

- **Wilthagen, Ton, and Frank Tros. 2004. “The concept of ‘flexicurity’: a new approach to regulating employment and labour markets,” *Transfer* 2.**

This article deals with the new policy concept of ‘flexicurity’ in light of the emerging flexibility-security nexus currently faced by the European Union, national governments, sectors of industry, individual companies and workers. It identifies a fundamental tension. On the one hand there is a strong demand to make labor markets, employment and work organization more flexible. At same time, an equally strong demand exists for providing security to employees – especially vulnerable groups – and for preserving social cohesion in our societies. This article discusses the origins, conditions and potential of ‘flexicurity’ as policy or strategy at various levels of industrial relations and outlines a research agenda for the future.