



UNIVERSITÀ DEGLI STUDI
DI TRENTO



Employment Protection Legislation, the Employment-Equality trade-off and the growth of Atypical Employment in Europe. What Social Consequences?

ASSESSING LABOUR MARKET SECURITY THROUGH THE LENS OF
LABOUR MARKET SEGMENTATION: A SOCIOLOGICAL INSIGHT

Paolo Barbieri

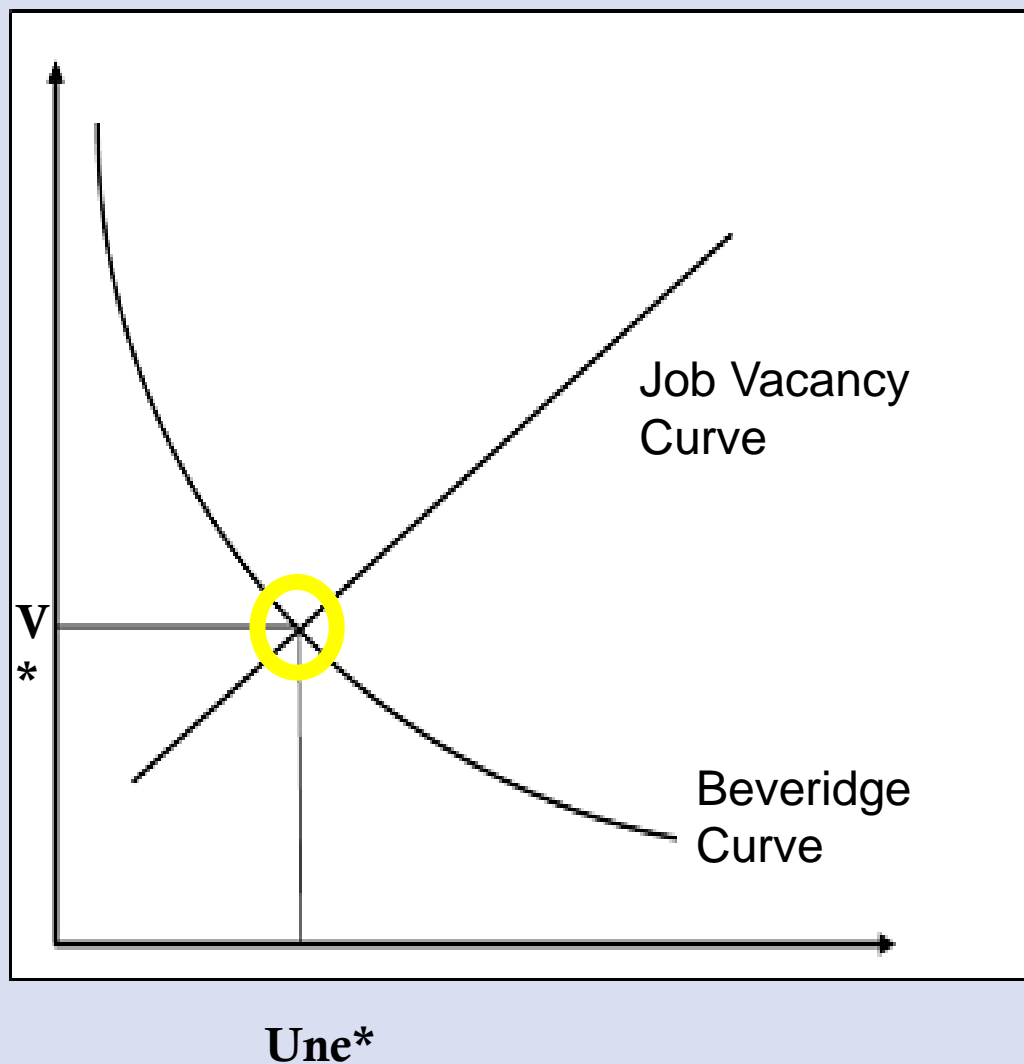
CSIS, Department of Sociology and Social Research, Trento University
and FamIne ERC2010 Project

IPL - Bolzano, 25 Novembre 2015

Structure of the presentation

- 1) *Initial blabla... search theory, LM deregulation and why it is sociologically relevant to analyse LM changes*
- 2) *Employment Protection Legislation, LM deregulation, and occupational consequences...*
- 3) *What happens with the unemployment crisis?*
- 4) *Temptative policy conclusions*

WHY LM deregulation? → LM FRICTIONS (“Lm Imperfections”)



Vacancies = $f(\text{Profits} - \text{Wages})$

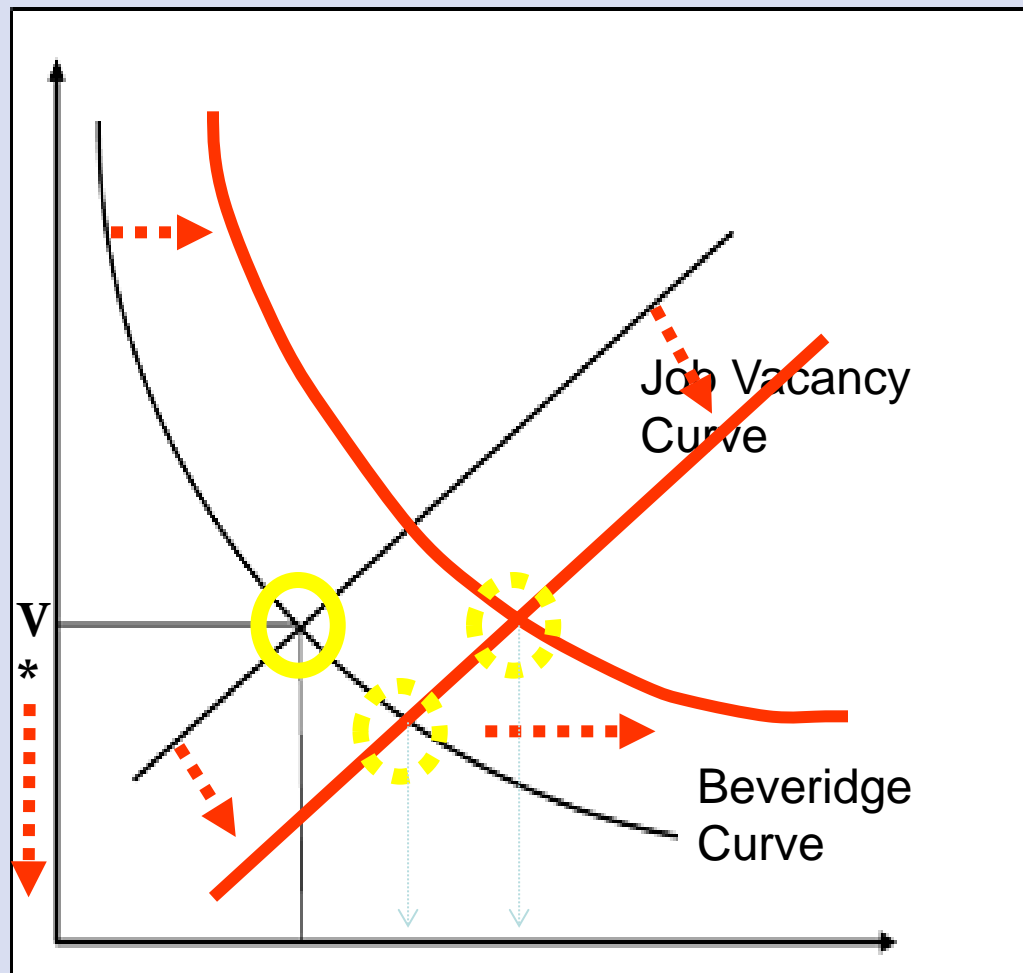
$$v = \gamma \left[\overbrace{p - g(u, z)}^{\text{Profits} - \text{Wages}} \right]$$

Unemployment;

“Factors” increasing wages: WS, UI, IR, **EPL**...

$$u^* = \frac{s}{s + f(v, r, mm)}$$

WHY LM deregulation? → LM FRICTIONS (“Lm Imperfections”)


$$\text{Vacancies} = f(\text{Profits} - \text{Wages})$$

$$v = \gamma \begin{bmatrix} p - g(u, z) \\ \text{---} \text{+} \end{bmatrix}$$

Unemployment;

“Factos” increasing wages:

WS, UI, IR, EPL...

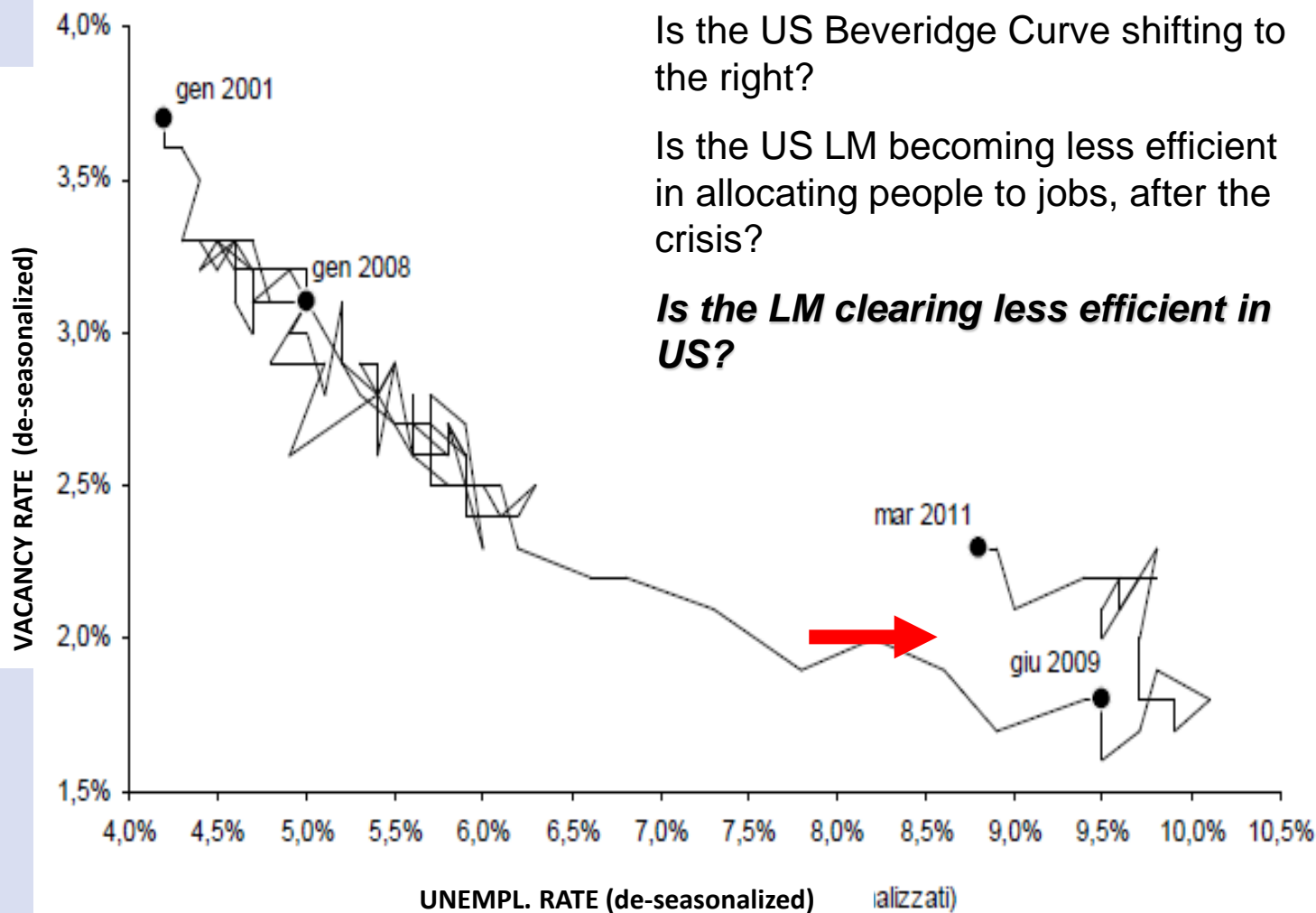
$$u^* = \frac{s}{s + f(v, r, mm)}$$

Une* 

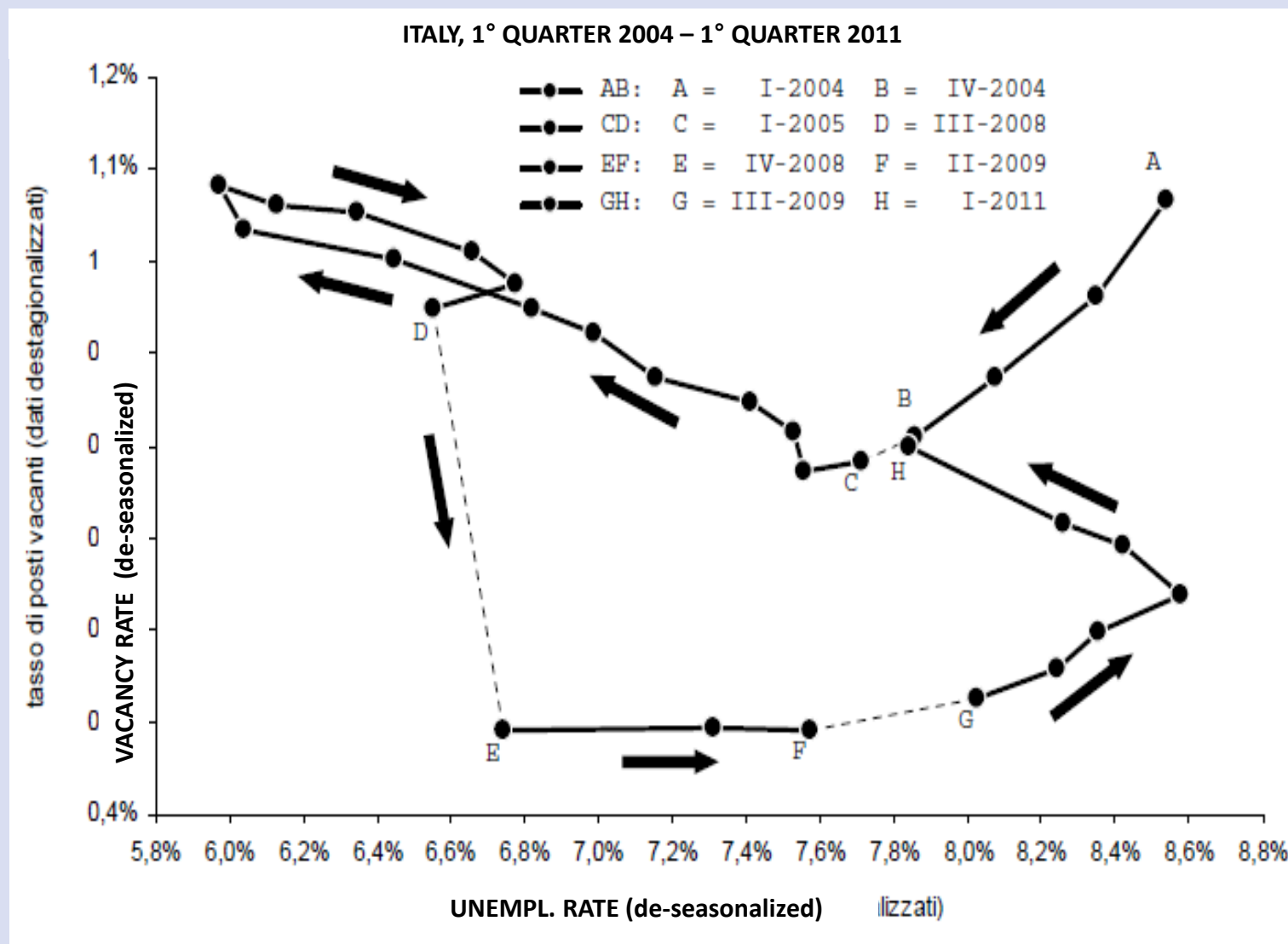
Ex: Increase in U.I.

Background: the Insider Disease or the Beveridge Curve

U.S., JANUARY 2001 – MARCH 2011



Background: the Insider Disease or the Beveridge Curve

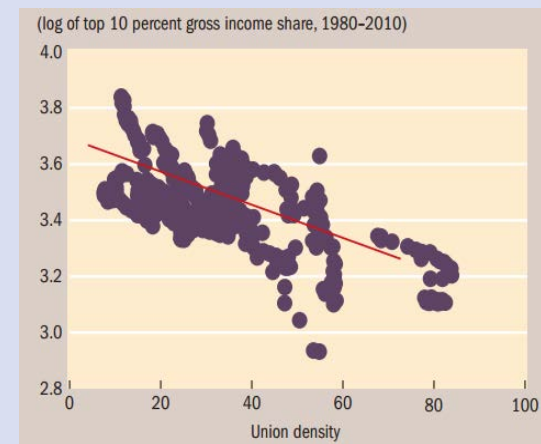


LM FRICTIONS (“Lm Imperfections”)

IMPERFECT MARKETS / markets with “frictions”

“FRICTIONS”:

- TECHNOLOGICAL CHANGE, JOB MISMATCHES
- INDUSTRIAL RELATION SYSTEM (imposing minimum wage)
- WELFARE STATE (UB via res.wage; LMPS; Educ Policies etc)
- **EPL** (employment protection legislation)



The decline in unionization (1980-2010) is strongly associated with the rise of income shares at the top (IMF paper)

If from an economic point of view “frictions” have to be removed via LM flexibilization, WS retrenchment etc... from a sociological perspective “frictions” are of extreme interest because most of them are exactly what we label “Institutions”

In this paper we focus on the re-definition of EPL as a possible remedy against “Eurosclerosis” issues: modest economic growth, scarce job creation capacity and incapability to re-absorb unemployment created by macro adverse shocks.

EPL as institutional determinant of unemployment in Europe

“The labour market has become particularly worrying in Europe [...] slow employment growth has always been a feature of the Efta and EC regions...there are indications that employment has been unusually weak vis-à-vis output growth...In the EC employment growth has been generally sluggish....In inflexible Europe ... the high incidence of longterm unemployment is associated with low inflow rates into unemployment”

OECD JOB STUDY, 1994

During the past two decades employment protection legislation (EPL) has been considered as one of the main determinants of persistently high unemployment in Europe. In response to this concern, most of OECD countries have undertaken reforms in order to substantially increase LM fluidity.

By means of a compression of adjustment costs, relaxing EPL was indeed expected to raise employment chances, especially among those social groups traditionally less attached to the labour market.

LM deregulation and its occupational consequence: The employment / equality trade off

Possible positive EPL externalities

- Circumventing the weak bargaining power of employees
- Compensating for deficient insurance against the risk of unemployment
- Smoothing down the detrimental effects of downswings in aggregate demand
- Fostering investments in human capital

Possible negative EPL externalities

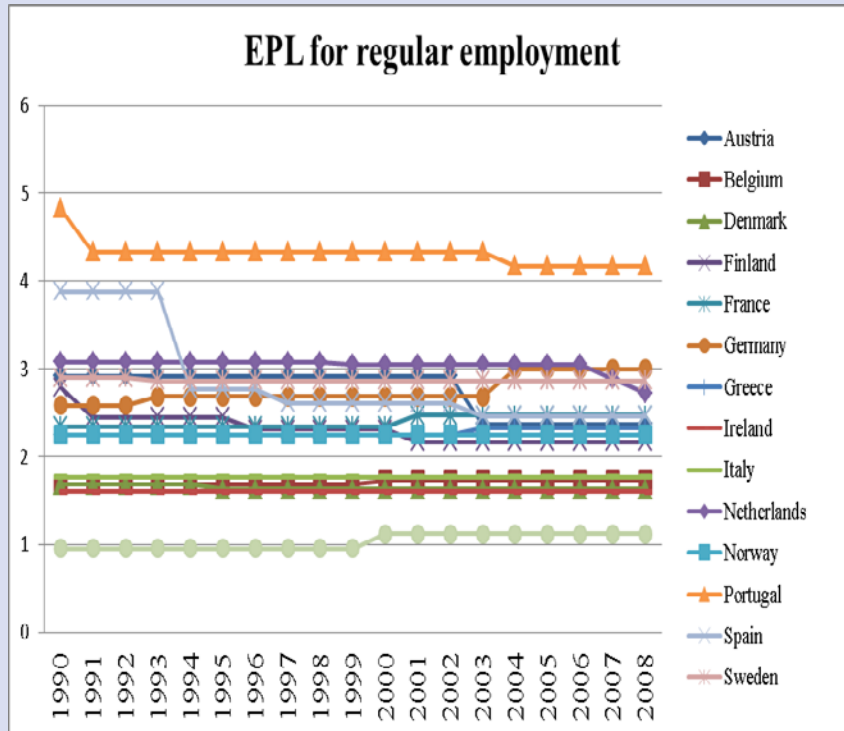
- Positive effect on labour costs
- Excessive employee's bargaining power
- Reduced adjustment capacity to economic shocks (both at the macro and at the firm level)

However, no clear-cut evidence of the relationship between EPL settings and overall employment dynamics

Background: the Insider Disease

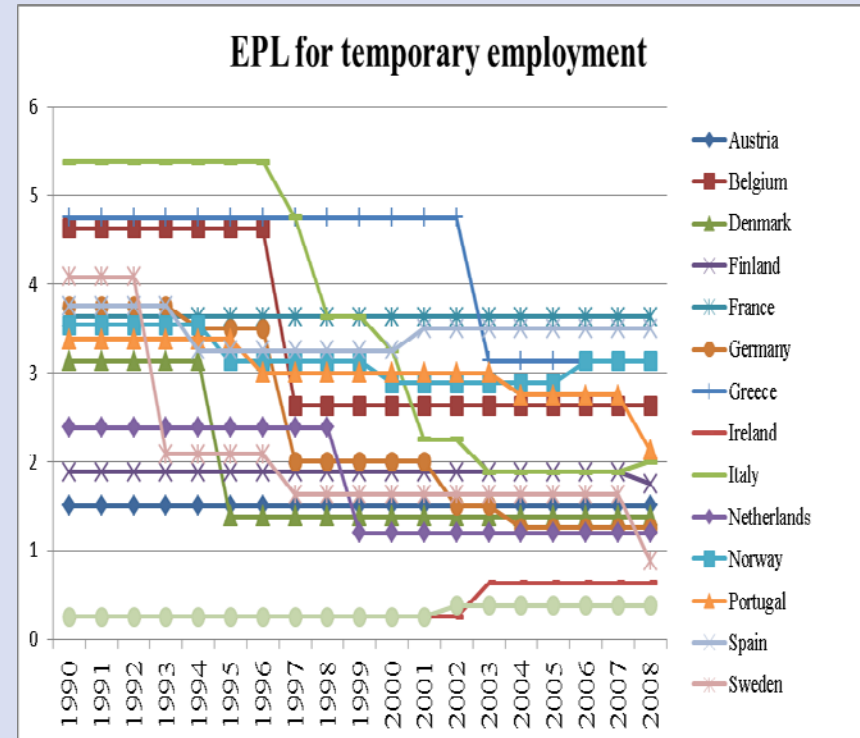
EPL «marginal» reforms in Europe and LM segmentation

Mainly firing procedures



Since the last two decades, almost no EU country decreased its Insiders' employment protection legislation (EPL) on collective dismissals, and also individual level protection for permanent workers remained substantially unchanged

Mainly hiring procedures



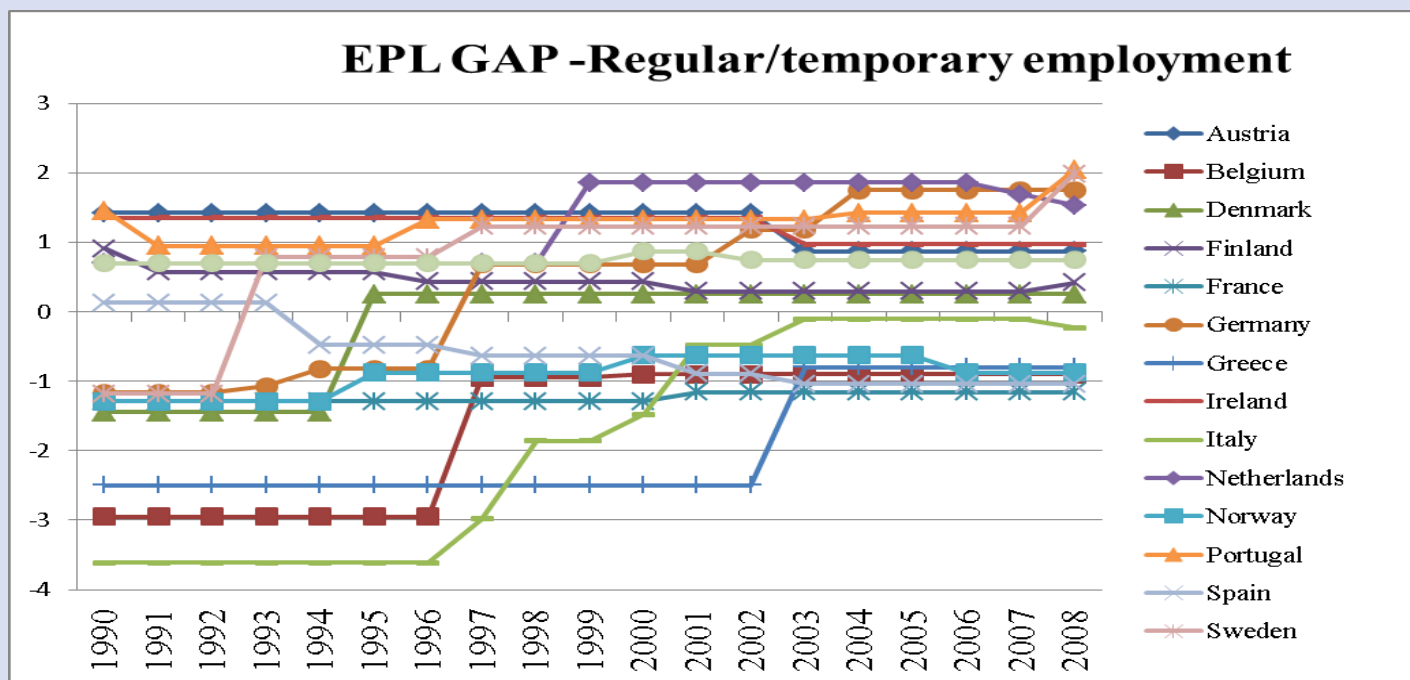
While almost all EU countries sensibly decreased the EPL for FTCs, targeting progressive deregulation measures on non-standard employment relations

Oecd EPL indexes, 1985-2008 (new 2013)

LM segmentation, the EPL GAP: E.S.R. 2015 forthcoming

This choice/political option

- Originated a process of **increasing LM segmentation** (also in terms of social endowments of workers and LM entrants)
- Modified the firms **convenience**, in terms of **hiring and firing costs**, for **temporary workers**



We paid particular attention to the effects of this “**institutionally driven**” LM segmentation mirrored by **national discrepancy in employment protections of workers with distinct contractual arrangements** (while controlling for the ratio of expenses in passive vs active labor market policies, as proxy for ‘insurance Vs activating’ WS)

Research questions

The aim of this work is to shed light on **the relation between the EU continental Insider-Outsider LM assets (EPL gap) and the trends of unemployment**

We address this research questions by looking at two different aspects:

- EFFECTIVENESS OF PARTIAL & TARGETED LM DEREGULATION (EPL_GAP)

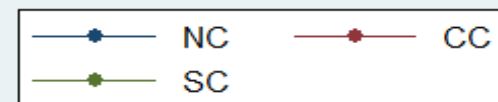
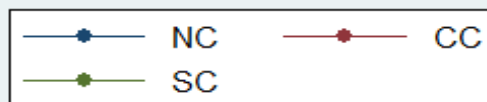
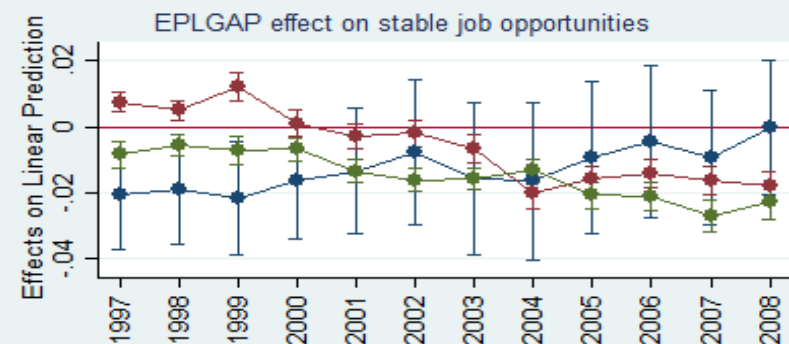
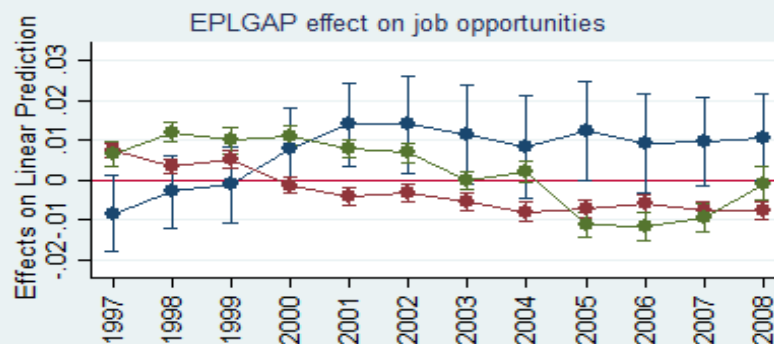
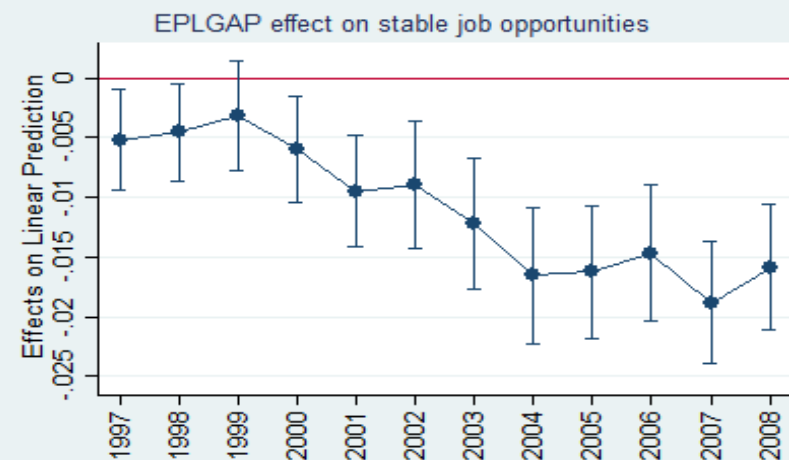
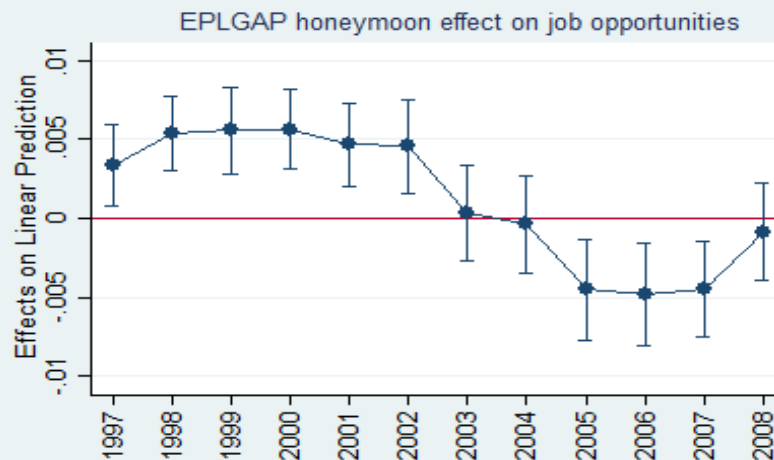
We ask whether marginal EPL reforms reached the goals of lowering European unemployment, integrating weakly LM attached individuals in the labor market and eventually in the primary LM (stable job positions).

- SPRINGBOARD Vs SCARRING EFFECT

We ask whether work experiences in atypical employment increase the chances of making the transition into employment (stable/FTC), and what are, in distinct labor market and institutional settings, the mid-term occupational advantages of temporary employment if compared with unemployment / prolonged job-search

Two-tier reforms: 'honeymoon' effects! EULFS pseudo panel (1992-2008)

MACRO-SOCIETAL LEVEL: Effects of EPL-gap changes on employment and temporary employment by time trend (upper panel) and by country clusters (lower panel)



Micro-Individual level:

Consequences of atypical (flexible) employment relations?

- I. Labour market career and flexible employment (LM)
- II. The effects of Lm precarity on (first) **motherhood** (DEMO)
Is there a common, negative, effect or is it just a problem for the 'mediterranean' sub-protective countries?

→ *Consequences at the micro level of atyp jobs and how they are shaped by institutions*

The ATYPWR project

	ITALY	GERMANY	HUNGARY	NL	FRANCE	SWEDEN	G.B.	DK
Period :	1970-2005 ILFI	1985-2007; (1995-07) SOEP	<i>Youth 2000</i>	1980-2000	GEN.98 + FQP 1985- 1993-2003	LNU 2000	1994-2006 BHPS	LFS
definition of atypical employment	FTC, TWA, Apprent., Solo-self DSEW	FTC, TWA DSEW	FTC, TWA, Solo-Self DSEW	FTC, TWA, Apprent., Solo-self DSEW	FTC, TWA, Voc., Solo- self DSEW	FTC + Voc FTC	FTC (FT/PT)	

Plus: ECHP long.; EU-SILC long.; EU-LFS

Structure of the ATYPWR project

Macro theoretical framework... (and some micro)

I. LM: labour market (trap/springboard?)

II. DEMO: fertility (delay?)

→ macro dimensions and micro consequences of flexible employment

Results from country studies

...and then? Crisis : FTC and LTU risks

LM MACRO Dimensions (the literature)

Three main “macro” dimensions, strictly interconnected, structuring EU LMs and *the consequences of LM flexibilization at the micro level*:

- labour market institutions: EPL, ETS

- School to Work lit.
- E.P.L. / P.M.R. / Flexicurity & T.L.Ms.
- Globalife, Flexcareer, TransEurope...
- V.O.C. (Hall and Soskice, 2001)

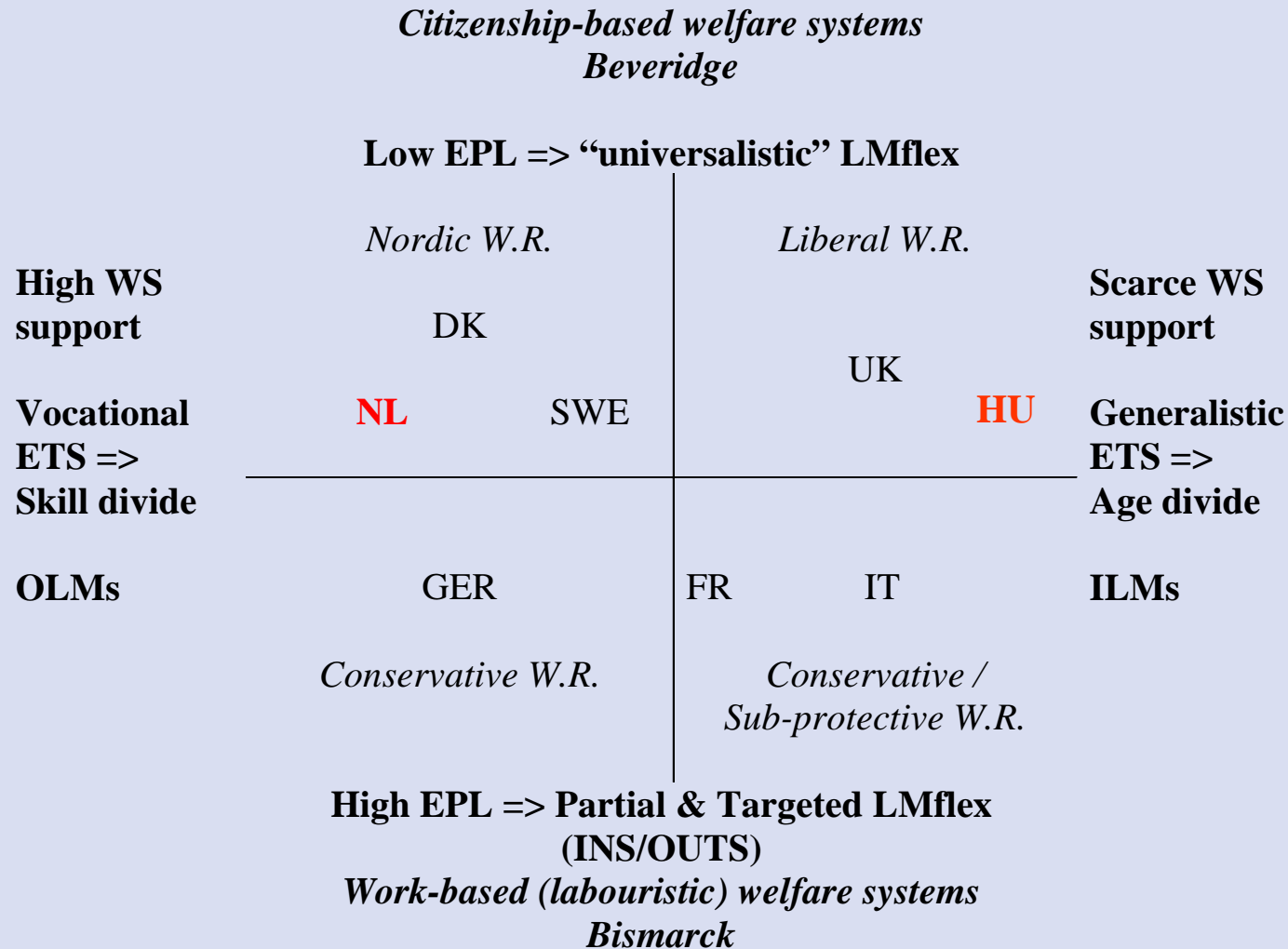
- the characteristics of the process of labour market flexibilisation (institutions of LM deregulation): at the margins Vs ‘universalistic’

OECD; Blossfeld; Soskice-Hall; Esping-Andersen-Regini; Streeck; Blanchard (“Insider disease”); Blau and Kahn; Di Prete et al.; Maurin, Postel-Vinay “the wage/security trade off” for LM adjustments; Scarpetta

- welfare: “Beveridge Vs Bismark”

Titmuss; Korpi; Esping-Andersen; Palier; Ferrera...
Flexicurity

LM Institutions + Deregulation + Welfare



Macro Contexts and Micro Consequences

Micro consequences regarding atypical employment ?

Citizenship-based welfare systems

Beveridge

Low EPL => “universalistic” LMflex

High WS support Vocational ETS => Skill divide	DK, SWE? (NL?) Low trap; No gender segregation; No/Limited cohort divide; High exit rates; Unskilled at risk	UK, HU? No trap; mid gender segregation; Cohort divide; High exit rates;	Scarce WS support Generalistic ETS => Age divide
	GER, NL? Some trap; gender segregation; No/Limited cohort divide; Mid exit rates Unskilled at risk	FR, IT High entrapment; High cohort divide; Youngsters mainly at risk; Gender segregation; Low exit rates	

**High EPL => Partial & Targeted LMflex
(INS/OUTS)**

Work-based (labouristic) welfare systems

Institutions intervening in the motherhood decisions:

- Welfare State
 - Market (services and labour Mks)
 - Family
- the “*welfare triangle*”

Within these institutional boundaries (macro level),
different theories suggest various research hypothesis (micro level)

Given the macro scenarios, what micro consequences regarding motherhood ?

Citizenship-based welfare systems
Beveridge

Low EPL => “universalistic” LMflex
LM adjustment based on (higher) Wage inequality

High WS support Vocational ETS => Skill divide	<p><i>Nordic W.R.</i> <i>DK, SWE, NL(?)</i></p> <p>WState support to motherhood; No Intra-family dependency; No Delay; No effects of atyp.job</p>	<p><i>Liberal W.R.</i> <i>UK</i></p> <p>Market ‘support’; Delay for educ women; Intra-family dependency (+effect Partner’s SES) Low effects of atyp.job</p>	<p>HU</p> <p>Scarce WS support</p> <p>Generalistic ETS => Age divide</p>
	<p><i>Conservative W.R.</i> <i>GER</i></p> <p>WState support to Family care; / Intra-Family dependency; Some effects of atyp.job</p>	<p><i>Cons./Sub-protective W.R.</i> <i>FR, IT</i></p> <p>FR: WState support;</p> <p>IT: Family care; Intra-Family dependency; Strong effect of atyp.job</p>	

High EPL => Partial & Targeted LMflex

The ATYPWR Project: research design

“7 countries * 8 models”

1) LM CONSEQUENCES

Q1. WHO ENTERS LM ATYPICALLY ?

Table 1: Type of FIRST employment

Multinomial logit (typical employment; atypical employment ; seasonal+off -the-books)

Q2. WHO GETS A SECURE JOB?

Table 2: Entry in the first secure job, Event History Analysis (EHA) piecewise constant exp.

Q3. WHO MAKES THE TRANSITION TO A STABLE JOB? / WHO REMAINS TRAPPED?

Table 3: Exit from atypical employment

EHA piecewise const. exp. competing risk model (→ permanent job ; → repeated atyp. job; → Not-working)

Q4. LONG TERM SCARRING EFFECT ?

Table 4: Employment situation at age 35

A) NON-EMPLOYMENT risks at 35 (logistic regression)

B) ENTRAPMENT IN ATYP.EMPLOYMENT at 35 (versus being in secure employment – log.regr.)

2) DEMOGRAPHIC CONSEQUENCES

Q5. BIRTH OF FIRST CHILD

Table 5: Event History Analysis, piecewise constant

Q6. LONG TERM SCARRING EFFECT ?

Table 6: Family situation at age 35

2-A: living in a couple (logistic regression)

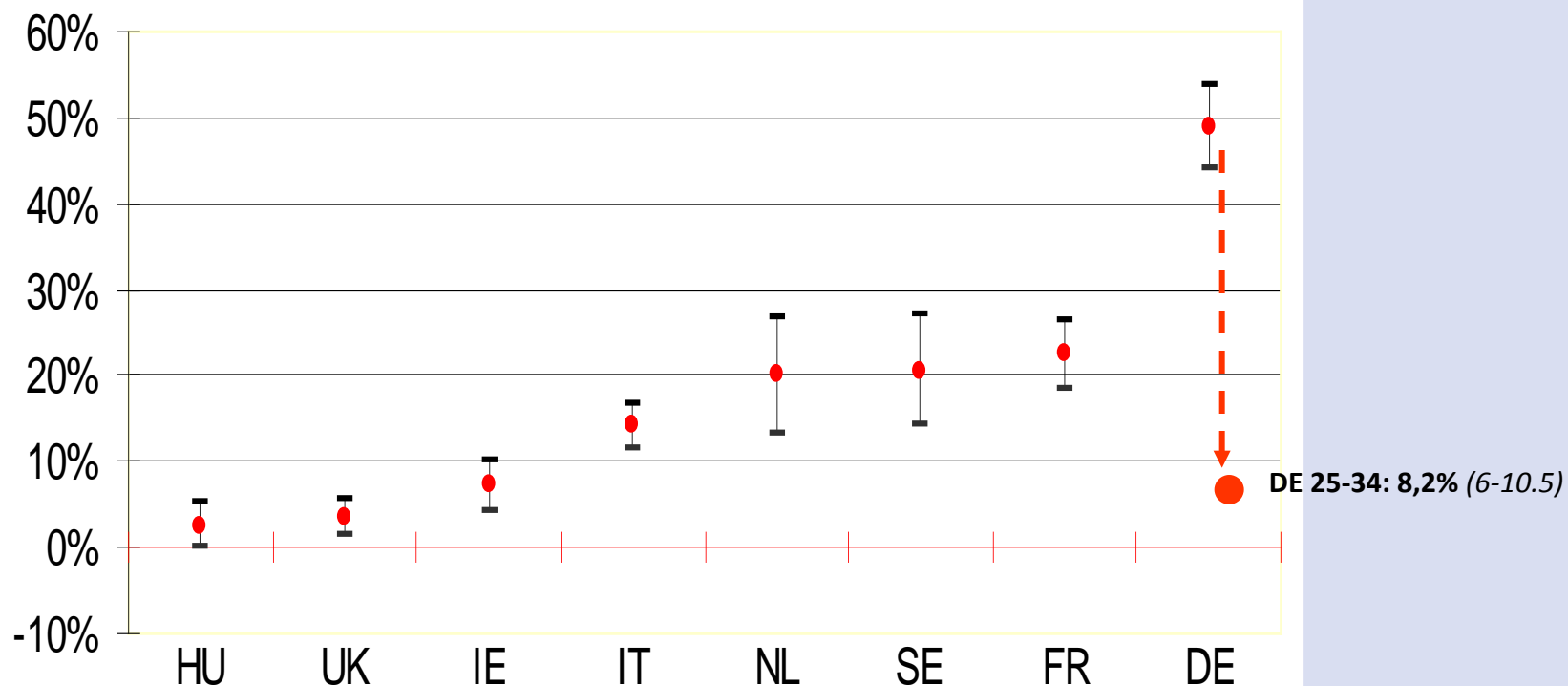
2-B: being parents (logistic regression)

Results

Some descriptive results...

the Outsiders: who are they?

Age effect: being **young 15-24** versus over55
having a fixed term contract (FTC) versus Permanent employment

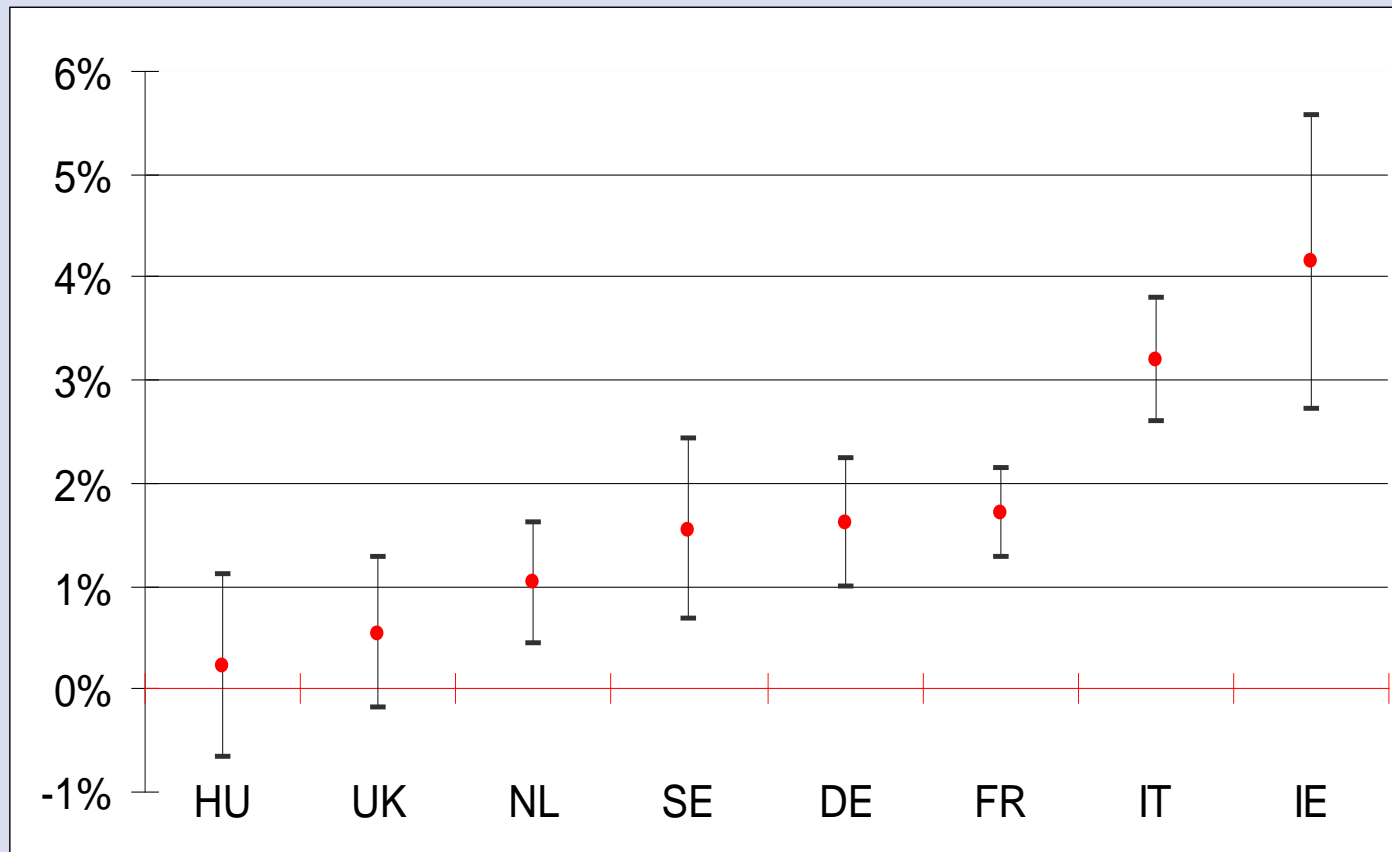


EU-SILC LONG 04-08

AMEs on the probability of having a fixed term contract, controlling for sex, age, isced, change of job between t-1 and t, and being unemployed or inactive during the previous year.

the Outsiders: who are they?

Gender effect: being **women** vs men
having a fixed term contract (FTC) versus Permanent employment,

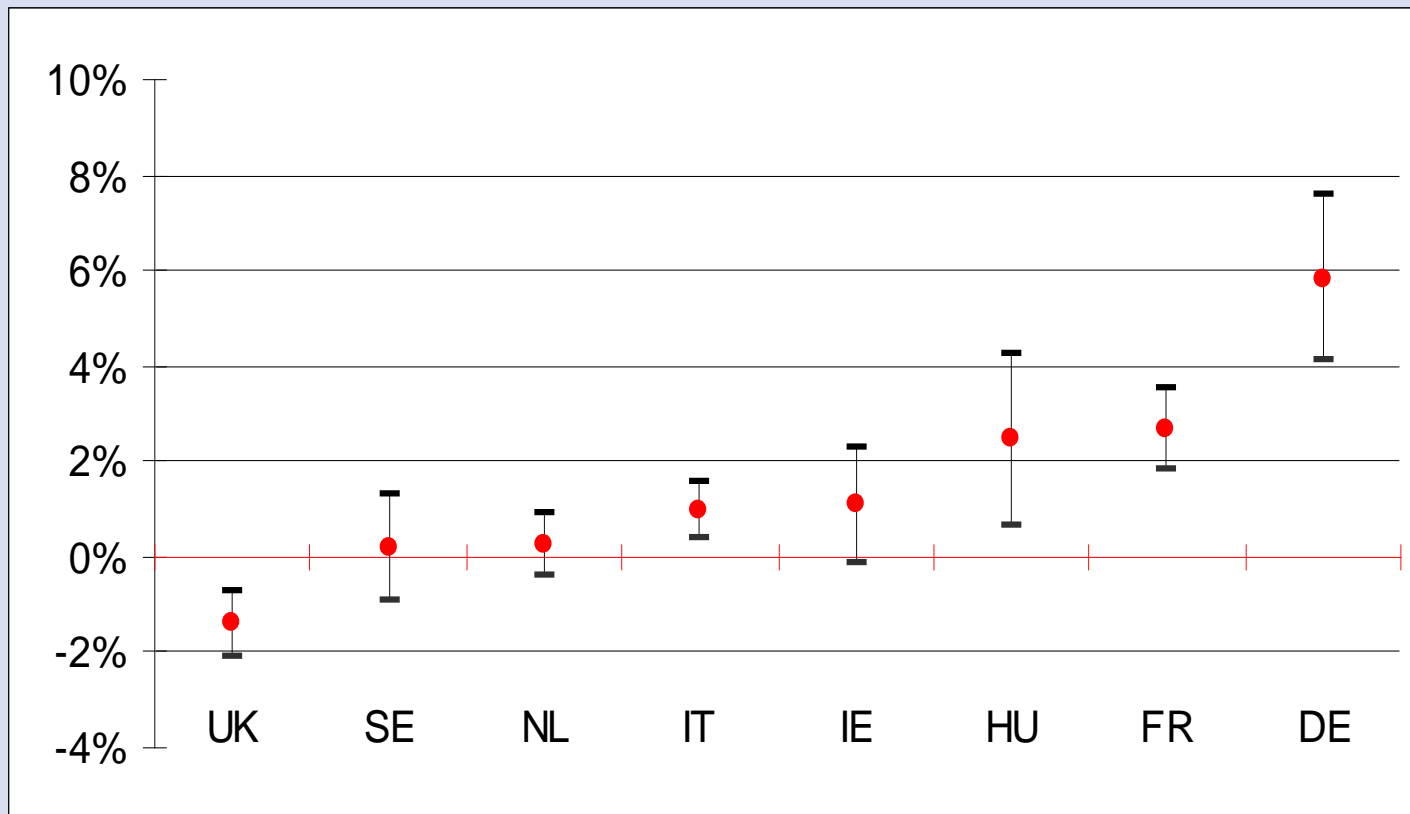


EU-SILC LONG 04-08

AMEs on the probability of having a fixed term contract, controlling for sex, age, isced, and change of job between $t-1$ and t , being unemployed or inactive during the previous year.

the Outsiders: who are they?

Education effect: being **Isced 0-2** versus Isced 3+
having a fixed term contract (FTC) versus Permanent employment,



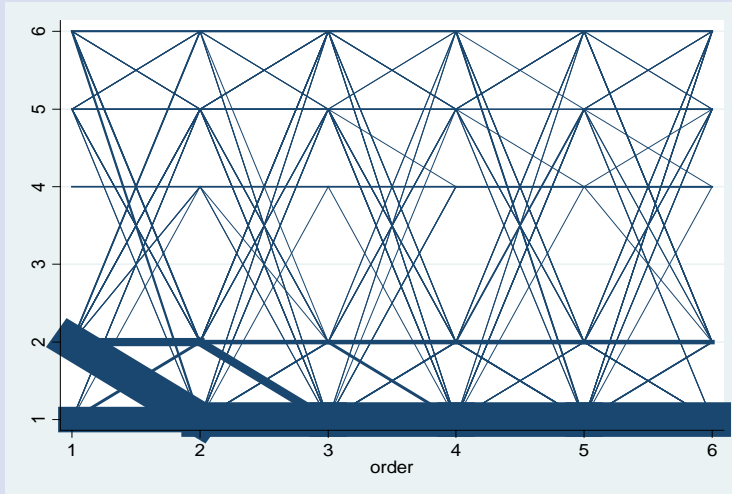
EU-SILC LONG 04-08

AMEs on the probability of having a fixed term contract, controlling for sex, age, isced, and change of job between t-1 and t, being unemployed or inactive during the previous year.

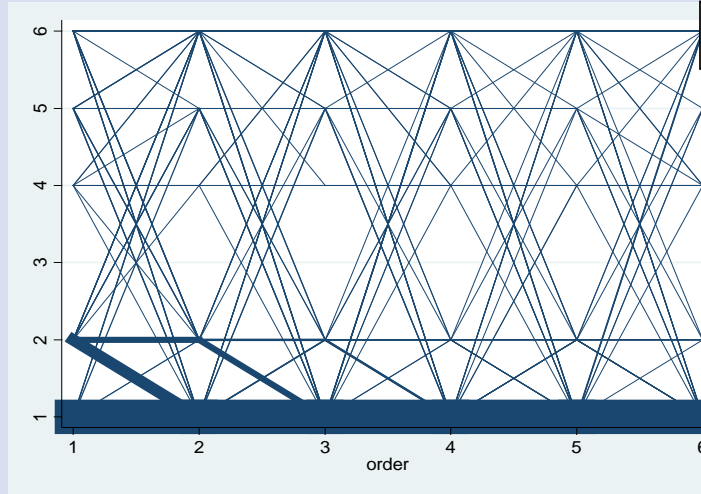
Labour Market Segmentation: exit from FTC...

DK

ECHP 1995-2001



GB (exit rates: males 80%, females 70%)

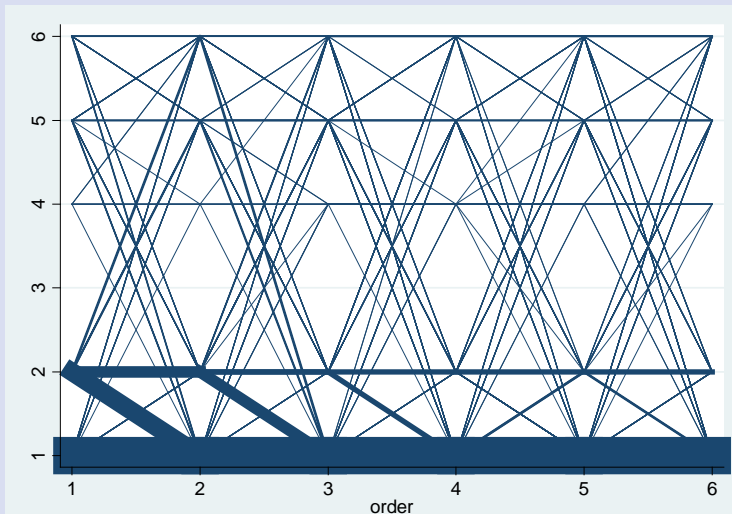


6) non-employment

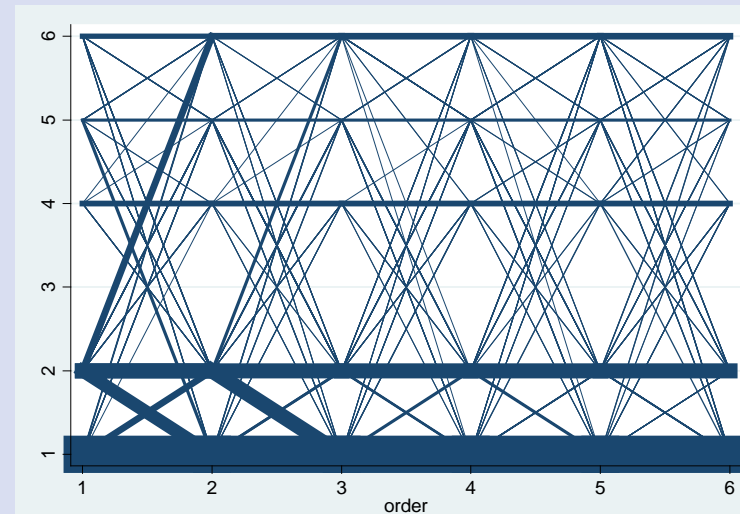
2) FTC

1) permanent

DE (exit rates: males 60%, females 50%)



IT (exit rates: males > 40%, females < 40%)



Results from country studies: Labour Market

Micro consequences of atypical employment: entrapment?

Citizenship-based welfare systems

Beveridge

Low EPL => “universalistic” LMflex

Wage inequality LM adjustment

Vocational ETS => Skill divide	DK, SWE: Low/ NO trap; ✓ No gender segregation; ✓ No/Limited cohort divide; ✓ High exit rates; ✓ Unskilled at risk ✓	UK: No/ LOW trap; ✓ mid gender segregation; ✓ Cohort divide; ✓ High exit rates; ✓	Generalistic ETS => Age divide
	DE: Some trap; ✓ gender segregation ✓ Limited cohort divide; ✓ Mid exit rates ✓ NL Unskilled at risk ✓	IT, HU / FR High entrapment; ✓ High cohort divide; ✓ Youngsters mainly at risk; ✓ Gender segregation; ✓ Low exit rates ✓	

High EPL => Partial & Targeted LMflex

Job insecurity LM adjustment

(INS/OUTS)

Work-based (labouristic) welfare systems

Results: DEMO – Fertility

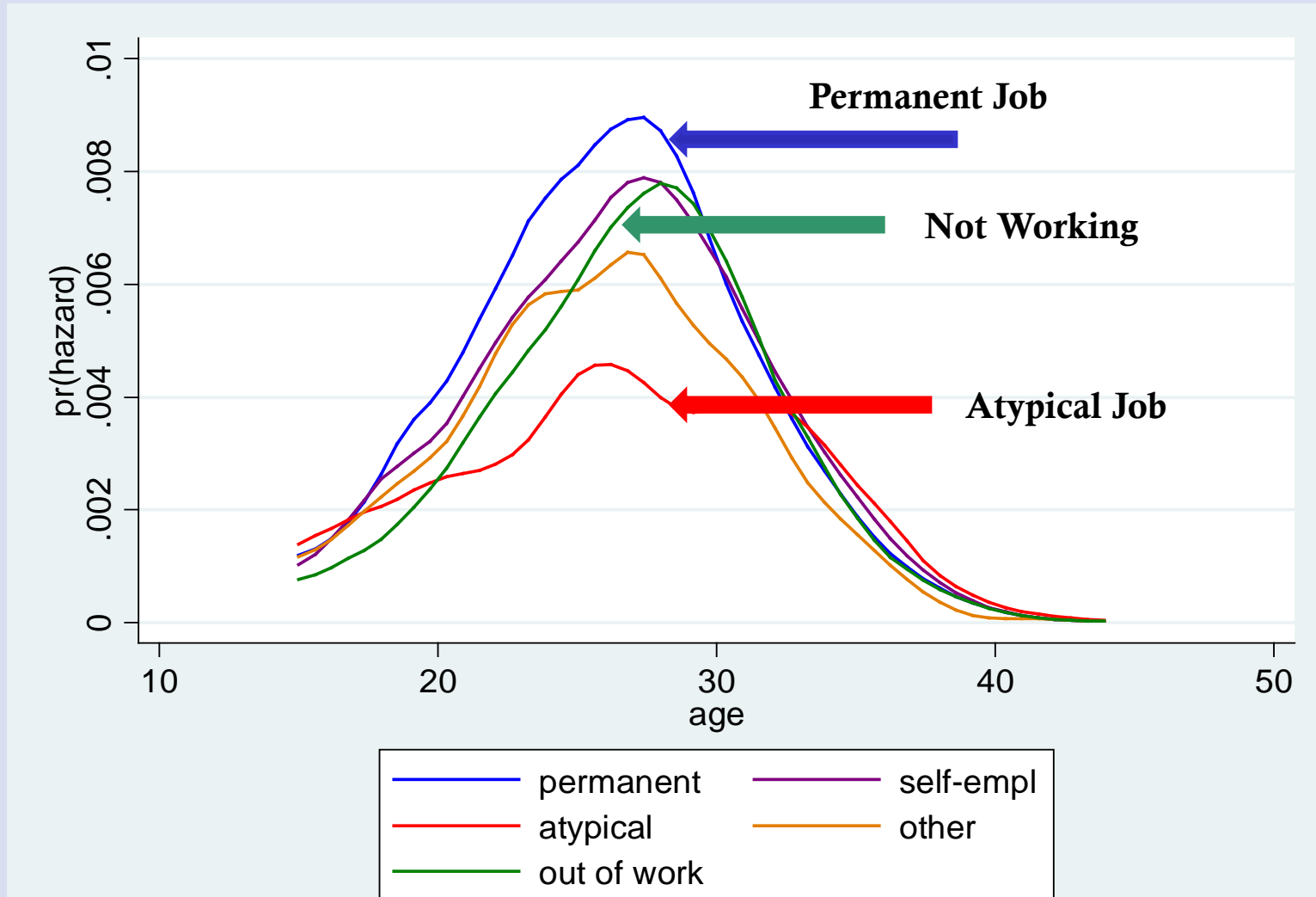
Consequences of atypical employment on transition to first maternity:

- UK: very weak, negative effect...
- De: some negative effect of unemployment, no effect of atypical employment,
- Swe: no effect,
- Fr: no effect, (*but: strong class effect!*)
- Italy, Hu, (Spain): **strong, negative, effect of atypical employment!**

More in detail:

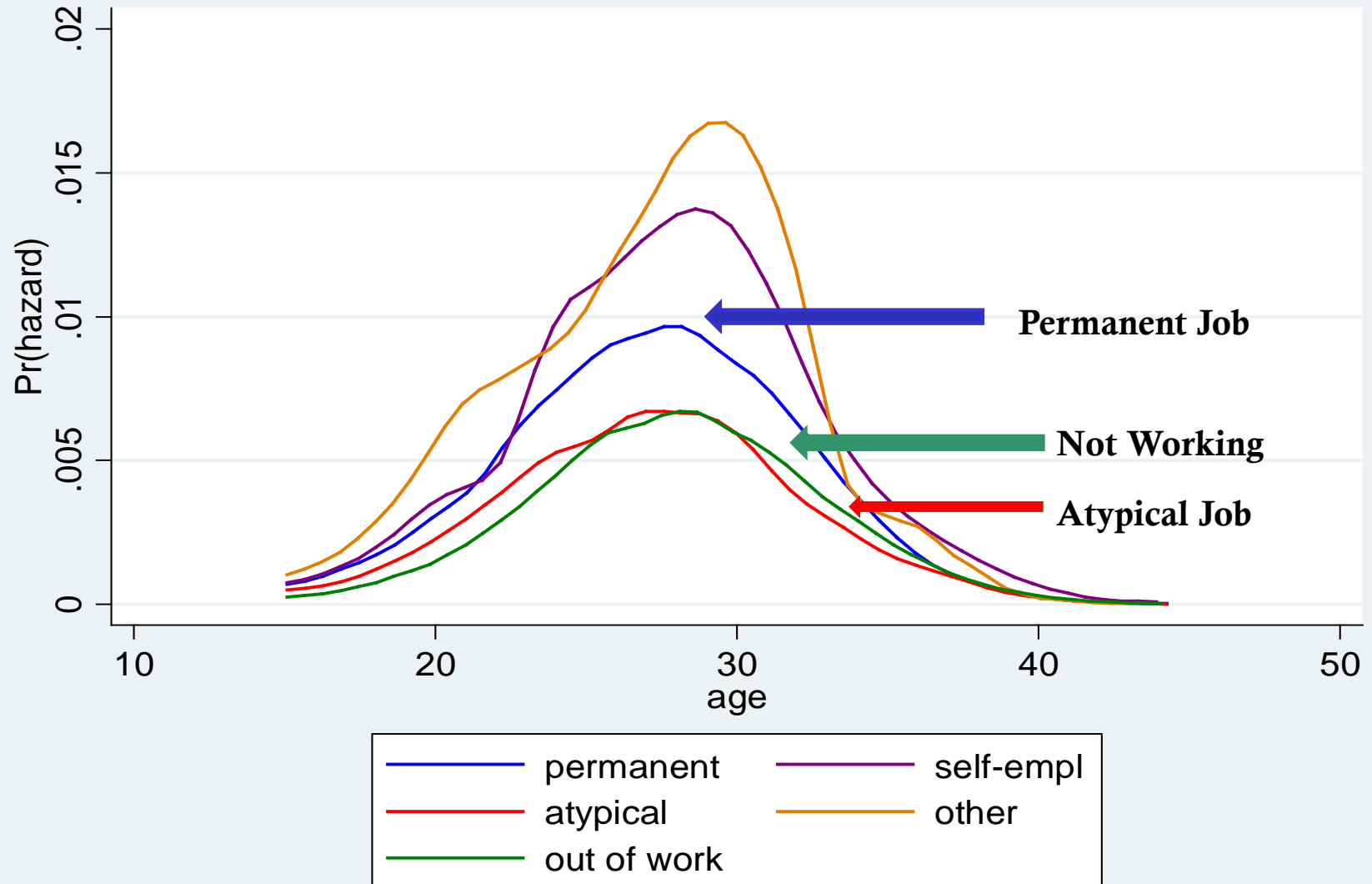
1) Why is it relevant? LM position interacts with life course events: Fertility Decisions

Transition to First Childbirth: Predicted Probabilities per Age: ITALY (ILFI)



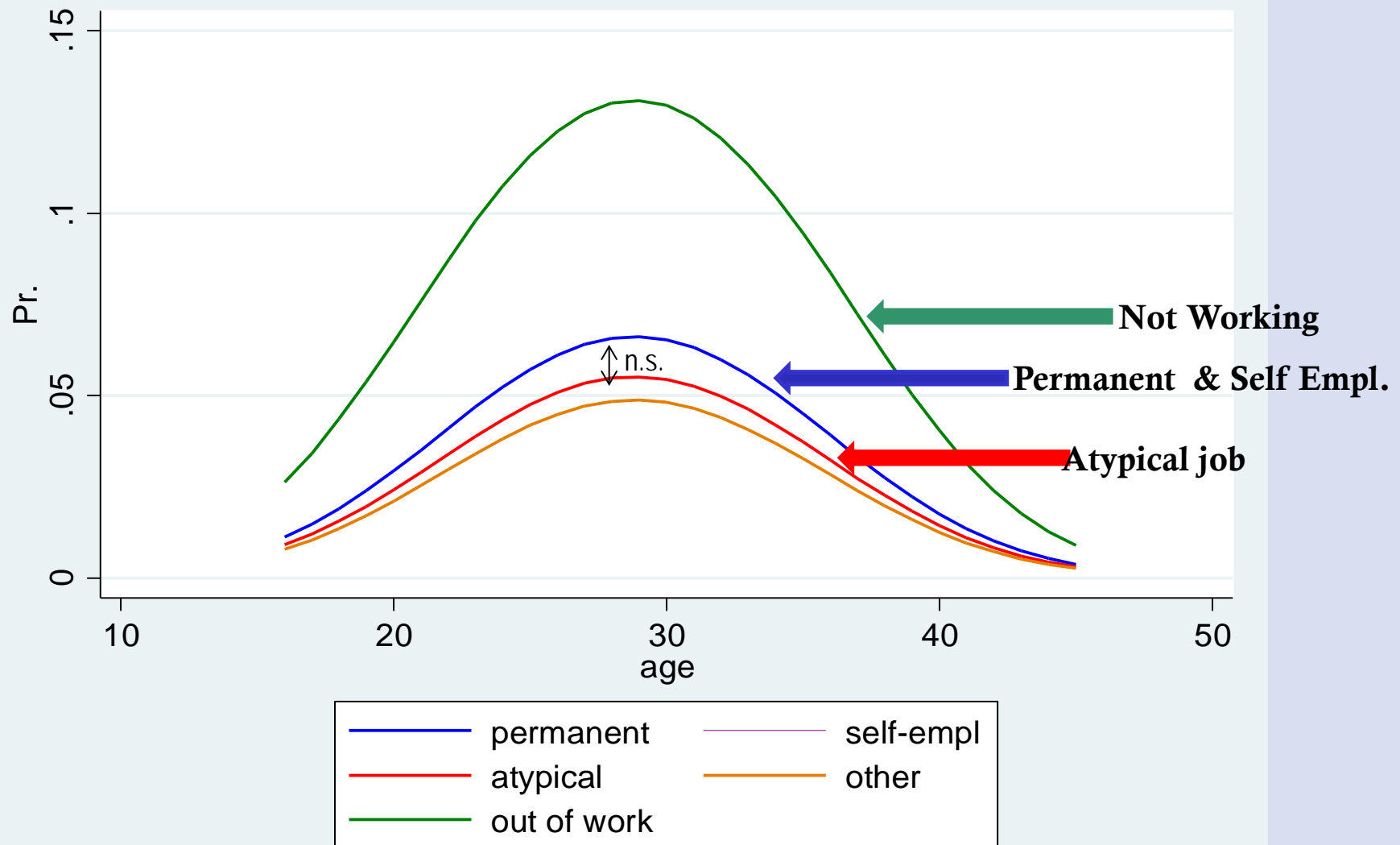
Fertility Decisions

Transition to First Childbirth: Predicted Probabilities per Age: SPAIN (FFS)



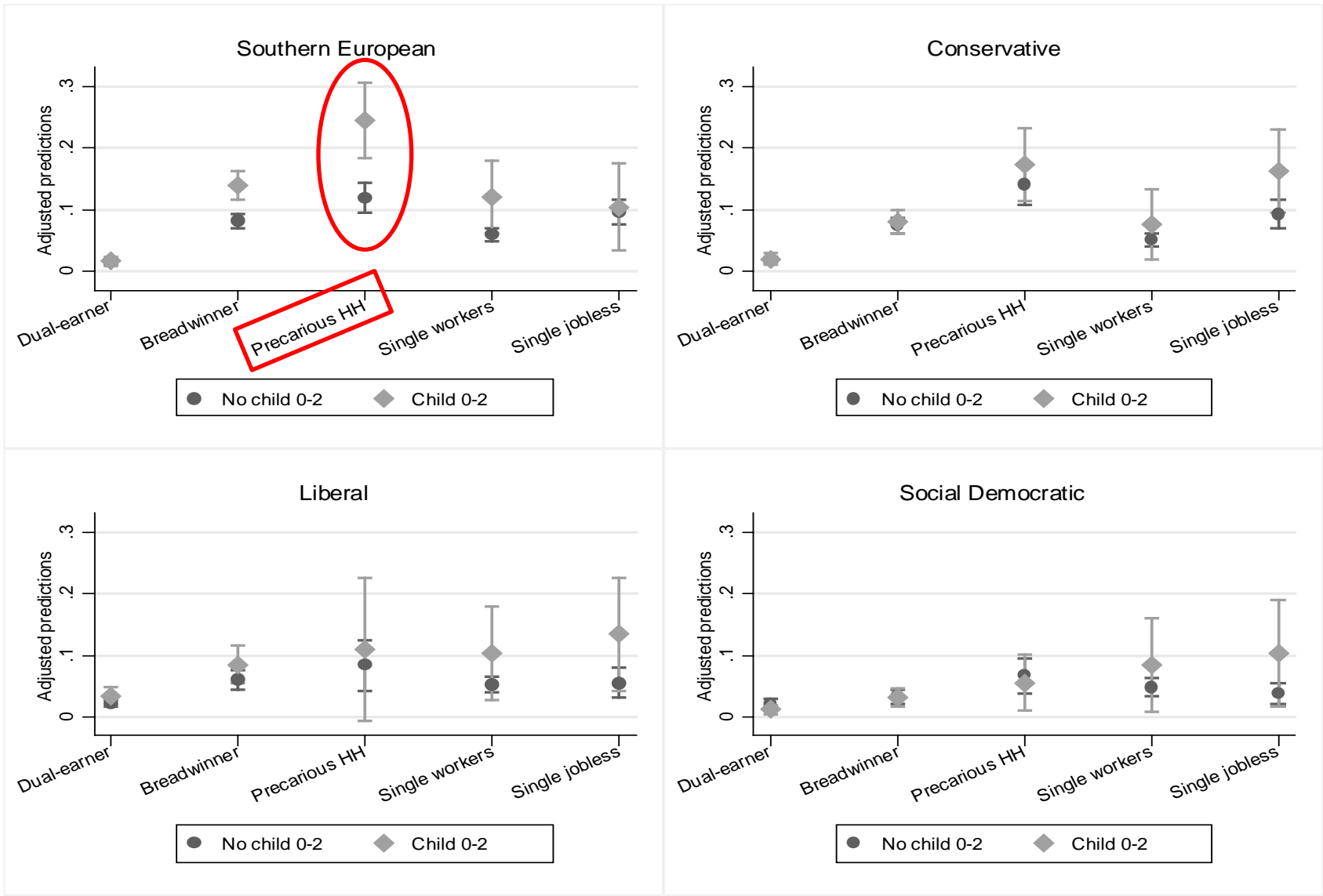
Fertility Decisions

Transition to First Childbirth: Predicted Probabilities per Age: GERMANY (SOEP)



2) Why is it relevant? LM position interacts with life course events:

Predicted prob. of entering poverty (not being poor at $t-1$) by household arrangements with/out 0-2 children in different EU clusters (Random effect probit model)



ATYPWR project Conclusions - the Macro Context

While *welfare* and *market* – as regulatory principles – seem to realise low levels of Insider-Outsider division, low levels of LM segmentation, and seem to bring very low consequences on individuals' LM careers and on women's fertility decisions...

The *corporatist assets* turn to be the most segmenting.

Nonetheless...

Within the “insider-outsider” countries (Italy, Hungary, Germany, and partially France) there is quite heterogeneity, suggesting the existence of a much deeper rupture of the “corporatists” cluster than many of the macro theories would suggest.

A possible line of interpretation, therefore, would stress the role of the (pre-existing) institutional arrangements (welfare state, educational system, apprenticeship and vocational educ. but also family types) which – in Germany (but also in France, as regard exits from secondary LM and maternity chances) - succeeded in differentiating within the outsiders and therefore in reducing the distance between the insiders and the upper segments of the outsiders.

As regard the demographic side of the ins-outs scenario, the German “WS & family mix” seems to cope better with the new societal uncertainties than the classical Italian (and Spanish) “mommy model”. *Mediterranean countries are the very losers of the (pre-crisis!) LM deregulation process.*

What happened with the crisis?

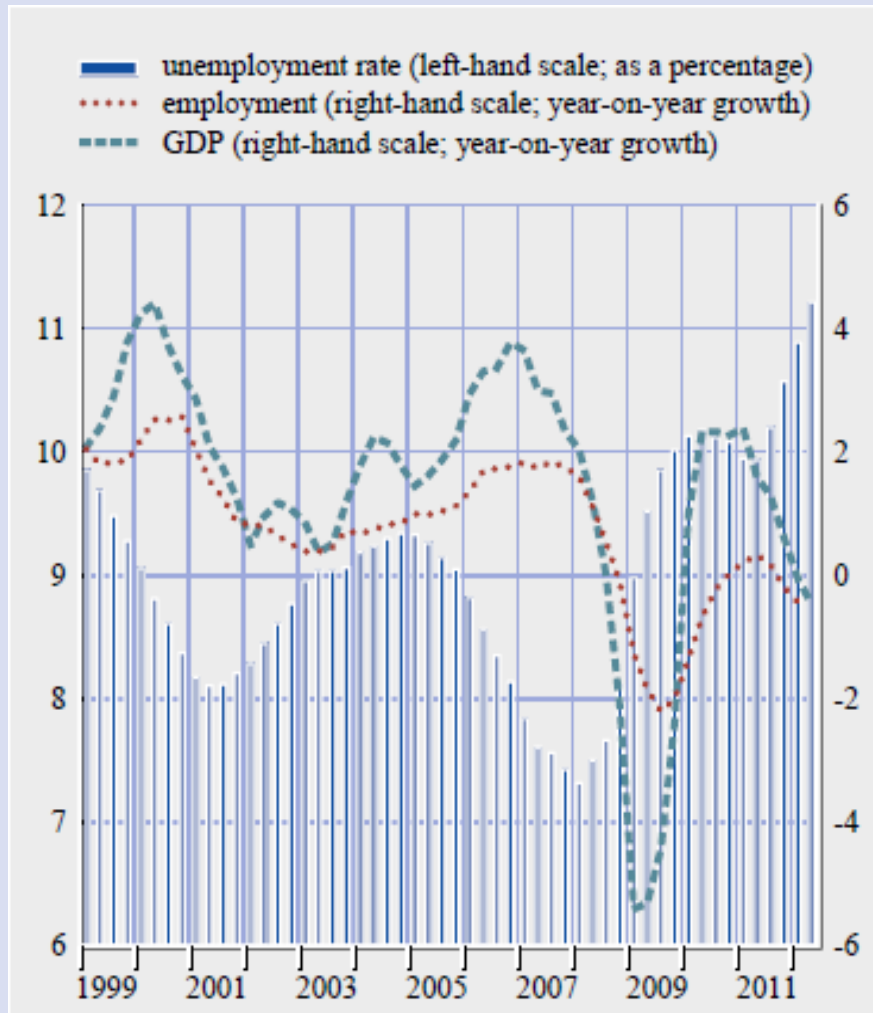
Labour market insecurity and long-term unemployment risk

FOCUS:

- THE EVOLUTION OF LONG TERM UNEMPLOYMENT RISKS (in 15 European Countries) GIVEN THE LEVEL OF LABOUR MARKET SEGMENTATION.
- MORE IN DETAILS, WE WANT TO TEST THE IMPACT OF BEING PREVIOUSLY (t-1) EMPLOYED IN THE SECONDARY LABOUR MARKET SEGMENT (FTC at t-1) ON THE RISKS of LONG TERM UNEMPLOYMENT (at time t), ACROSS EU COUNTRIES, from 2003 to 2011.
- THUS 'BRIDGING' THE RESULTS FROM THE ATYPWR PROJECT TO NOWADAYS...

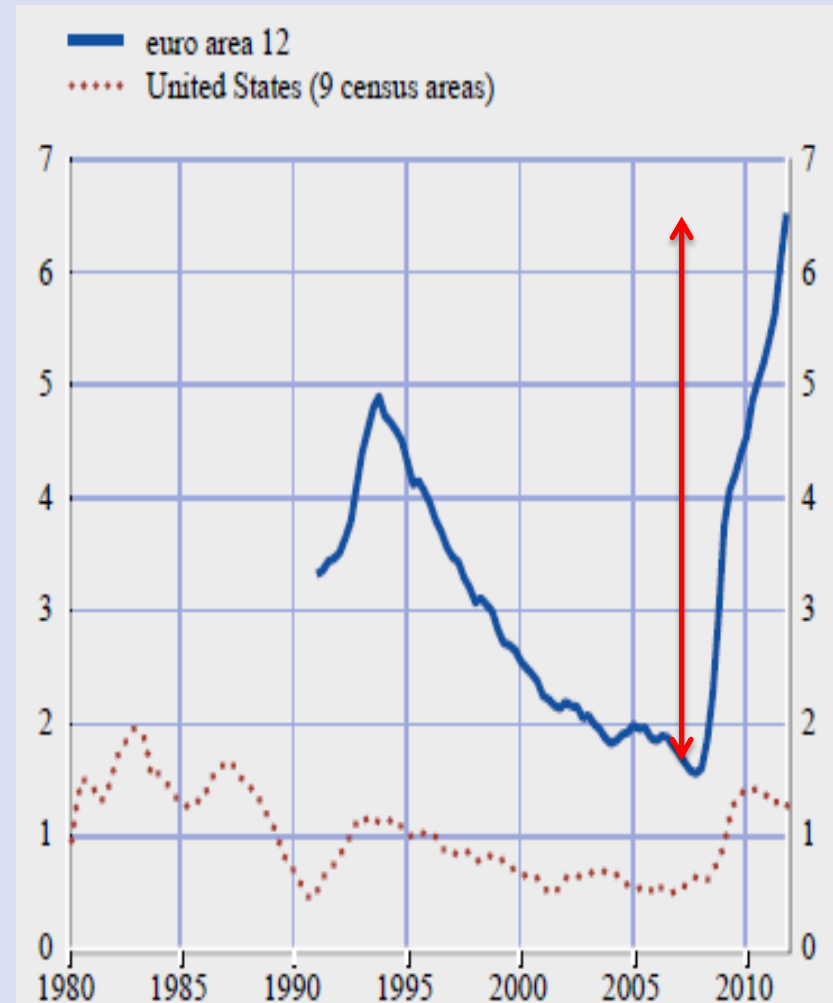
A snapshot of the economic crisis

Unemployment Trend, EU 12



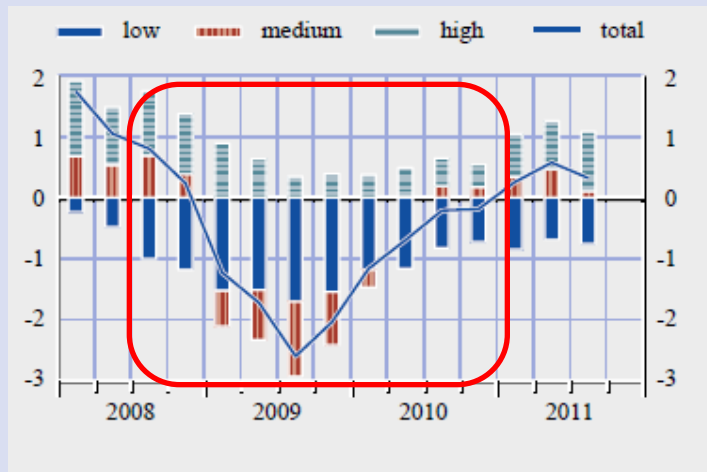
European Central Bank, 2012

Unemployment Dispersion: SD of EU12 unemployment rates

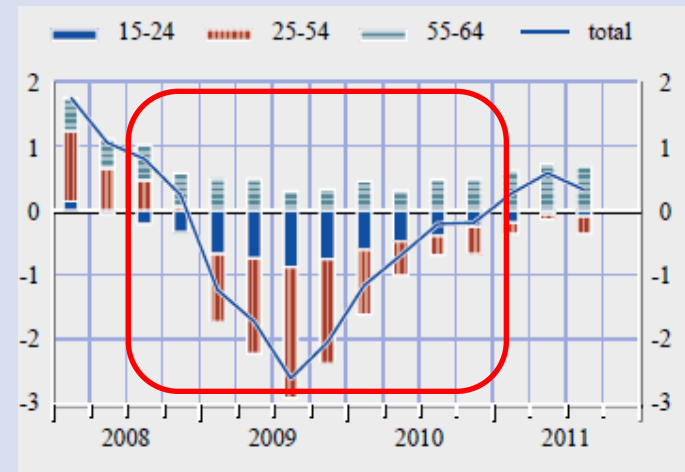


Descriptives: Occupational impact

Employment breakdown by educational level



Employment breakdown by age group



Employment breakdown by professional status and type of contract

The «losers»:

- Less educated
- Temporary employment



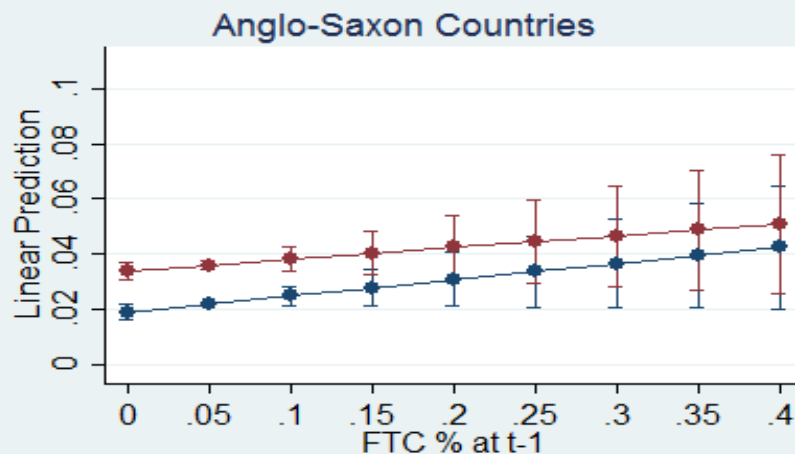
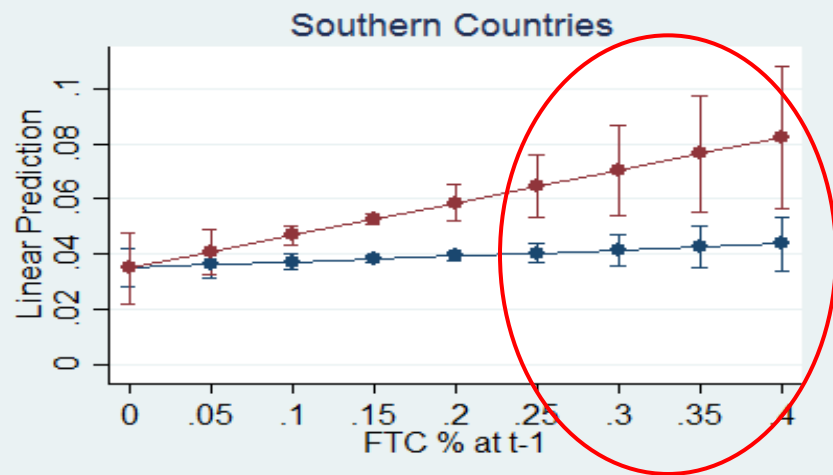
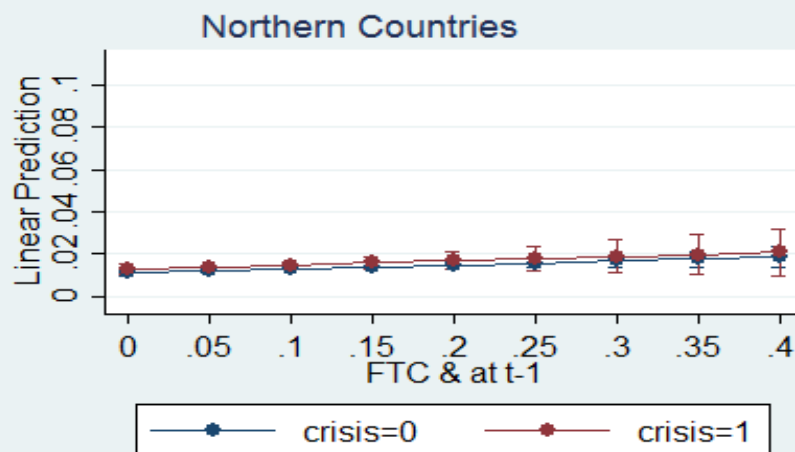
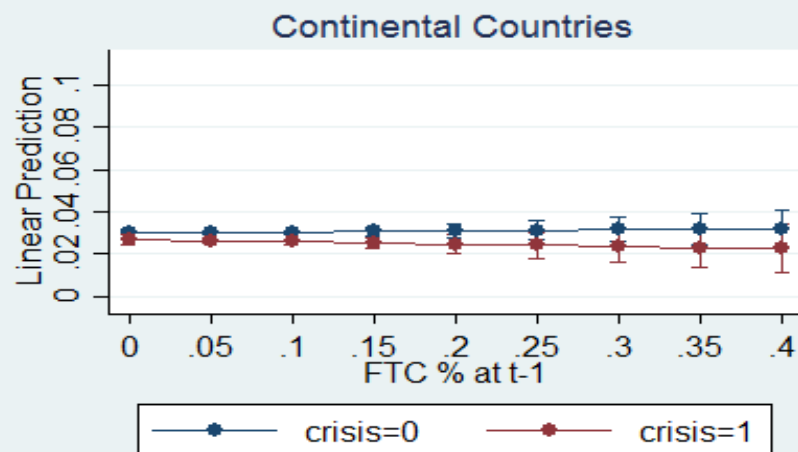
Crisis? Data and Methods

The **European Labour Force Survey (Eu-LFS in a pseudo-panel form)** covering the entire time span between 2003 and 2011 and coping with the need for a **unified, cross country and longitudinal dataset of European** countries with a quite extended observational window

Countries

-DK, FI, NO, SE	(clustered as "Northern Countries")
-AT, BE, DE, NL	(clustered as "Continental Countries")
-GR, IT, FR, PT, ES	(clustered as "Southern Countries")
-UK, IE	(clustered as "Liberal Countries")

Results: Adjustment levers – Effect of previous FTC on LTU risks (is there a scarring effect of LM segmentation? **Southern Cluster!**)



Adjustment levers models: Panel FE models on the probability of **long term unemployment**.

Interaction: meta-individual's FTC exposure at t-1 * Crisis dummy variable

Provisional Conclusions: fostering LM dualism and Youth social exclusion

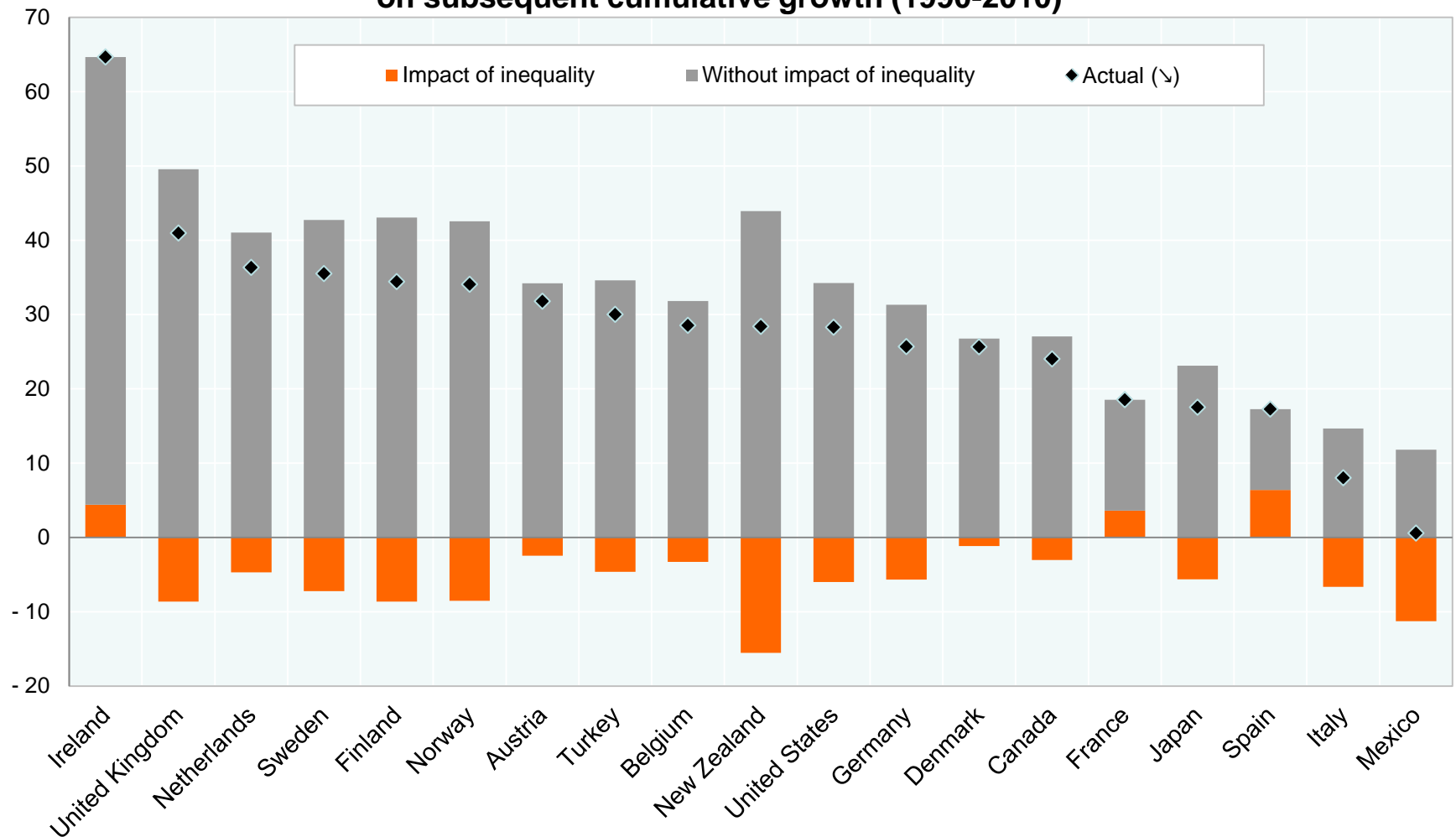
➡ The 'scarring effect' of the interaction between having being previously employed in a secondary LM (FTC) and the crisis, is particularly **significant and relevant** in Southern EU Countries: ITALY, SPAIN, FRANCE, GREECE, PORTUGAL: *the losers of the EU process of LM flexibilization "at the margins"...*

Policy implications: REDUCING THE NORMATIVE AND WELFARE GAP BETWEEN PRIMARY AND SECONDARY LM SEGMENTS = REDUCING SOCIAL INEQUALITY IN EU SOCIETIES! ➡ **fostering economic growth:** Cingano, F. (2014), "Trends in Income Inequality and its Impact on Economic Growth", *OECD Social, Employment and Migration Working Papers*, No. 163.

Ex. Italy: While the former 2012 "Monti-Fornero reform" made it significantly less convenient for firms to use collaborators and FTC (EO 2014), the new 2014 "Renzi-Poletti counter-reform" went exactly in the opposite direction, liberalizing the number of renewals of successive temporary contracts under which a worker can be employed by the *same firm*. This goes in the direction of concentrating labour market adjustments on non-standard workers, thereby increasing labour market segmentation (EO 2014) and social inequality...
What about Jobs Act ?

Crisis: Income Inequality and its Impact on Economic Growth

**Estimated consequences of changes in inequality (1985 – 2005)
on subsequent cumulative growth (1990-2010)**

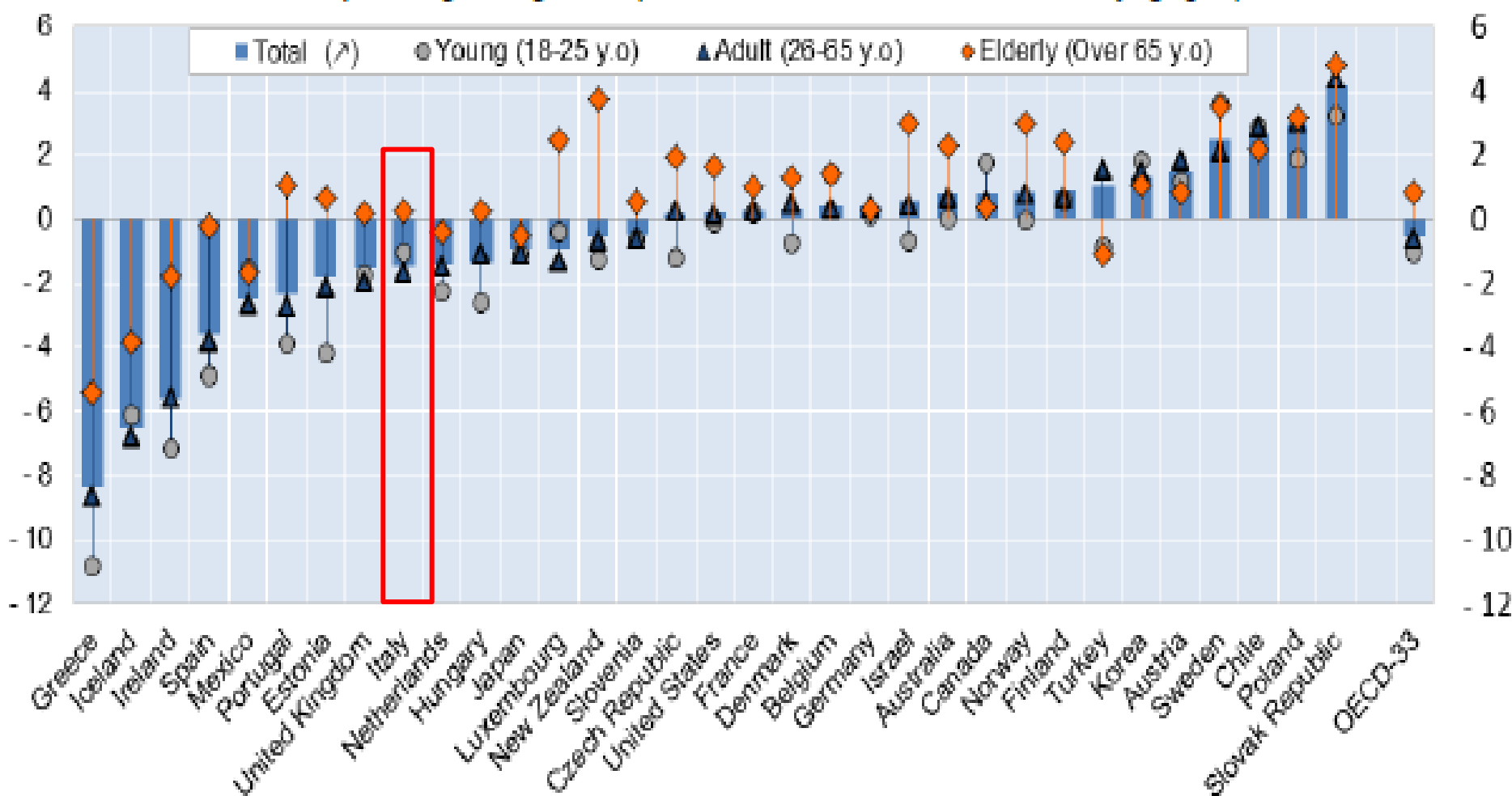


Note: The chart reports the estimated consequences of changes in inequality on the growth rate of GDP per capita (relative to the population aged 25-64) over the period 1990-2010. "Actual" is the actual growth rate of GDP per capita; "Impact of inequality" is obtained based on the observed changes in inequality across OECD countries (in 1985-2005) and the impact of inequality on growth estimated in the analysis; "Without impact of inequality" is the difference "Actual - Impact of inequality". It should be interpreted as the growth rate that would have been observed had inequality not changed. Actual growth in Germany is computed starting in 1991; the changes in inequality are limited to the period 1985-2000 in the case of Austria, Belgium, Spain and Ireland.

Crisis: Income Inequality and the 'privileged' elderly

7 Since the crisis, disposable income has fallen in real terms for all age groups except the elderly

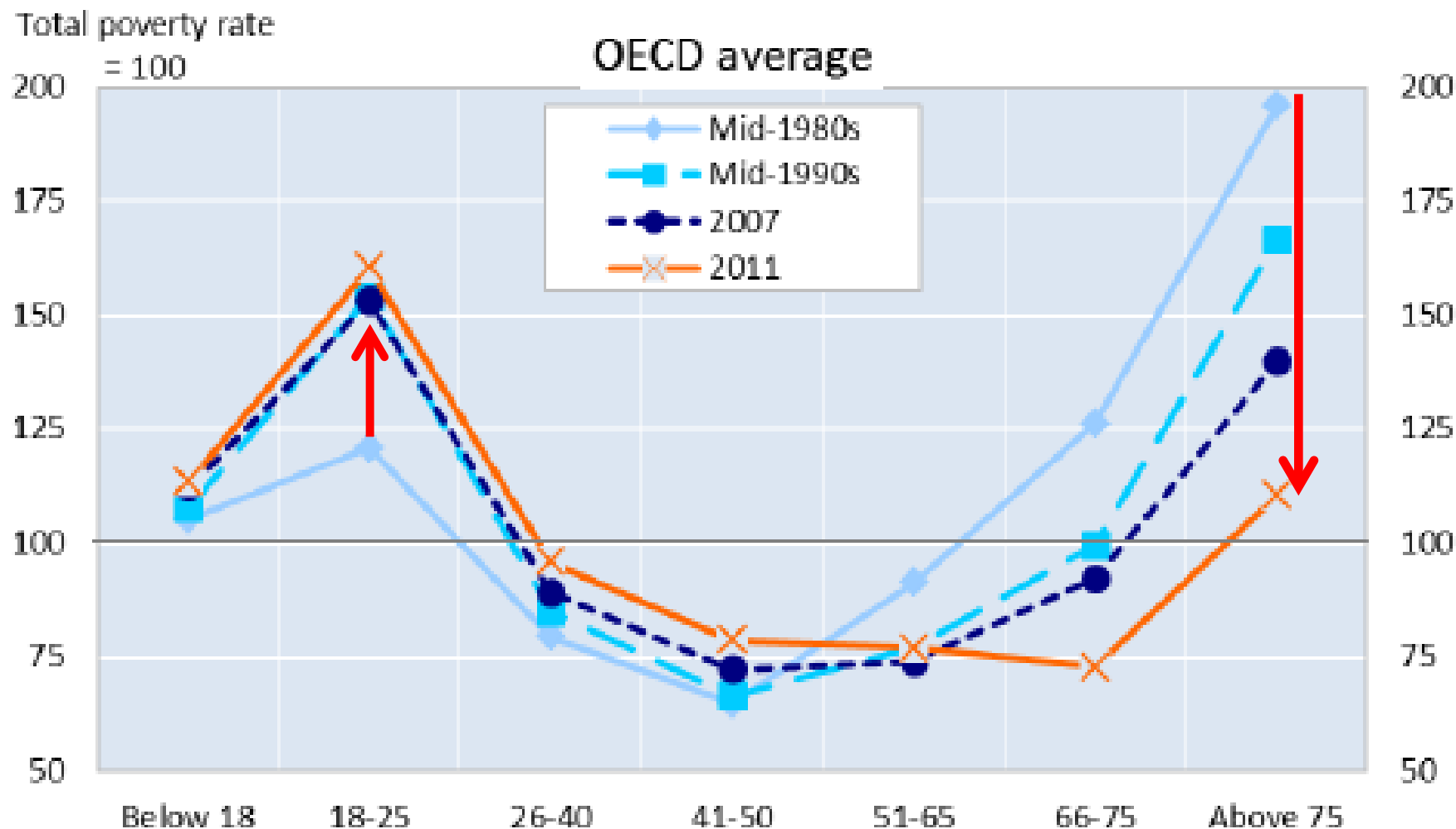
Annual percentage changes in disposable income between 2007 and 2011 by age group



Crisis: Income Inequality and the “intergenerational” redistribution of poverty risks

8 The risk of poverty has shifted from the elderly to the young

Relative poverty rate of the entire population in each year = 100, mid-1980s to 2011, OECD average



= Dualism !



Thank you!

Additional readings:

Barbieri Paolo, [Giorgio Cutuli](#) (2015) Employment Protection Legislation, Labour Market Dualism, and Inequality in Europe, EUROPEAN SOCIOLOGICAL REVIEW, doi: 10.1093/esr/jcv058 First published online: April 29, 2015

•Barbieri [Paolo](#), [Rossella Bozzon](#), [Stefani Scherer](#) (2015) [The Rise of a Latin Model? Family and fertility consequences of employment instability in Italy and Spain](#), EUROPEAN SOCIETIES, pages 423-446, DOI:10.1080/14616696.2015.1064147 Published online: 25 Aug 2015

•Barbieri, Paolo and Bozzon, Rossella (2015) Welfare, Labour market deregulation, and households' poverty risks. An analysis of the risk of entering poverty at childbirth in different European welfare clusters. JOURNAL OF EUROPEAN SOCIAL POLICY.

•Barbieri, Paolo, Cutuli, Giorgio, Lugo, Michele, Scherer, Stefani (2015). The role of gender and education in early labor market careers: Long-term trends in Italy. In Hans-Peter Blossfeld, Jan Skopek, Moris Triventi, Sandra Buchholz, (eds.) 'Gender, Education and Employment: An International Comparison of School-to-Work Transitions', Cheltenham, UK/Northampton, MA:: Edward Elgar.

•Barbieri Paolo, Giorgio Cutuli, Stefani Scherer. In-Work Poverty in Italy, in Ive Marx and Henning Lohmann (eds) Handbook of In Work Poverty in Europe, Cheltenham, UK and Northampton, MA, USA: Edward Elgar Publications.

•Barbieri Paolo (ed.) Flexible Employment and the Welfare State, Cheltenham, UK and Northampton, MA, USA: Edward Elgar Publications (forthcoming)

•Barbieri, Paolo, Bozzon, Rossella, Scherer, Stefani. The Italian case study. In Barbieri, Paolo (ed) Flexible Employment and the Welfare State in Europe, Cheltenham, UK and Northampton, MA, USA: Edward Elgar Publications.

•Barbieri Paolo, Giovanna Fullin (a cura di, 2014) Lavoro, istituzioni, diseguaglianze, Bologna: Società Editrice Il Mulino, p. 9-18. - ISBN: 9788815252920

•[Barbieri](#) Paolo, [Giorgio Cutuli](#), [Stefani Scherer](#) (2014) "Giovani e lavoro oggi. Uno sguardo sociologico a una situazione a rischio" in SOCIOLOGIA DEL LAVORO, v. 2014, n. 4

•[Barbieri](#), P., [G. Cutuli](#), [M. Lugo](#), [S. Scherer](#) (2014) "Italy: A Segmented Labor Market with Stratified Adult Learning" in H.P.Blossfeld, E.Kilpi-Jakonen, D.Vono de Vilhena, S.Buchholz (eds), Adult Learning in Modern Societies: An International Comparison from a Life-Course Perspective, Cheltenham, UK and Northampton, MA, USA: Edward Elgar Publications, p. 327-347. - ISBN: 9781783475179.

•Ballarino, Gabriele and Barbieri, Paolo (2012). Inequalities in work-careers. In Checchi, Daniele (ed), [Different Inequalities](#). Il Mulino, Bologna, pp.79-98 - ISBN: 978-88-15-23749-1

•[Barbieri](#) Paolo, [Giorgio Cutuli](#), [Marco Tosi](#) (2012) "Famiglie, mercato del lavoro e rischi sociali : nascita di un figlio e rischi di transizione alla povertà tra le famiglie italiane" in STATO E MERCATO, v. 96, n. 3

•[Barbieri](#), P. (2011) "Italy: no country for young men (and women)" in H.P. Blossfeld, Buchholz, S., Hofaecker, D. (a cura di), The Flexibilization of European Labor Markets: The Development of Social Inequalities in an Era of Globalization, Cheltenham Northampton, Mass.: Elgar

•[Barbieri](#), P., [G. Cutuli](#) (2010) "A uguale lavoro, paghe diverse. Differenziali salariali e lavoro a termine nel mercato del lavoro italiano" in STATO E MERCATO, v. 2010, n. 3 Dicembre, p. 471-504

•[Barbieri](#), P., (2009) "Flexible Employment and Inequality in Europe" in EUROPEAN SOCIOLOGICAL REVIEW, v.25, n. 6, p. 621-628), "Special Issue on "Atypical Employment" of the European Sociological Review", Oxford University Press, 2009. - URL: <http://esr.oxfordjournals.org/content/vol25/issue6/index.dtl/>

•[Barbieri](#), P., [S. Scherer](#) (2009) "Labour Market Flexibilisation and its Consequences in Italy" in EUROPEAN SOCIOLOGICAL REVIEW, v. 3, p. 677-692

•[Barbieri](#), P. (ed [P. Barbieri](#), [S. Scherer](#) (2009) "Flexibilizing the Italian Labor Market. Unanticipated consequences of partial and targeted labor market deregulation" in H.P. Blossfeld, S. Buchholz, E. Bukodi, K. Kurz (eds), Young Workers, Globalization and the Labor Market: Comparing Early Working Life in Eleven Countries, Cheltenham, UK/Northampton, MA:: Edward Elgar, p. 155-180. - ISBN: 9781847209528