

# RESILIENCE OF NON- STANDARD RELATIONSHIPS

Flexwork for current labour  
markets

[roger.blanpain@cer-leuven.be](mailto:roger.blanpain@cer-leuven.be)

# Flexicurity

- Rigidity on the labour market can be a virtue in times of crisis
  - Anglo-saxon
    - Employment at will: dismissals;
    - Less income and consumption;
    - Crisis increases – downward spiral
  - European
    - No immediate dismissals;
    - Wages, income, consumption
    - Less crisis.

# Flexicurity

- Flexibility can be a virtue in times of crisis
  - Keeping qualified collaborators
  - Shortage of high skilled workers
    - Short time (Kurzarbeit)
    - Governmental subsidies

# Modern Labour Market

- High employment:
  - Young, old, men, women, foreign, migrant.....
- Human resources
- Match offer and demand on the LM

# REVOLUTION

- 1960's: LM: monopoly of the State
- 1965: ILO: temporary = fee-paying –C 96
- 1970: Manpower Case
- 1997: Job Centre Case
- 1997: Convention ILO 181: private employment agencies
- EU: directives = part-time; fixed term; temps (2008)

# REVOLUTION

- Flexible and secure
  - Job- to employment security
  - Active employment policies
  - TWA = full-fledged actors
  - Working time
  - Pay (?) and Job security (?)
  - NEGOTIATED FLEXIBILITY
  - ONGOING CHALLENGE