

Contents

<i>List of Figures and Tables</i>	ix
<i>Preface</i>	x
<i>Notes on the Contributors</i>	xi
Part I Introduction	
1 Introduction: Employment Relations in a Changing Society <i>Miguel Martínez Lucio</i>	3
2 Fordism and the Genesis of the Post-Fordist Society: Assessing the Post-Fordist Paradigm <i>Luis Enrique Alonso</i>	18
Part II The Labour Market	
3 Flexible Enterprises: An Analysis of their Institutional Standing <i>José Manuel Lasierra</i>	35
4 The Degradation of Employment in Spain: From the Salaried Employment Norm to the Entrepreneurial Employment Norm <i>Carlos Prieto</i>	52
5 The Myth of Decentralization and the New Labour Market <i>Robert MacKenzie and Chris Forde</i>	69
Part III The State	
6 Are We Moving Towards a Post-Fordist State? Full Employment of the European Workforce <i>Daniel Albarracín</i>	89
7 Employability and the Flexible Economy: Some Considerations of the Politics and Contradictions of the European Employment Strategy <i>Ian Greenwood and Mark Stuart</i>	104
8 Post-Fordism and Organizational Change in State Administration <i>Ian Kirkpatrick</i>	120

Part IV Labour and Society

- 9 Feminization and Inequality in the New Regime of Work:
From Exclusion by Design to Exclusion by Default** 139
Jean Gardiner and Miguel Martínez Lucio
- 10 A Post-Fordist Consumption Norm? Social Fragmentation,
Individualization and New Inequalities** 153
Luis Enrique Alonso
- 11 The Feminization of Work, Changes in Family Structure and
the Transformation of the Welfare State in the Post-Fordist
Environment** 169
Gerardo Meil Landwerlin
- 12 Individualism and Collectivism in the Sociology of the
Collective Worker** 182
Paul Stewart
- 13 Trade Unionism and the Realities of Change: Reframing
the Language of Change** 200
Miguel Martínez Lucio
- 14 Flexible Rigidities: A Model for Social Europe?** 215
Richard Hyman
- Index* 223

List of Figures and Tables

Figures

6.1	Employment rate, Spain, 1987–2001	91
6.2	Employment rate, EU 1997	91

Tables

3.1	The use of atypical employees in three EU countries, 1985–99	45
3.2	Reasons for the use of subcontracting and atypical workers	46
3.3	Employment systems and their effects on job characteristics	47
11.1	Type of first union entered into by women, selected European countries, 1995	172
11.2	Fertility among women born in 1941–45 and 1961–65, 2003	173
11.3	Divorce rate and length of broken marriages in the EU, 1959–61 and 1996–98	173
11.4	Employment rate of women aged 20–49 by number of children, second quarter of 2001	174
13.1	Two interpretations of change	210