

Table of Contents

Table of Contents	5
List of Tables and Figures	9
Acknowledgement	13
1 Introduction	15
1.1 Flexibility and security in the public discourse.....	22
1.2 Literature overview	24
2 Theoretical background	31
2.1 Risk and uncertainty.....	31
2.2 Segmented labour markets	35
2.3 Insurance	38
2.3.1 Advantages of institutionalised unemployment insurance.....	39
2.3.1.1 Public vs. private insurance.....	40
2.3.1.2 Voluntary vs compulsory insurance	44
2.3.1.3 Insurance vs welfare principle.....	46
2.3.1.4 Redistribution in unemployment insurance schemes...	48
2.4 Welfare state theory	51
2.4.1 Worlds of welfare capitalism	52
2.4.2 Critical assessment.....	55
2.5 Assumptions from theory.....	57
3 Labour market indicators and the occurrence of non-standard employment	63
3.1 Labour market developments	64
3.2 Part-time employment.....	71
3.3 Temporary employment.....	75
3.4 Extent of non-standard employment and implications for empirical analysis.....	80

4	Regulation of temporary and part-time employment	83
4.1	Framework agreements and directives on non-standard employment.....	84
4.2	Part-time employment.....	86
4.2.1	Equal treatment clauses.....	86
4.2.2	Care obligations as reason for part-time work	89
4.3	Temporary employment.....	93
4.3.1	Employment protection legislation and the extent of temporary employment	94
4.3.2	Specific regulation of temporary contracts in the four countries	98
4.4	Implications for the empirical analysis	101
5	Are unemployment insurance systems adapting to non-standard employment?.....	103
5.1	The male breadwinner model and standard employment.....	104
5.2	Unemployment insurance.....	108
5.2.1	Active line reforms in Denmark.....	108
5.2.2	From unemployment assistance to basic allowance in Germany	110
5.2.3	Trade unions challenge reforms in Spain.....	111
5.2.4	Jobseeker's Allowance and the New Deal in the United Kingdom	113
5.3	Unemployment benefits and non-standard employment.....	114
5.3.1	Part-time employment and unemployment insurance.....	116
5.3.1.1	Hours and earnings thresholds limiting access to benefits	116
5.3.1.2	Minimum contribution period as access barrier	119
5.3.1.3	Are net replacement rates beneficial to former part-time workers?.....	121
5.3.1.4	Specific legislation benefiting former part-time workers	125
5.3.2	Temporary employment and unemployment insurance	127
5.3.2.1	Minimum contribution period as an obstacle to entitlement.....	127
5.3.2.2	Duration of unemployment benefits	129
5.4	Summary and outlook	131

6 Risk of job loss and the insurance situation of non-standard workers.....	137
6.1 The European Community Household Panel	138
6.2 Mobility patterns of non-standard workers	140
6.2.1 Year-to-year transitions	142
6.2.2 Exits from employment.....	146
6.2.2.1 Comparative exit patterns.....	149
6.2.2.2 Multivariate models of transitions from employment.....	154
6.2.3 Summary	159
6.3 The insurance situation of non-standard workers.....	161
6.3.1 Entitlement to unemployment benefits	164
6.3.1.1 Descriptive results	166
6.3.1.2 Multivariate analysis	171
6.3.2 Benefit levels and composition of benefits	181
6.3.2.1 Descriptive analysis.....	182
6.3.2.2 Multivariate analysis	190
6.3.3 Summary.....	194
6.4 Influence of institutions on benefit coverage	196
6.4.1 Using institutional information to cluster countries – a literature review	196
6.4.1.1 Choice of variables.....	198
6.4.1.2 Cluster analysis	202
6.4.1.3 Characteristics of the resulting cluster groups.....	204
6.4.1.4 Empirical validation of cluster results	209
6.4.1.5 Limitations and possible solutions	211
6.4.2 Multilevel analysis as a solution?	212
6.4.3 Restrictions and data problems	215
7 Conclusion	219
References.....	229
Legislation.....	246
Annex.....	247
Annex 1: Construction of ECHP variables and descriptive statistics.....	247
Annex 2.....	257