
CONTENTS

<i>List of Figures</i>	vii
<i>List of Tables</i>	viii
<i>Preface</i>	ix
<i>Acknowledgements</i>	xiii
1. Skill Formation in the Twenty-First Century	1
<i>Phillip Brown</i>	
Introduction	1
Human Capital Theory	3
What's Wrong with Human Capital Theory	13
The Political Economy of High Skills	29
The Seven C's of High Skill Formation	34
A Note on Comparative Method	52
2. Models of High Skills in National Competition Strategies	56
<i>Andy Green, with Akiko Sakamoto</i>	
Policy Arguments for High Skills	56
Germany—The High Skills Society Model	67
Singapore—The Developmental High Skills Model	89
Japan—The High Skills Manufacturing Model	105
The UK—High Skills/Low Skills Model	123
Skill Formation Systems and the Global Economy	142
3. Innovation, Skill Diffusion, and Social Exclusion	161
<i>Hugh Lauder</i>	
Introduction	161
The Nature of Innovation and Skill Diffusion	163

Education Training and Labour Market Regimes	164
Labour Market Regimes and Exclusion	166
A Comparative Analysis of ET Systems, Labour Market Structures, and Skill Diffusion	167
The Occupational Labour Market	167
The Internal Labour Market	175
The Guided Labour Market	183
The Flexible Labour Market	191
Polarization of Incomes, Skill Acquisition, and Diffusion	196
Training and Skill Foundations for Moving Up the Value Chain	198
Conclusion	201
4. Globalization, Multinationals, and the Labour Market	204
<i>Hugh Lauder, with Yadollah Mehralizadeh</i>	
Introduction	204
Competing Hypotheses Concerning Globalization	205
Globalization and the German Occupational Labour Market	208
Globalization and the Korean Internal Labour Market	211
Globalization and Singapore's Guided Labour Market	217
Globalization and Britain's Flexible Labour Market	222
High-Performance Work Practices and Key Skills	225
The Case Study	227
Conclusion	233
5. Globalization and the Political Economy of High Skills	235
<i>Phillip Brown</i>	
Introduction	235
The Future of Skill Formation: Pressure Points and Trade-Offs	241
The Impact of Globalization	243
Upgrading the Skills of the Workforce	248
Opportunity and Social Inclusion	252
Changing Models of the Worker	258
Conclusion	261
Appendix: List of Organizations Interviewed	263
<i>References</i>	269
<i>Author Index</i>	293
<i>Subject Index</i>	299

LIST OF FIGURES

1.1.	Mean annual earnings by educational attainment, 1997	20
1.2.	The changing relationship between education and income, 1989–1999	22
1.3.	Women and men in science in six European member states	24
2.1.	Structure of employment by country and industry	60
2.2.	Labour productivity by country, 1996	62
2.3.	Labour productivity by country, 1998	62
2.4.	GNP per capita and world ranking by country	64
5.1.	Pressure points, trade-offs, and skill formation policies	243

LIST OF TABLES

1.1.	Distribution of the total labour force by sector	18
1.2.	The bases of post-industrial employment: The distribution of occupations and the size of the outsider population	19
1.3.	Changes in total employment by occupational sector, 1985–1998	21
1.4.	Female labour force and wage gap	23
2.1.	Wage spread across a range of countries, 1980s and 1990s	65
2.2.	Science degrees as a proportion of all degrees by country	75
2.3.	Total population by highest qualification attained by country, 1997/8	76
2.4.	Gross domestic expenditure on R & D (GERD) as percentage of GDP, by country, 1997	78
2.5.	Researchers per 10,000 labour force by country, 1995	78
2.6.	Annual patents by country	78
2.7.	Population aged 25–29 by highest qualification attained by country, 1997/8	95
2.8.	Household income: ratio of top 20% to bottom 20% of households	100
2.9.	Country sector exports as a percentage of total world exports in 1994	145