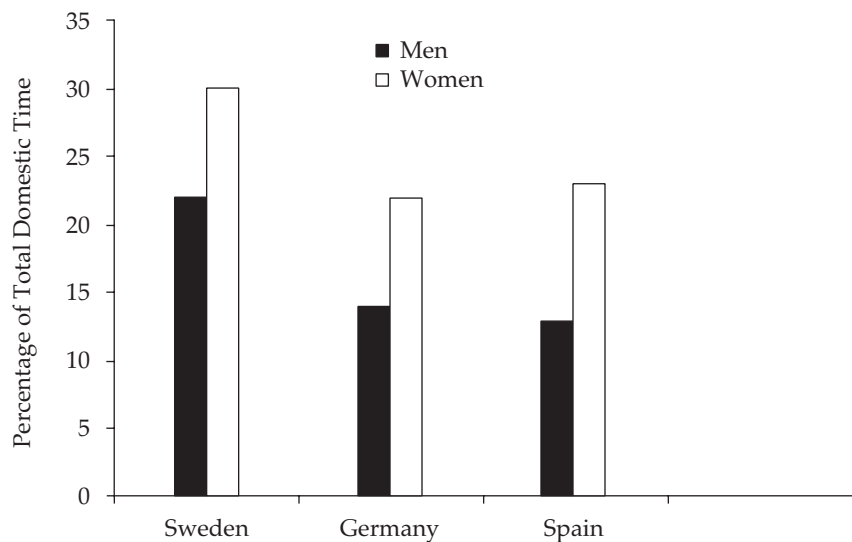
Figure 18.1 **Time Spent on Domestic Work**



Source: Author's compilation based on Eurostat (2006).

Note: Ages twenty to seventy-four.

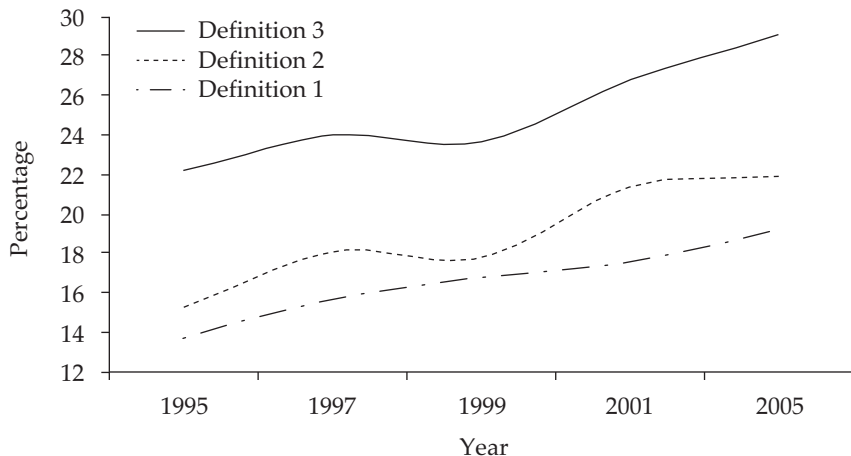
Figure 18.2 **Time Spent on Child Care**



Source: Author's compilation based on Eurostat (2006).

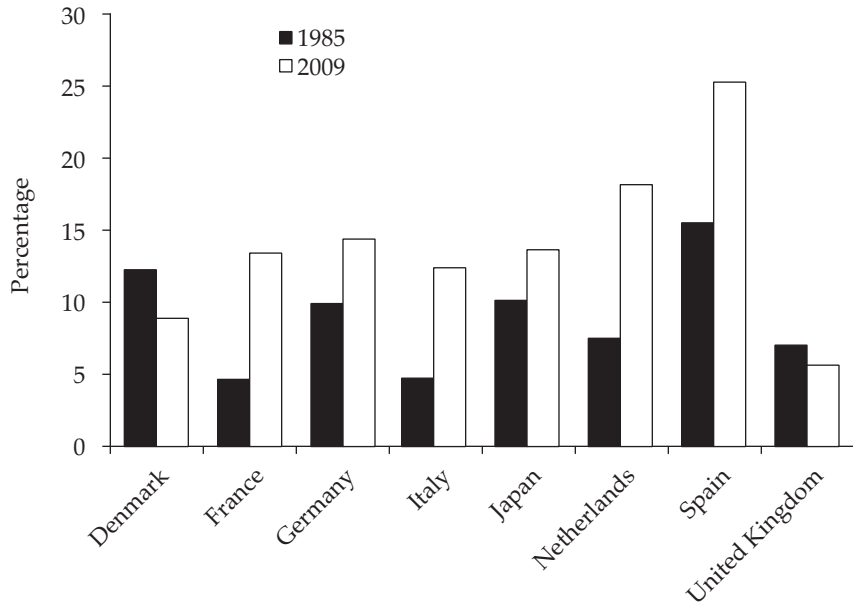
Note: Ages twenty to seventy-four.

Figure A.1 **Contingent U.S. Workforce Forty-Five and Older, 1995–2005**



Source: Author's compilation based on Hipple (2001); U.S. Bureau of Labor Statistics (2001, 2005).

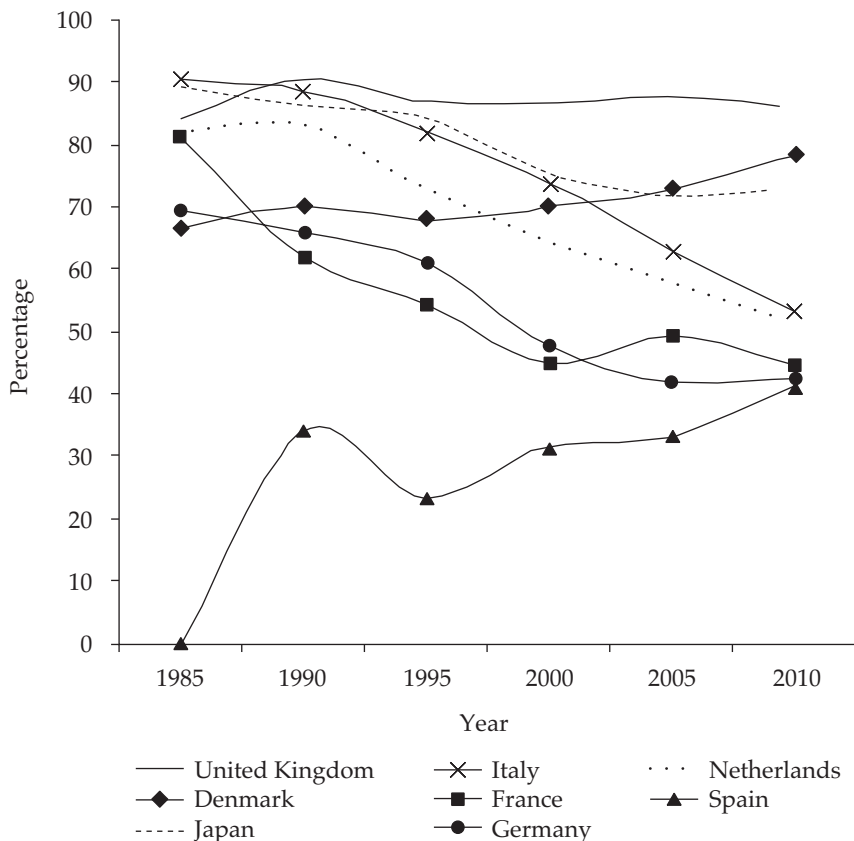
Figure A.2 Workforce in Temporary Employment, Selected European Countries



Source: Author's compilation based on OECD (2012a).

Note: Data from Spain are for 1987 through 2009. All numbers in percentages.

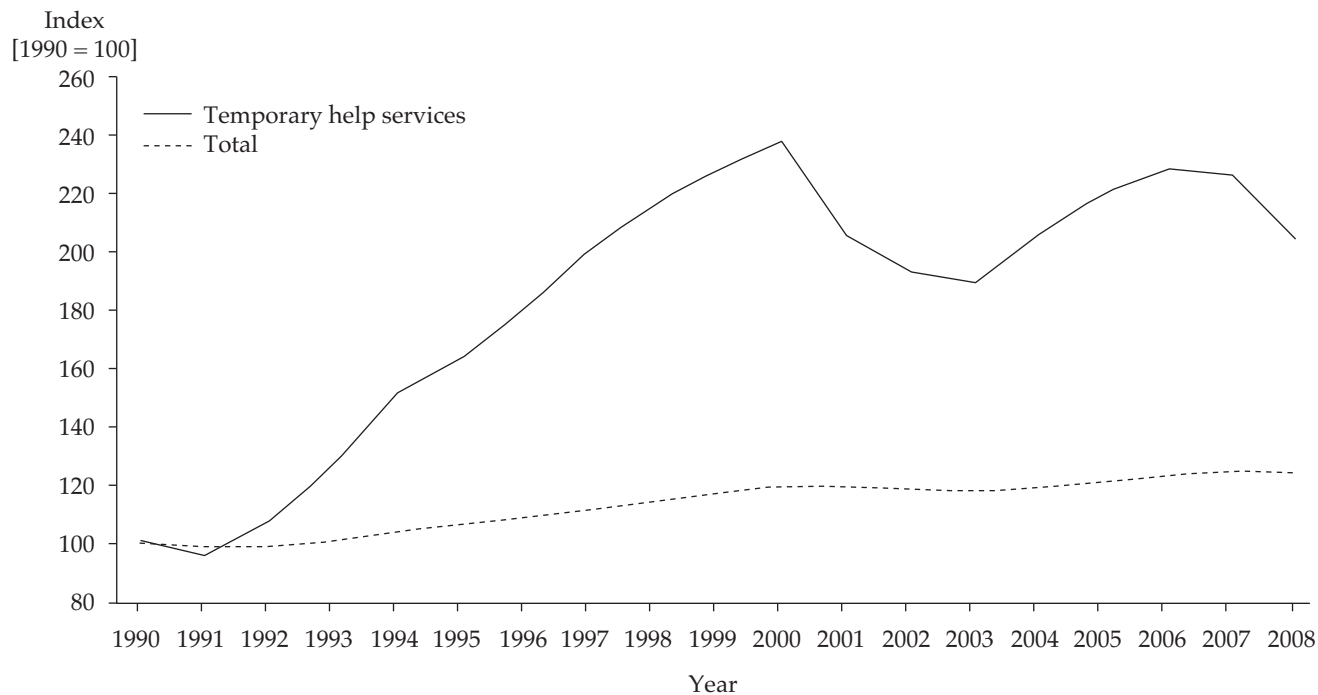
Figure A.3 **Young Persons in Permanent Employment, Selected OECD Countries**



Source: Author's compilation based on OECD (2012b).

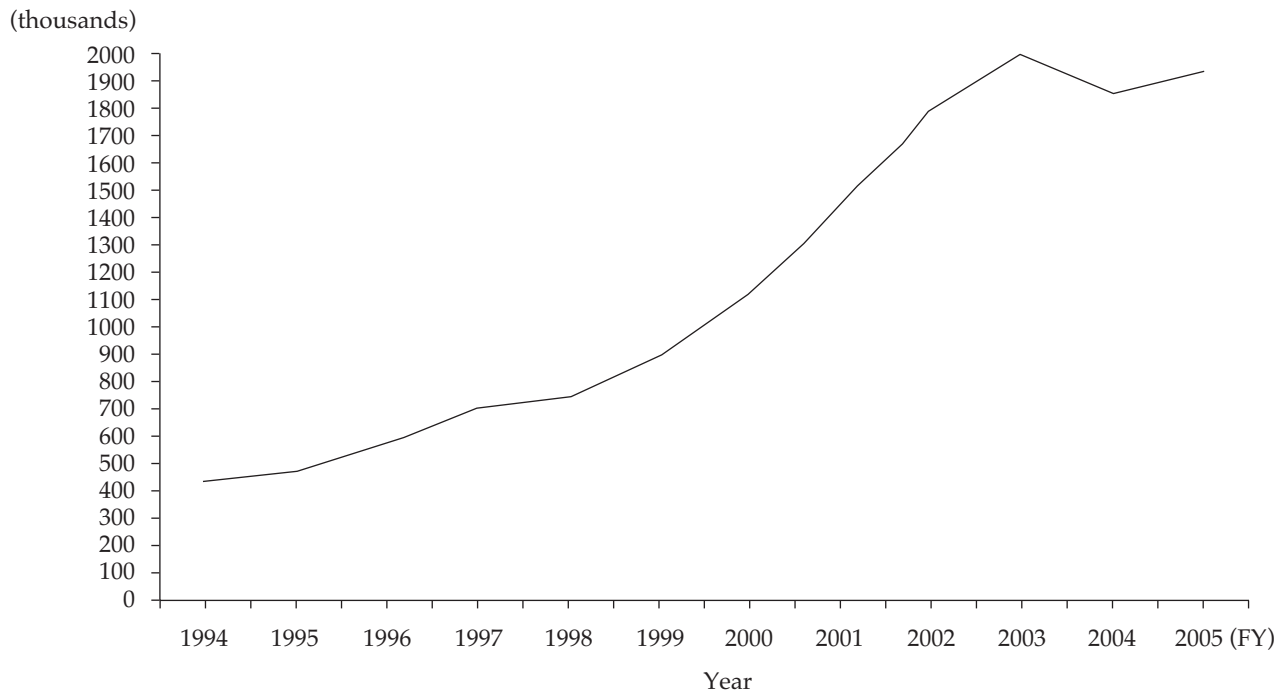
Note: Ages fifteen through twenty-four. Years 1985 to 2010. Numbers in percentages.

Figure A.4 **Indexed Employment Growth of Temporary Help Services and of All Industries in the United States, 1990–2008**



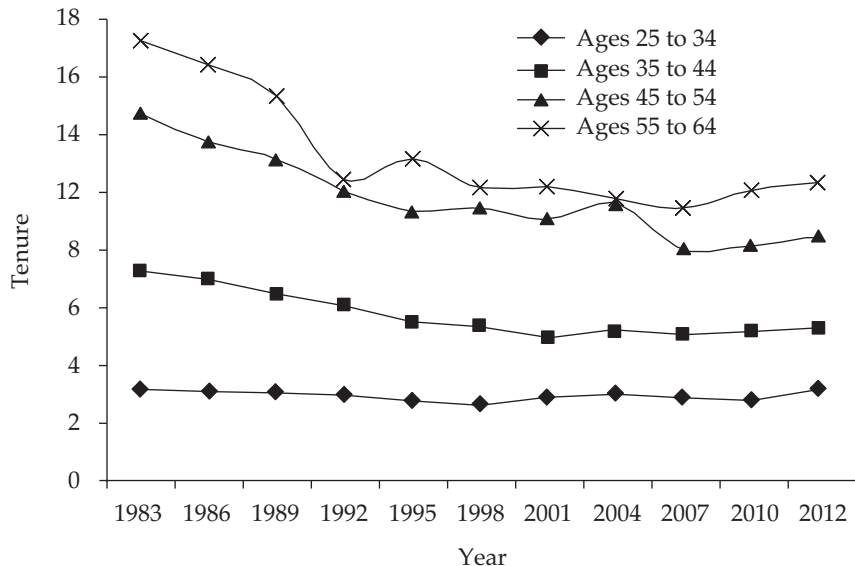
Source: Reprinted with permission from Luo, Mann, and Holden (2010).

Figure A.5 Trends in Number of Registered Dispatched Workers in Japan, 1994–2005



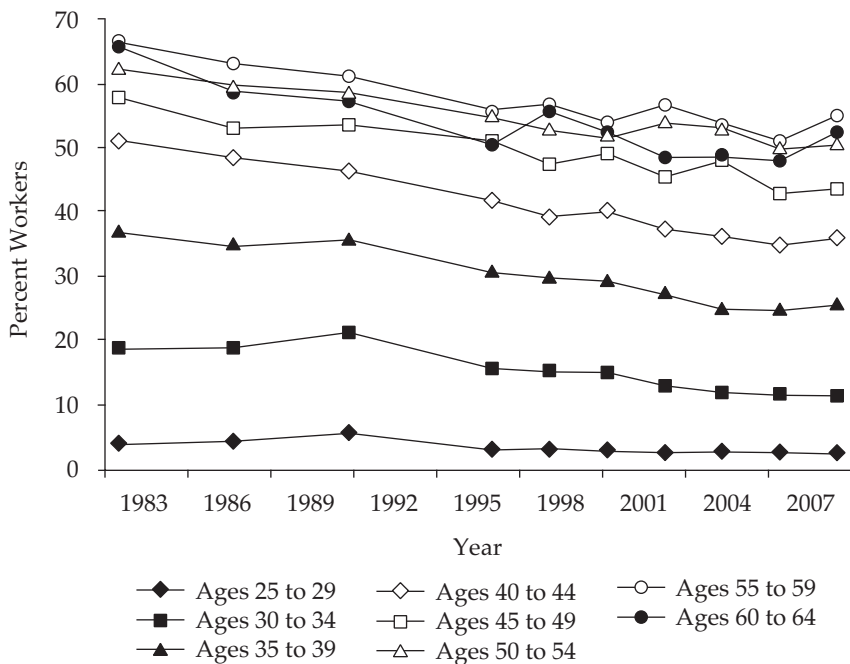
Source: Reprinted with permission from Japanese Ministry of Health, Labour, and Welfare (2008).

Figure A.6 **Median Job Tenure in the U.S., Men**



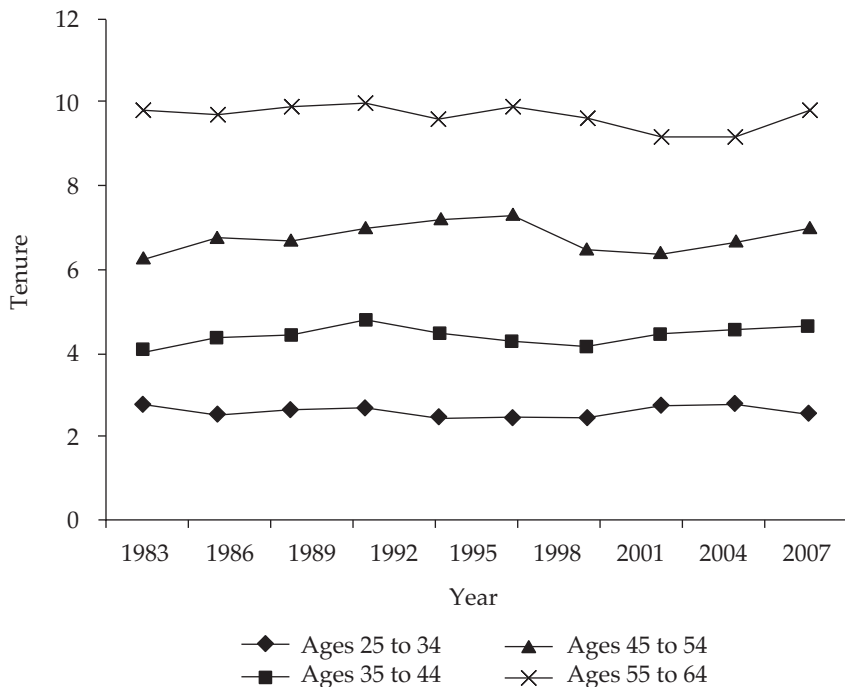
Source: Author's compilation based on U.S. Bureau of Labor Statistics (1998, 2008, 2012).

Figure A.7 Workers with Ten or More Years Tenure with Current Employer, U.S. Men



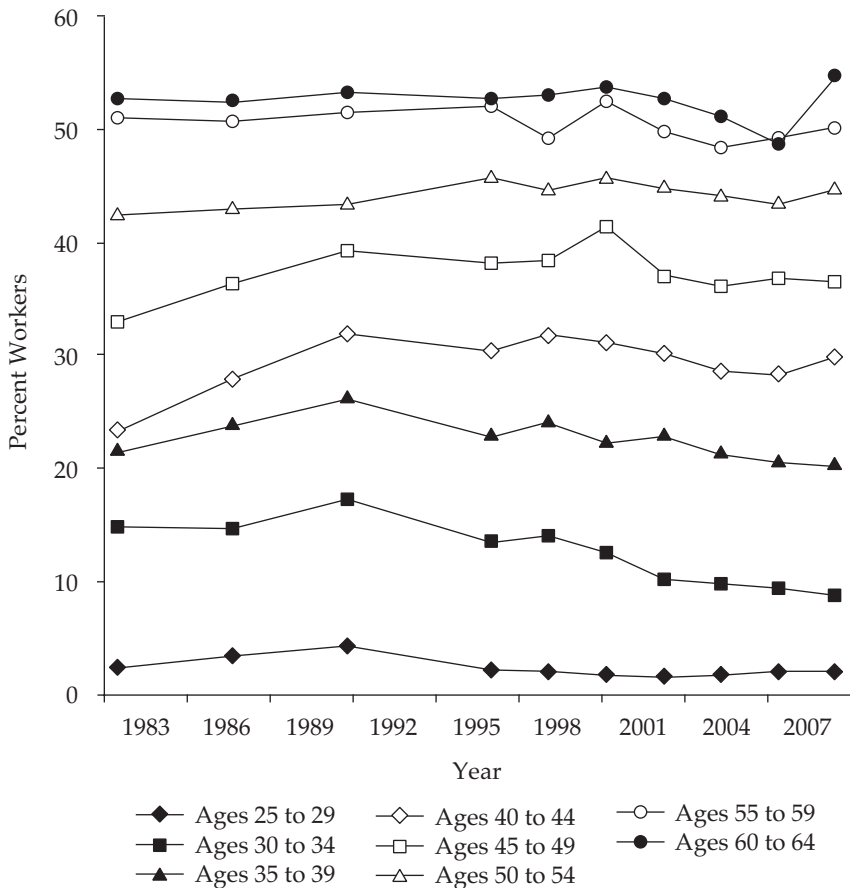
Source: Author's compilation based on U.S. Bureau of Labor Statistics (1998, 2008, 2012).

Figure A.8 Median Job Tenure, U.S. Women



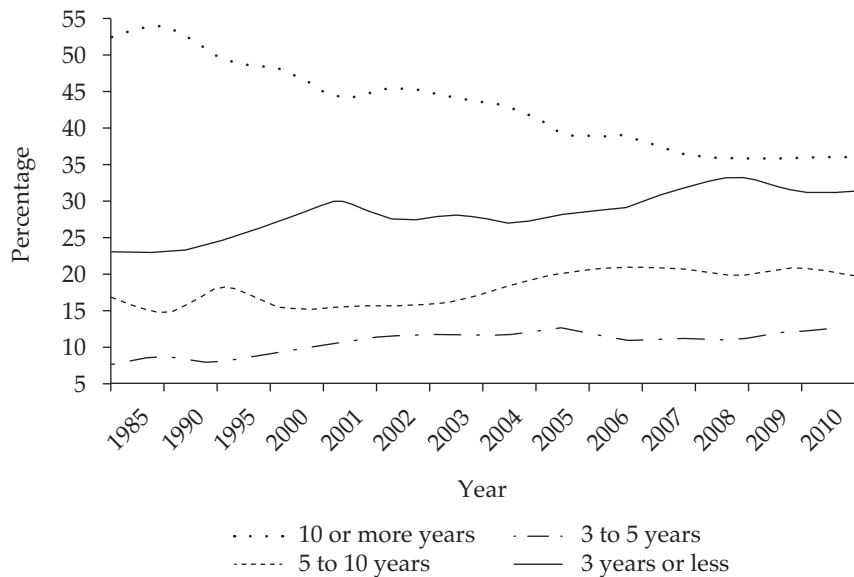
Source: Author's compilation based on U.S. Bureau of Labor Statistics (1998, 2008, 2012).

Figure A.9 **Workers with Ten or More Years Tenure with Current Employer, U.S. Women**



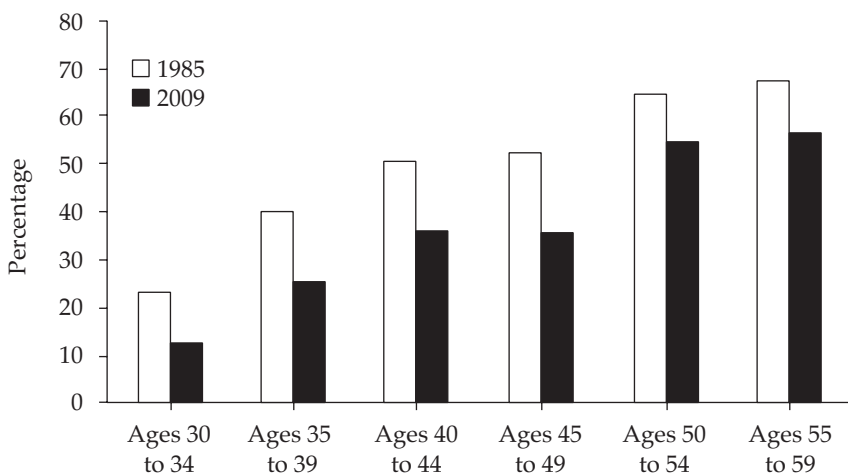
Source: Author's compilation based on U.S. Bureau of Labor Statistics (1998, 2008, 2012).

Figure A.10 **Employed by Job Tenure, Canadian Men Age 44–49**



Source: Author's compilation based on OECD (2012c).

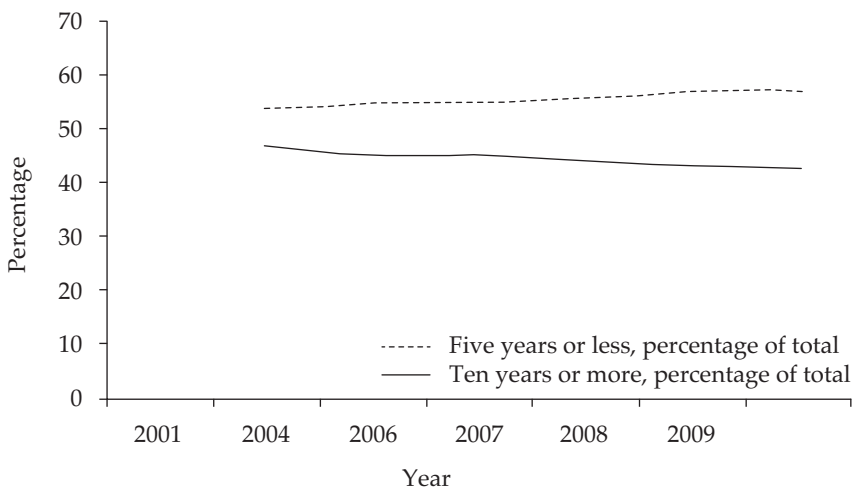
Figure A.11 Percent Employees Holding Current Job for Ten Years or More, Canadian Men



Source: Author's compilation based on OECD (2012).

Note: Numbers in percentages.

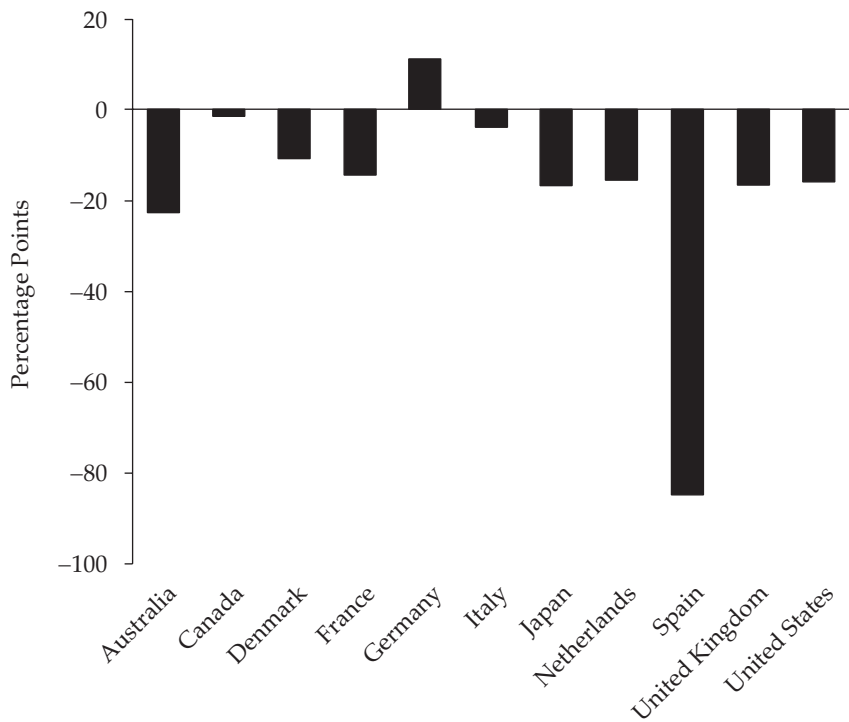
Figure A.12 Workers in Current Jobs Ten Years or More and Five Years or Less, Australia



Source: Author's compilation based on OECD (2012c).

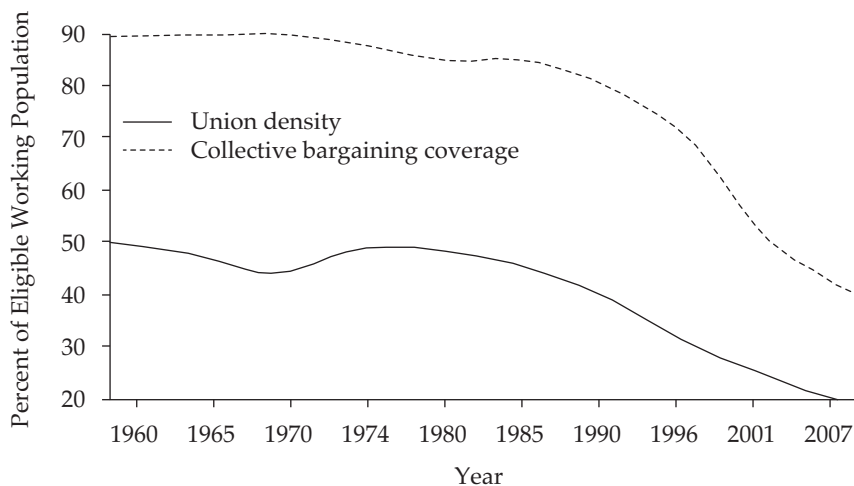
Note: Age twenty-five to fifty-four.

Figure A.13 **Change in Union Density**



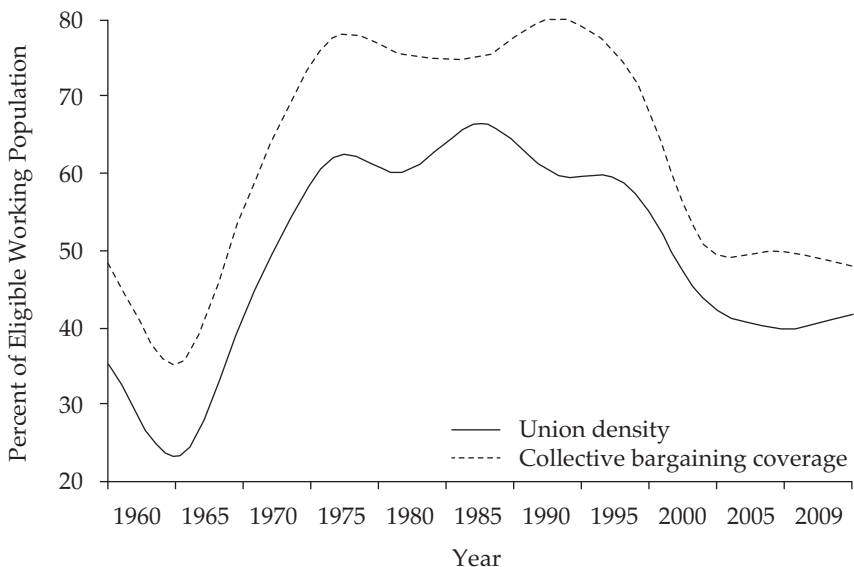
Source: Author's compilation based on Visser (2009).

Figure A.14 Union Density and Collective Bargaining Coverage, Australia



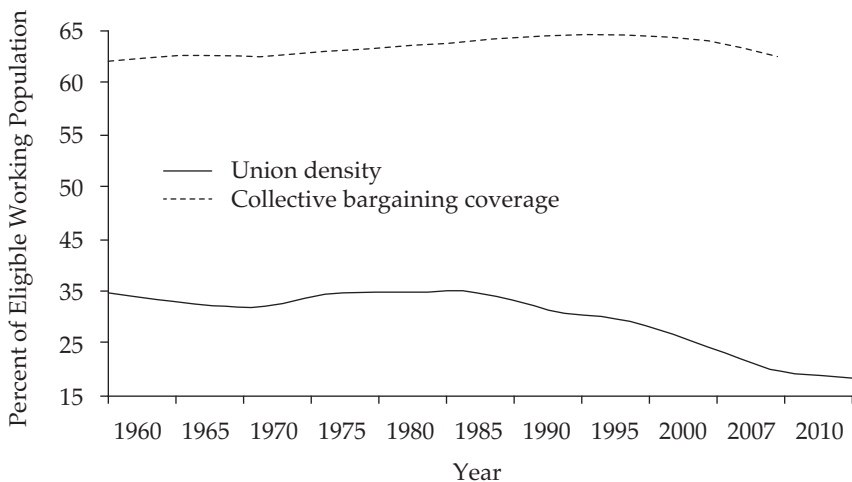
Source: Author's compilation based on Visser (2009).

Figure A.15 Union Density and Collective Bargaining Coverage, Canada



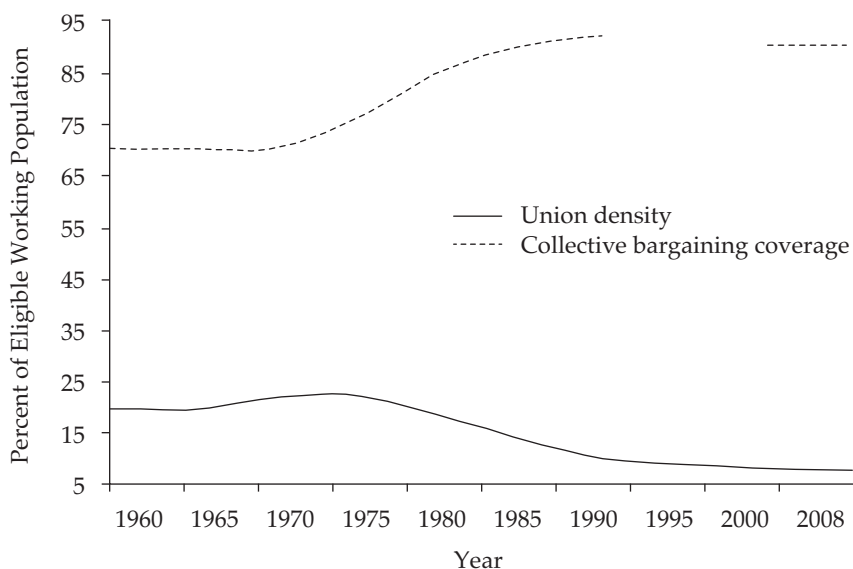
Source: Author's compilation based on Visser (2009).

Figure A.16 Union Density and Collective Bargaining Coverage, Denmark



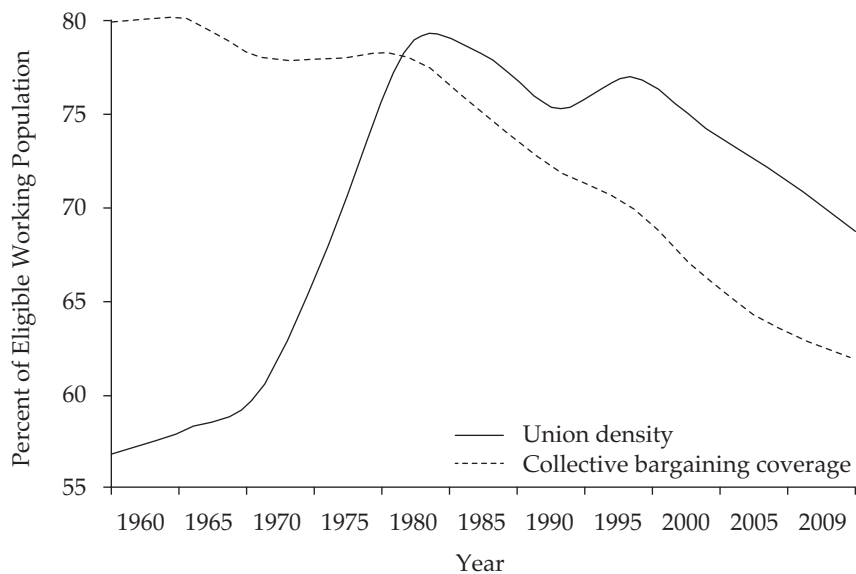
Source: Author's compilation based on Visser (2009).

Figure A.17 Union Density and Collective Bargaining Coverage, France



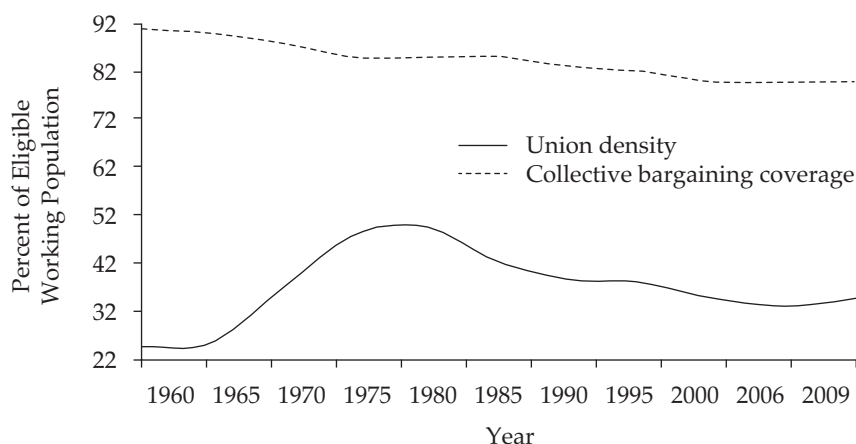
Source: Author's compilation based on Visser (2009).

Figure A.18 Union Density and Collective Bargaining Coverage, Germany



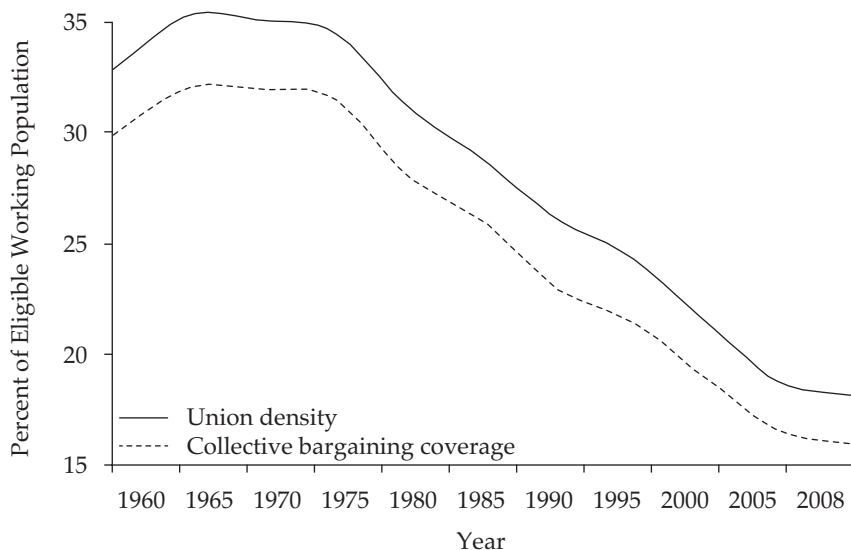
Source: Author's compilation based on Visser (2009).

Figure A.19 Union Density and Collective Bargaining Coverage, Italy



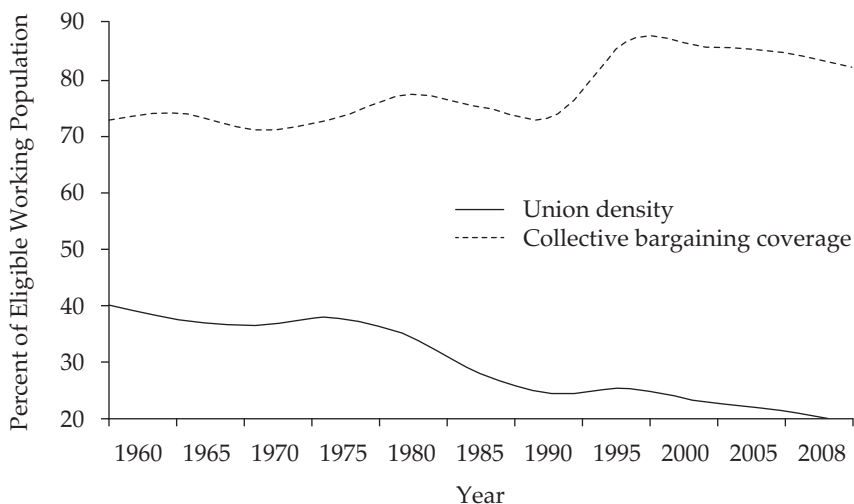
Source: Author's compilation based on Visser (2009).

Figure A.20 Union Density and Collective Bargaining Coverage, Japan



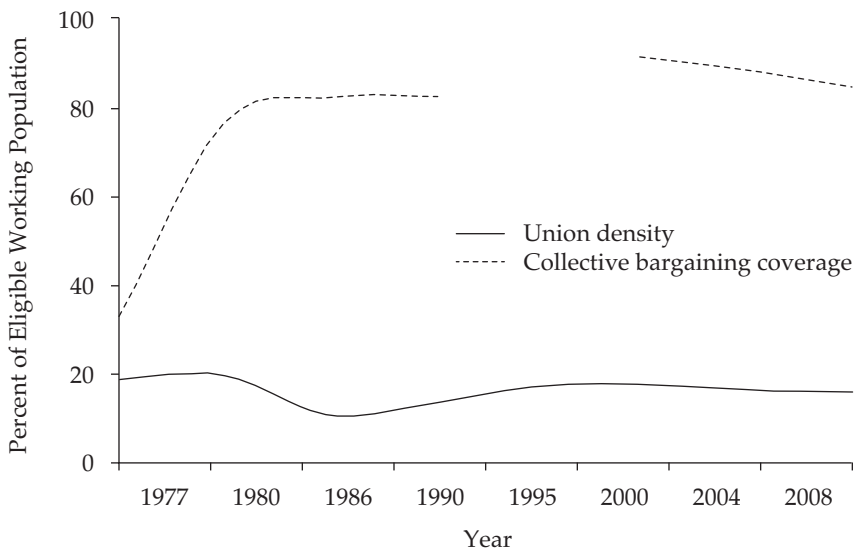
Source: Author's compilation based on Visser (2009).

Figure A.21 Union Density and Collective Bargaining Coverage, Netherlands



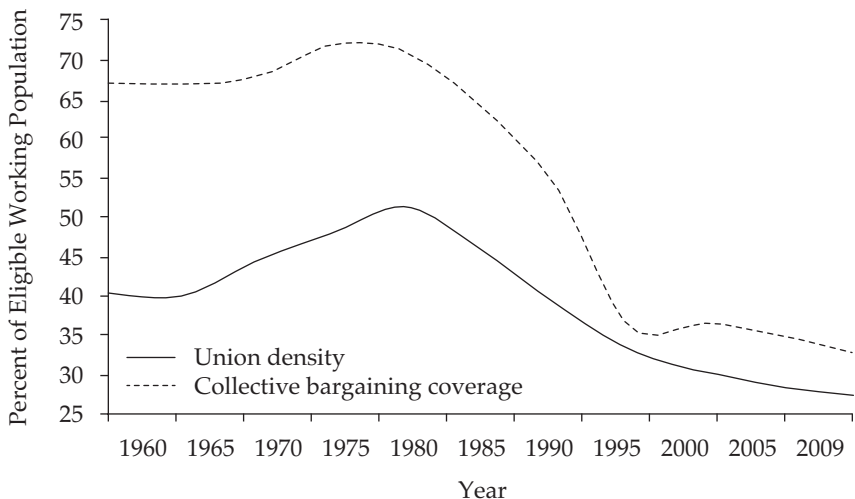
Source: Author's compilation based on Visser (2009).

Figure A.22 Union Density and Collective Bargaining Coverage, Spain



Source: Author's compilation based on Visser (2009).

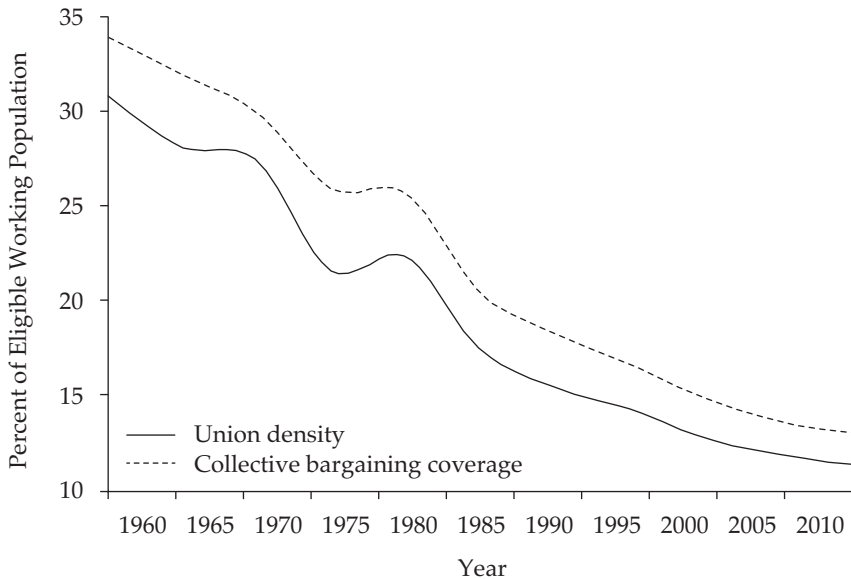
Figure A.23 Union Density and Collective Bargaining Coverage, United Kingdom



Source: Author's compilation based on Visser (2009).

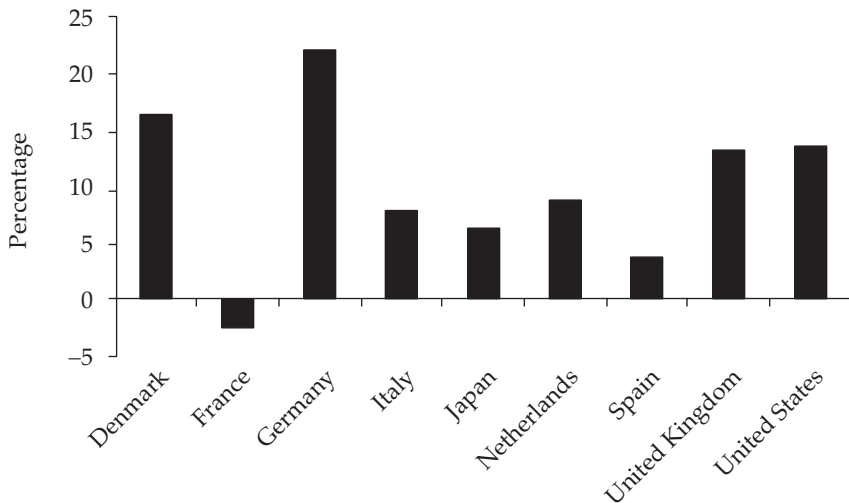
Figure A.24

Union Density and Collective Bargaining Coverage,
United States



Source: Author's compilation based on Visser (2009).

Figure A.25 **Change in Gini Coefficient Between Mid-1980s
and Late 2000s for Working Age Population**



Source: Author's compilation based on OECD (2012d), using data for working age population.

Table A.1 **Percent U.S. Workforce in Contingent Employment**

	Estimate 1	Estimate 2	Estimate 3
1995	2.2	2.8	4.9
1997	1.9	2.4	4.4
1999	1.9	2.3	4.3
2001	1.7	2.2	4.1
2005	1.8	2.5	4.1

Source: Author's compilation based on U.S. Bureau of Labor Statistics (1999, 2001, 2005) and Hipple (2001).

Table A.2 **Percent Employed Workers Employed Part-Time,
Men and Women**

	1985	1995	2005	2009	Change
Canada	17.1	18.8	18.4	19.3	2.2
Denmark	21.1	17.5	17.6	19.4	-1.7
France	11.7	14.8	13.9	14.0	2.2
Germany	10.6	14.2	21.8	22.4	11.8
Italy	8.2	11.5	15.6	16.9	8.7
Netherlands	19.7	29.2	36.1	37.7	18.0
Spain	4.1	6.8	10.9	12.3	8.2
United Kingdom	20.1	22.5	23.0	23.8	3.7
United States	14.7	14.0	12.8	14.1	-0.6

Source: Author's compilation based on OECD (2012a).

Note: Data from Spain from 1990 to 2009. Numbers in percentages.

Table A.3 **Percent Employed Workers Employed Part-Time, Men, All Ages**

	1985	1995	2005	2009	Change
Canada	8.8	10.8	10.9	12.0	3.2
Denmark	8.0	9.7	11.7	13.6	5.5
France	4.5	5.6	5.0	5.1	0.6
Germany	1.7	3.4	7.3	8.0	6.2
Italy	3.8	4.8	5.3	5.9	2.1
Netherlands	6.1	11.8	15.3	17.0	10.8
Spain	2.4	2.4	3.8	4.4	2.0
United Kingdom	4.3	7.4	9.6	10.9	6.5
United States	8.6	8.3	7.8	9.2	0.6

Source: Author's compilation based on OECD (2012a).

Note: Data from Spain from 1990 to 2009. Numbers in percentages.

Table A.4 **Percent Employed Workers Employed Part-Time, Women, All Ages**

	1985	1995	2005	2009	Change
Canada	28.3	28.5	27.2	27.1	-1.2
Denmark	35.2	25.8	23.9	24.8	-10.4
France	21.6	24.8	22.6	22.4	0.8
Germany	25.4	29.1	38.8	38.1	12.7
Italy	16.6	21.1	28.8	30.5	14.0
Netherlands	45.5	55.1	60.7	59.9	14.3
Spain	12.0	15.8	21.5	21.4	9.4
United Kingdom	41.1	40.8	38.5	38.8	-2.3
United States	21.6	20.2	18.3	19.2	-2.4

Source: Author's compilation based on OECD (2012a).

Note: Data from Spain from 1990 to 2009. Numbers in percentages.

Table A.5 Workers at the Same Job Ten Years or More, Selected European Countries, Men

	1995	2009	Change
Denmark	34.3	29.4	-4.9
France	44.8	43.6	-1.2
Germany	40.5	44.8	+4.3
Italy	51.3	49.3	-2.1
Netherlands	39.3	44.4	+5.1
Spain	41.8	40.7	-1.0
United Kingdom	36.5	32.9	-3.6

Source: Author's compilation based on OECD (2012c).

Note: All ages. Numbers in percentages.

Table A.6 Workers at the Same Job Ten Years or More, Selected European Countries, Women

	1995	2009	Change
Denmark	29.3	24.5	-4.7
France	41.3	42.8	+1.5
Germany	31.5	39.7	+8.2
Italy	44.0	42.2	-1.8
Netherlands	26.0	35.8	+9.8
Spain	31.0	31.4	+0.3
United Kingdom	25.1	28.4	+3.4

Source: Author's compilation based on OECD (2012c).

Note: All ages. Numbers in percentages.

Table A.7 Workers at the Same Job Ten Years or More, Selected European Countries, Men and Women

	1995	2009	Change
Denmark	30.2	18.5	-11.7
France	48.7	41.5	-7.2
Germany	34.9	38.3	+3.4
Italy	51.7	39.2	-12.5
Netherlands	40.1	36.9	-3.2
Spain	42.2	32.3	-10.0
United Kingdom	32.9	27.9	-5.0

Source: Author's compilation based on OECD (2012c).

Note: All ages. Numbers in percentages.

Table A.8 **Average Years on Job, Selected European Countries,
Men and Women**

Country	1992	2009	Change
Denmark	7.94	7.63	-3.9%
France	9.95	11.64	17.0%
Germany	10.31	11.12	7.9%
Italy	10.75	11.72	9.1%
Netherlands	8.31	10.86	30.8%
Spain	8.48	9.61	13.3%
United Kingdom	7.77	8.53	9.8%

Source: Author's compilation based on OECD (2012c).

Note: All ages.

Table A.9 **Change in Job Tenure 1992 to 2009, Men**

	Ages 25 to 29	Ages 30 to 34	Ages 35 to 39	Ages 40 to 44	Ages 45 to 49	Ages 50 to 54	Ages 55 to 59	Ages 60 to 64
Denmark	-26.8	-20.5	-24.5	-22.9	-14.8	-21.4	-9.3	-13.3
France	5.4	-5.2	-12.2	-7.1	0.8	8.2	15.4	3.6
Germany	-10.0	-6.0	-4.6	-7.1	-8.4	-5.7	-6.4	-5.2
Italy	-4.9	-10.9	-13.4	-13.6	-8.6	0.1	8.3	-3.0
Netherlands	14.5	-8.1	-11.1	-14.5	-9.5	-3.5	7.7	19.0
Spain	24.2	-12.6	-13.1	-11.3	-2.5	7.7	13.8	5.5
United Kingdom	-9.0	-15.5	-13.6	-13.9	-13.0	-5.1	-7.7	-13.6

Source: Author's compilation based on OECD (2012c).