

# Summaries

## **Part-time work and informal economy**

Lei Delsen

The article investigates the relation between part-time work and informal work on the basis of the existing literature. Informal work consists of unpaid household work, voluntary work, do-it-yourself-work and paid black work. Literature shows that, neither from the supply side, nor from the demand side of the labour market, the promotion of 'regular' part-time work is an incentive for more informal activities. On the contrary the promotion of part-time work may contribute to limiting (the growth of) the informal sector. From the analysis it is concluded that the policies of the government — promotion of part-time work and restricting informal work — are not conflicting, but complementary. Collective working time reduction, creating unwanted decrease in income, and flexible working arrangements, creating income uncertainties, however, may well be an incentive for informal activities.

## **Training and educational activities of enterprises**

P.A. Boot

This article gives a short review of the training and educational activities of Dutch enterprises. In 1986 about 16% of the working labour force participated in some kind of training. These activities doubled in the period 1983-1986. On the basis of survey results it is concluded that the organization size, defined as the total number of employees, has a positive relation with the number of instructional programs offered by the respective organizations. Furthermore, women, older employees and those with a lower level of education participated less than men, younger employees and those with a higher level of education. Some survey results are compared with data collected in France. Finally, Dutch government policies are discussed.

## **CNV: 25 years of action**

G. van der Veen en B. Klandermans

Results are reported from a study on the use of action means and strategies by the Christian Trade Union Association (CNV) over a period of 25 years (1960-1985). 7 Out of the 14 organizations associated to the CNV were selected representing 86% of the CNV members. Data were collected from the organization's periodicals. This study was meant 1. to get an overview of the amount and the kind of (collective) actions the union organizations were confronted with over the last 25 years and 2. to trace developments in the use of means and strategies. The data show an increase in the use of collective action primarily caused by the growing number of moderate actions CNV unions were involved in a compared to militant actions such as strikes. As a result the action repertory expanded.

Developments for unions in the private sector and unions in the public sector were compared. It turned out that the expansion of the action repertory could be attributed to a large extent to developments among the unions in the public sector. Developments were related to social, political and economic trends in the period studied.

## **Women's careers**

K. Tijdens en E. de Ru

Programs for positive action have shown only limited results. The reasons for the lack of success and the possibilities for improvement are discussed in this article. In the first section current and recent research into women's careers is analysed. Some causes for the lesser opportunities for women are discussed in section two. The final section deals with strategies for the improvement of women's career possibilities like keeping up-to-date skills and knowledge, part-time jobs, women's careers in 'women's jobs', positive action

and targets, and possibilities on the external labour market. It is concluded that equal chances for women's careers will have to be conquered inch by inch.

### **Industrial relations in theory and practice**

A.H. van der Zwaan

In this article two editions of one and the same book are compared to draw conclusions on the development of the study of industrial relations in the Netherlands.

### **Migrants' woman: wage labourer or housewife?**

F. van Roost

In this article the labour market position of migrants' women is discussed. Migrants' women are foreign females, who, especially for reasons of family reunion, came to Western European countries. Main theme of the article is the labour market participation of these women. Dutch and French research into the labour market participation is discussed and analysed. Some factors that appear to influence participation are marital state, age, level of education, labour demand, juridical status and attitude of male family members. In the second part of the article the results of Dutch and French research are compared with the findings of an investigation into the situation in and around Brussels.