

Summaries

Bumping down in the Dutch labour market

Wiemer Salverda

The existence of 'bumping down' of lower skilled workers by more skilled labour in the labour market cannot be demonstrated by examining the educational level of the working population in relation to what is needed for their jobs only. This is effectively done in the well known Dutch studies of the qualitative structure of employment by Huijgen, Conen a.o. Unemployment of people with a sufficient schooling for the jobs is a second necessary condition besides a surplus of schooling.

Since 1977 the Dutch labour market shows an important and fast growing crowding out of persons who only completed primary or junior secondary education. This is caused by a massive presence of people with a senior secondary education on jobs that are suited for the victimized groups. A longer schooling or a lowering of their wage will not help the latter. Furthering the creation of jobs at the senior secondary level might be more to the point.

Recruitment and selection of policewomen in the Netherlands

M. Jacobs, van Doorne-Huiskes, J. Schippers en J. Siegers

Research concerning recruitment and selection of police-personnel for the Dutch metropolitan police is presented. Central questions are: 1. which factors determine the selection of male and female applicants and 2. is there a differential treatment of male and female applicants?

Ten feigned applicants (vignettes) were presented to local police-officers responsible for recruitment and selection. They were asked: 1. to give each of these applicants a mark between one and

ten, 2. to select four candidates for education at a police school en 3. to select one of the four candidates for a vacancy.

The analyses illustrated that no systematic preference neither for women nor for men existed. The marks are not influenced by the personal characteristics of the applicants, but only by the characteristics of the forces and the recruitment-officers.

The selection of candidates for the police school and the final selection of one candidate to join the force shows that without a drastic change in recruitment- and selection policy the official goal of a 25% female police force in 1995 in the Netherlands will by no means be realized.

FNV-project on screen-work

J. Miltenburg

Dutch largest trade union confederation FNV organised with its associated organisations in commercial and non-commercial services a successful project on screen-work. It provides screen-workers with a checklist to form a risk-analysis of their work (conditions, content en organisation). At the same time the project support the workers-representatives in workers-councils and the unions to initiate improvements in this field. Services and promotion of interest: two opposite terms in discussions on dutch trade union organisation. But autonomous work of workers councils en trade unions can be served by a specific combination of those two, as shows the project in question.

The end of the Labour Process Movement and the Sociotechnical Systems Approach: a subject matter which should be disputed or tried out in practice?

Frans M. van Eijnatten

On the basis of a comprehensive definition of integration and a matrix of approaches and forms of professional cooperation the author discusses and classifies the argument put forward by other contributors (particularly Christis) in this journal with respect to the controversy between representatives of Braverman's Labour Process Movement and the Sociotechnical Systems Approach. Special attention is paid to solve the controversy by sketching out an interdisciplinary model approach, using a modified version of the Kolodny and Stjernberg (1986) model.

Volunteerwork: participation and time spending

R. Boin, J. van Dijk

In 1985 the volunteer labor supply in the Netherlands was equal to 20 percent of the amount of paid labor. This implies that it may have important welfare effects. In this article we focus on the determinants of volunteer labor supply. From the economic theory several motives which lead individuals to do volunteer work are derived. We op-

rationalise the consumption and the investment motive in combination with indicators reflecting the availability of time by means of observable variables from two Dutch micro data sets. In the empirical part the results are presented for a tobit model relating the time spent on volunteer work to individual and household characteristics.

The Flemish Foundation for Technology Assessment: on search of a useful approach

L. Goorden

The Flemish Foundation for Technology Assessment (Stichting Technologie Vlaanderen – STV) has been established (1984) by the Flemish Government in the framework of her actions on Technology Policy. At the start the emphasis was laying on analysis and research on the relation between new technologies and work. Now The STV is trying out its own methods of technology assessment on two levels: the micro-level of the firm, and the macro-level of the public policy. One of the main objectives for the future will be to find a workable balance between analysis and advice. Secondly it will be necessary to gain some experience on the developing of scenario's, which will help to clear out the possible choices in an innovation-process to the parties involved in it.