

García-Perrote, Ignacio; Mercader Uguina, Jesús R. (dir.).  
*La regulación del Mercado Laboral*. Valladolid: Lex Nova,  
2012. 506 p.

*La regulación del Mercado Laboral (The Labour Market Regulation)* is one of our latest books and it has been extremely well-received by experts and general readers alike. This research, directed by professors Ignacio García-Perrote and Jesús R. Mercader, analyzes the different areas targeted by the recent labour market reform. An important group of researchers who come from our group, “Labour Law, Economic Changes and New Society”, took part in this work, focusing their analysis on the main instruments that Law 3/2012 uses to resolve the main rigidities of the Spanish labour market. The result is a complete guide on the important changes that this new rule incorporates into the Spanish legal system, analyzed from a multidisciplinary point of view.

This book can be divided into six main areas of analysis. Firstly, it focuses on measures adopted to transform the Spanish contractual system. In this sense, the reform modifies the contracts for learning and apprenticeship, which is directed at improving qualifications of young people; it reforms part-time contracts, in order to permit the use of extra hours; and it creates two new types of contracts: a telework contract and a contract for entrepreneurs. The latter has been criticized because of its long probation period, one year, twice that of the longest period established in the current legislation, which has been considered as a kind of reduction in severance pay.

Secondly, the authors analyze the actions the Law 3/2012 adopts in order to promote employment policies. The most important actions are the modification of the employment subsidies program, temporary employment firms being allowed to act as private employment agencies, and the fostering of permanent and vocational worker training.

Third, the reader will find chapters dedicated to explaining the changes adopted regarding internal flexibility. On the one hand, the reform makes it easier for the employer to modify working conditions, including working hours and salary, an area explained as one of the main

instruments for developing internal flexibility in the Spanish labour market. On the other hand, there are some negatives effect related to these changes that are also analyzed. Specifically, there is a chapter focusing on the effects of the reform on personal and family life as a consequence of the changes in articles concerning the work day, temporary invalidity, work permits and holidays.

Fourth, the book deals with what is likely the main target of the Law 3/2012: the reduction of labour costs in order to promote employment and reduce the duality of the Spanish labor market. The reduction of compensation for dismissals for permanent contracts, narrowing the gap between the costs of temporary and permanent work; clarification as to when dismissal for economic reasons can be used; and its effects on public and financial sector, are all explained in three different chapters.

In the collective bargaining area, the book pays special attention to the pre-eminence of agreements reached at the firm level and the limited validity of agreements in the absence of a new one once they have expired (ultraactivity). Furthermore, it also describes the main innovations in labour relation conflict resolution procedures linked to collective bargaining.

Finally, the reader will find answers to some specific technical problems that labour reform brings about in Procedural Labour Law and in the Social Security system.

In conclusion, *La regulación del Mercado Laboral* is a complete research into the principal effects of one of the most important reforms of the Spanish labour market in the last three decades. Its multidisciplinary point of view offers the reader a complex analysis of the dramatic changes that this reform is likely to bring about in the Spanish labour market.

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