

Table of contents

Acknowledgements	1
Table of contents	4
List of tables	7
List of figures	8
List of publications	9
Chapter 1:	
Introduction	10
1.1 Introduction	10
1.2 The use of contingent work.....	16
1.2.1 Defining contingent work.....	16
1.2.2 Supply- and demand-side considerations	18
1.2.3 Contingent work outcomes	20
1.3 Developments in European labour markets: From segmentation to fragmentation?	22
1.3.1 The 1970s and 1980s: The rise of segmentation theories	22
1.3.2 The 1990s until now: From segmented to fragmented labour markets?	24
1.4 How are the work outcomes of regular and contingent workers produced?	26
1.4.1 Developing an analytical approach	26
1.4.2 The regulatory context	30
1.4.3 The workplace and its internal labour market	32
1.5 Structure of the thesis	34
References	38
Chapter 2:	
Research design and methodology	45
2.1 The research approach.....	45
2.2 Data collection	48
2.2.1 Selection of countries, sectors and workplaces.....	48
2.2.2 Data collection strategy	56
2.3 Data Analysis.....	61
References	66

Chapter 3:

Temporary agency work and trade unions in comparative perspective. A mixed blessing? 69

- 3.1 Introduction 69
- 3.2 Theoretical perspectives on agency work: the role of trade unions 71
- 3.3 The regulation of agency work: Belgium and Germany compared..... 73
- 3.4 Sector-level trade union policy towards temporary agency work.....
in Belgium and Germany 74
- 3.5 Research design and method 75
- 3.6 Trade union responses to temporary agency work..... 78
- 3.7 Discussion..... 83
- 3.8 Conclusion..... 85

References 86

Chapter 4:

Trade unions and labour market dualisation: A comparison of policies and attitudes towards agency and migrant work in Germany and Belgium 90

- 4.1 Introduction 90
- 4.2 Segmentation processes and trade union responses towards agency work
in Germany and Belgium 92
- 4.3 Belgium and Germany: varieties of co-ordinated regulation of agency work 95
- 4.4 Methodology 97
- 4.5 Not all workers are the same: Trade unions and agency work
in Belgium and Germany 99
- 4.6 Not all agency workers are the same: a closer look at migrant agency workers..... 103
- 4.7 Conclusion..... 106

References 108

Chapter 5: 112

Left outside alone? Works councils' responses towards non-standard work in the German metal and chemical sectors 112

- 5.1 Introduction 112
- 5.2 Relevant features of the German context..... 114
- 5.3 The analytical approach 116
 - 5.3.1 The regulatory context 117
 - 5.3.2 The workplace and its internal labour market 118
- 5.4 Research design and methodology..... 119

5.5	Evidence from the four workplaces	120
5.6	Explaining the observed diversity	127
5.7	Conclusion.....	129
	References	130
Chapter 6:		
	Crisis-related collective bargaining and its effects on different contractual groups of workers in German and Belgian workplaces	133
6.1	Introduction	133
6.2	The role of collective bargaining in the recent crisis.....	134
6.3	Anti-crisis-measures adopted in Germany and Belgium	136
6.4	Selected characteristics of collective bargaining and workplace-level	
	industrial relations in Germany and Belgium.....	138
6.5	Research design and methodology.....	140
6.6	Crisis-related collective bargaining and its effects on different groups of workers..	143
6.6.1	The case of <i>Firm1</i>	143
6.6.2	The case of <i>Firm2</i>	147
6.7	Why were different groups of workers not treated equally?	150
6.8	Conclusion.....	153
	References	155
Chapter 7:		
	Concluding remarks.....	158
7.1	Summary and limitations	158
7.2	Main conclusions	162
7.3	Implications for theory and future research	167
7.4	Policy implications.....	171
	References	176
	Appendix.....	180
	English summary	182
	Dutch summary	184
	Doctoraten in de sociale wetenschappen en in de sociale en culturele antropologie.....	186