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2.2.2 The Missing Transition to Permanent Contracts 2.2.3 The Consequences of Labour Market Segmentation; 2.2.4 Where Do We Go from Here?; Chapter 3 The Single Employment Contract: Origins and Presuppositions; 3.1 The Origins of the Single Employment Contract: 'Re-Thinking' Work; 3.2 The Presuppositions of the Single Employment Contract; 3.2.1 Protection and Employment: Questioning the Received Wisdom; 3.2.2 Effective System, Effective Market: The Search for Compatibility between Law and Economics; 3.3 The European Commission Perspective; Chapter 4 An Outline of the Single Employment Contract
4.1 Basic Structure and Application 4.2 Monetary Compensation; 4.3 Legal Norms; 4.4 Other rights; 4.5 The Anticipated Benefits of the Single Employment Contract; Chapter 5 Contrasting Views of the Single Employment Contract; 5.1 Introducing the Single Employment Contract; 5.2 Criticisms of the Proposal and Some Responses; 5.2.1 Increasing Flexibility Might Damage Workers Who Are Currently Protected; 5.2.2 Enterprises Will Have Less Flexibility in Recruitment; 5.2.3 The Consolidation Period is Too Long; Chapter 6 Selected Proposals for Introducing the Single Employment Contract
6.1 Italy: The Debate about Flexicurity 6.1.1 The Single Employment Contract: The Debate; 6.1.2 The Single Employment Contract and Article 18 of the Workers' Statute; 6.2 France: The Contrat de Travail Unique (CTU); 6.2.1 The Origin of the CTU; 6.2.2 The Content of the CTU; 6.2.3 Predecessors of the CTU: The CNE and CPE; 6.2.4 The Debate; 6.2.5 The Labour Market Situation; 6.3 Spain: The Debate on the Single Employment Contract; 6.3.1 Introduction; 6.3.2 Factors in the Debate; 6.3.2.1 Fixed-Term Contracts and Unfair Individual Dismissals
6.3.2.2 A Solution to Structural Labour Market Problems? Constitutional and Legal Perspectives 6.3.3 A Lively Debate; Chapter 7 Contractual Arrangements in EU Labour Markets; 7.1 Types of Protection Offered; Chapter 8 Further Developments; Conclusions; Annex: The Single Employment Contract Proposal; Select Bibliography; Index

Sommario/riassunto

This book examines the concept of the single employment contract in a comparative perspective, presenting its pros and cons, highlighting its virtues and revealing its inherent contradictions. The authors set out the general framework within which the current debate has developed by outlining the origins that gave rise to the proposal of a single employment contract. It is highly recommended for all academics and practitioners involved in labour market and labour legislation reforms.
