

Flexible Today, Secure Tomorrow? Labour Market Flexibility & Pension Reforms in Europe

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Tensions between
flexibility and
security

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Research questions

- Does the interplay between pension reforms and increasingly flexible labour markets negatively affects economic security in old age ?
- Which implications for workers with “atypical” employment careers when they retire ?
- Do pension reforms compensate, or aggravate, the risks of the spread of “atypical” employment patterns after retirement?

Constructing a common research framework

- **Increasingly flexible labour markets have come along with pension reforms in Europe and they both still rank high on the political agenda of European countries**
- The research project focuses on institutional and policy changes both in the pension sector and in the labour market with the aim of highlighting whether, and to what extent, their interplay negatively influences economic security in old age, especially for workers with atypical and fragmented careers
- **The flexibility-security nexus is therefore analyzed with reference to the post-retirement phase.**
- The various contributions employ the same analytical framework in order to map, and then compare, the developments in seven European countries presenting different labour market arrangements, various degree of flexibility, as well as diverse pension systems
- Countries included in the research project:
Traditionally with single-pillar pension systems: Germany, Italy, Poland
Traditionally with multipillar pension systems: Denmark, The Netherlands, Switzerland, United Kingdom

Main research findings

The outcomes of the interplay between labour market and pension developments vary according to:

- **Labour market models and patterns of flexibility:**
Homogeneous LM (DK, UK) *versus* Segmented LM (CH, D, I, NL, PL)
- **The level of redistribution in the first pension pillar**
High (DK, NL) Medium (UK) Low (D, I, PL, UK)
- **Integration and inclusiveness of the pension system**
High (CH, DK, NL, PL) Low (D, I, U)
- **Reforms aimed at counterbalancing flexibility in order to promote security in old age**

Publication output

Labour Market Flexibility and Pension Reforms: Flexible Today, Secure Tomorrow?

Edited by Karl Hinrichs and Matteo Jessoula, Palgrave Macmillan, 2011
(Work and welfare in Europe series)

1. “Labour Market Flexibility and Pension Reforms: an Introduction”
by Karl Hinrichs and Matteo Jessoula
- Traditional single-pillar countries*
2. “Germany: A Flexible Labor Market plus Pension Reforms Makes Old-Age Poverty”
by Karl Hinrichs
3. “A risky combination in Italy: selective flexibility and defined-contributions pensions”
by Matteo Jessoula
4. “Poland: are flexible labour markets ready for individualized pensions?”
by Igor Guardiancich
- Traditional multi-pillar countries*
5. “Lessons from the UK: When Multi-Pillar Pension Systems Meet Flexible Labour Markets” by David Natali
6. “Switzerland: building a multipillar pension system for a flexible labour market”
by Silja Häusermann and Hanna Schwander
7. “The Danish flexicurity model and old age protection” by Niels Ploug
8. “The Netherlands: Reconciling Labour Market Flexicurity with Security in Old Age”
by Karen Anderson
9. “Flexible Today, Secure Tomorrow?”
by Matteo Jessoula and Karl Hinrichs

