

Abstract

The business patterns, production technique, the free flow of capital and labour mobility have been changed because of the globalization. At the same time, competition among the countries is increasingly. Many countries, especially the European welfare state, have began relaxing the labour law, meaning deregulation the labour such as free dismissal, flexible working hours etc,. They also have changed the social welfare substantially, including the unemployment payment. Through these measures which expect the country competitions will be improved. Among these reform countries, Dutch and Denmark surprised other countries, when many countries are suffering from increasing unemployment rate and job decrease. The Netherlands and Denmark are renowned as success example of combining flexibility and security both at the same time, in other words, success example of flexicurity.

Through this research, we found: 1. Social Welfare. Some international organizations deem flexicurity positive, however, in the Netherlands and Denmark, public welfare is reducing gradually, like social payment or the duration of payment. 2. Types of employ. The labor market in the Netherlands develops toward to part-time job hiring, but in Denmark shows short tenure, high labor mobility and full-time job hiring. These two countries show different developments. 3. Unfair earnings distributed in labor market, which occurs frequently in these two countries.

This article emphasize the flexicurity which looks fair, however it is not. That is what we concern about now. If Taiwan forwards to develop flexicurity, there are some related suggestions provided down below. Taiwan should pay more attention on the right of collective bargaining. Take Dutch or Denmark for

example, the right of collective bargaining is quite powerful. We ought to strengthen this right of collective bargaining in the future. Furthermore, there are more and more atypical labours hiring in Taiwan. Concerning about this situation, we must set up specific and sound protect measures to make sure these types of labors will not be tricked unfairly. Last, our country, Taiwan, needs to enhance social security system. Under the sound and perfect system of social security, we are able to think about flexicurity. Otherwise, with this kind of social security, trying to set flexicurity into motion, for labours, is definitely not appropriate which is like walking on the cable wire without a safety net.

