
Summaries

Strategies for different organizations to reduce the discrepancies between available and required qualifications

Ferd. J. van der Krogt

Corporations and institutions can pursue different policies to reduce the discrepancies between available and required qualifications.

Three strategies are distinguished: the strategy of adjustment by qualification, the strategy of adjustment by work restructuring and the third: the strategy of mutual adjustment.

The three strategies are compared and it is observed that each strategy has its specific way of educating and training the workers.

Three hypotheses are presented about the relationship between three organization-configurations (Mintzberg) and the pursued strategy.

Labour market discrepancies and the educational

Wiemer Salverda

It is argued that the discrepancy between education and the labour market is to be studied in a wide, structural perspective (total employment vs total outflow from education in the long term) instead of the usual comparison of open unemployment with open vacancies. We also do not have to accept the outflow from school at face value, as entirely determined by free (neo-classical) choices of students.

Here, school-leavers have been compared with employment for 1960-1988. No general over-schooling is found and 'drop-outs' are at a historical minimum. Vocational outflows decreased temporarily during the Seventies. Technical training, however, stagnates throughout. Choices made in education show that this relates to the

drastic change of secondary education of 1968. A massive 'indirect production' has come into being: vocational training is topped on a preceding general education. It can explain both problems. Setting up indirect production had a temporary effect on vocational outflows; postponing the choice of a vocation is at the expense of technical training.

Therefore, a new decrease of vocational training and a worsening of the situation of technical training will result from the new reform of secondary education that was recently decided.

The cascade model; training as solution for labour market defects between supply and demand

W.H.A. Hofman, A.F.M. Nieuwenhuis en R.J. in 't Veld

An integrated training policy can be useful in diminishing discrepancies between the level of vacancies and the supply of labour at the external market. Enterprises have a choice between external recruitment and internal training for their own personnel.

In this article we argue that by starting an internal cascade of training activities the level of external vacancies can be lowered and successfully linked up with the existing labour supply.

In view of empirical data on the training activities in the metal working industry we investigate the extent to which elements of such a training policy are traceable and what type of obstacles can block the implementation of the cascade model. These obstacles are looked for at branch-, enterprise- and employee level.

Finally it is concluded that obstacles are mainly practical and that the implementation of an

integral training policy largely demands informative, organisational and policy actions. Trade unions, employers and government institutions share parallel interests in setting the cascade in motion.

Different roads in the post-industrial society Peter van den Besselaar

An increasing part of the work force in the developed countries is employed in the service sector. The term used to describe this phenomenon, 'the post industrial society', suggests a converging development. To increase comparability between the different countries, the article proposes another way of measuring employment: sectoral employment in terms of 'real sectoral labor input relatively to the size of the population in the working age'. If countries in this way are compared, diverging and no converging trends are seen. Although the changing employment structure is visible everywhere, there proofs to be a large difference in the level at which the structural change does take place. The 'post-industrial economies' do take very different forms, respective to differences in social and institutional structures.

Contrary to conventional wisdom, Dutch service sector is small compared to other developed countries. In the Netherlands, real labor input in the service sector is very small, compared to the size of the population. Moreover, it seems to diminish even further. That is the case for final commercial services, final public services, and also for the producer services.

Labour provision policy on the move H. Scholten

Recently the new Labour Provision Act has come to effect. Labour provision policy in the Netherlands, like collective bargaining, has taken the course towards decentralization. The very limited succes of labour provision policy in the eighties gave cause to do so. One can, however, question whether a reorganization in

itself can provide a solution to the considerable problems we face on the regional labour markets in the years to come. Maybe too much is expected from tackling problems by means of changing structures, a phenomenon which seems to be typically Dutch.

How do we enter Europe: neoliberal daydreams about labour market participation in the nineties. An inspection of the WRR-report 'Een weekend perspectief' (A 'working' perspective) Frans Kerstholt

The article examines the scientific significance of the report under consideration. The latter explains the low Dutch level of labour participation mainly as resulting from an idiosyncratic 'welfare theory' stating a negative relationship between welfare and labour participation. In addition, the combination of high labour productivity and low labour participation is seen to have produced a high level of labour invalidity. The report recommends remedies mainly consisting of proposals to cut the legally protected minimum wage, to differentiate wages and to refashion labour relations and the labour market after the model of the American labour market. A number of criticisms is raised. Apart from questioning the relationship between the Dutch 'welfare' theory and the reported levels of labour participation and invalidity, the main criticism concerns the neoliberal and neoclassical inclinations of the report. Labour market research showing considerable crowding out of lower qualified people (and of other weak categories) is insufficiently taken into account. These results imply that the proposed changes in wages cannot be expected to produce any significant results. The choice in favour of 'Americanization' of the labour market model underestimates both the dangers of labour market segmentation under a neoliberal regime and the relative efficiencies of viable variants of the Swedish model. Neoinstitutional economics (Eggertsson, North) is suggested as a possibly more fruitful approach.