
Summaries

Job evaluation systems: discriminating for women? A case-study

C. Remery and A. van Doorne-Huiskes

Wage differences between men and women can partly be attributed to the lower amount of human capital of women compared to that of men and to sex segregation on the labour market. Following the segregation hypothesis the question arises whether job evaluation systems specify characteristics of female jobs to a lesser degree, compared to male jobs. This question is the central issue of this article. The second question was whether the weight attached to the characteristics of female jobs is less compared to male jobs. Ten female occupations have been compared to ten male occupations in their specific characteristics and in the degree to which these characteristics are specified in the job evaluation system of the National Postal Service. Aspects of jobs like contactual capacities, representativeness and accuracy - typical characteristics of female jobs - appear to be difficult to trace back in the P.T.T. job evaluation system. The question of the differences in the weight turns out to be more complicated to answer.

Labor market segmentation as a principle for classification of occupations

P.J.E. van de Loo, R.J.P. Dekker and A. de Grip

Usually in Dutch labour market research, occupations are classified and analysed according to the occupational classification of the Central Office of Statistics (CBS). However, in order to describe the occupational structure of employment, this classification appears less and

less suited. Therefore, the authors, who all work at the Research Centre for Education and Labour market (ROA) of the University of Limburg, present in this article the ROA-classification of occupations. This classification has been constructed as follows. Based on the educational background of the workers a cluster analysis has been carried out. Together with some additional occupational and statistical criteria, this resulted in 93 occupational classes. Next, these occupational classes have been aggregated into respectively 48 occupational segments, 27 occupational branches and 10 occupational sectors. Finally, in the light of a couple of labour market indicators it has been examined whether the ROA-classification of occupations indeed gives a better insight into the prevailing labour market segments, compared to the CBS-classes.

The role of informal channels in finding work in Flanders

Jan Denys

The fact that informal channels play an important role in seeking and finding work has been demonstrated by numerous international studies, and there is clear evidence that this is also the case in Flanders. In fact, a first cautious comparison with the Netherlands would seem to indicate that the 'market share' occupied by informal channels in Flanders is even greater. Other findings from studies carried out abroad are also confirmed when applied to Flanders. Thus, for example, the job-seeker's own family is of particular importance in finding a first job. Thereafter, friends and acquaintances increase in importance. The subordinate role played by the Employment Servi-

ce is also in line with the results of international studies.

A serious problem which arises when making international comparisons is the completely arbitrary way in which the channels via which job-seekers find work are categorised. Moreover, there is also a need for theoretical work to be carried out. Adopting a rigid stance in interpreting informal networks as social capital becomes problematic in those cases where finding work via informal channels does not lead to better jobs.

Dilemma's in vocational training for adults; dropping out or carrying on with PBVE.

Rie Bosman

The Elementary Vocational Training Scheme for Adults (PBVE) aims to provide an easily accessible vocational training course for the lower qualified long-term unemployed. Since drop out rates are high, research was conducted to investigate the relevant determinants of drop out. The author interviewed both drop outs and those who stayed on at the beginning of the course and after six months of participation about their motivation and experiences. Results show a definite influence of motivation on drop-out: participants without an intrinsic motivation, who only attend for the sake of finding a job, are at risk of giving up. Such an instrumental motivation is predominantly present among the participants; nearly half of them would stop the course immediately when offered a job. Accordingly, 25% of the drop outs left the course because of a job. Most relevant for policy-makers, however, appear to be shortcomings of the vocational training scheme itself. Both drop outs and those who carried on put forward substantial criticism with regard to the curriculum and the organisation of the course.

Labour supply of married women in Belgium and the Netherlands

Kène Henkens, Jacques Siegers and Karel Van den Bosch

The analysis of labour supply concerns two questions: whether individuals participate on

the labour market and, if they do, for how many hours. In this article the authors investigate the differences in labour supply of married women in Belgium and the Netherlands. From this study, it can be concluded that differences between both countries in participation and in weekly hours worked can be explained by differences in behaviour instead of differences in circumstances (like age, number and age of children). In Belgium, the effect of the presence of young children in the household has a much smaller impact on the labour supply of women than in the Netherlands. The empirical results indicate that Belgian married women are more economically independent than Dutch married women. If there would be no differences in circumstances between Belgium and the Netherlands, then the difference in labour supply of married women between both countries would be even greater. For a full study of the differences in labour supply of married women in both countries (more) institutional and cultural factors have to be taken into account.

Voluntary and obligatory participation in Youth Work Projects

Koos Postma and Rudi Wielers

Recently accepted legislation in the Netherlands prescribes that every community must implement the JWG, i.e. work projects for youth. By this enactment unemployed youngsters are obliged to participate in a work project as soon as they have been jobless for longer than half a year. However, there has never been systematic research to find motives for refusing to participate. In this article a human capital based model of motives to participate will be presented. Data from some provincial communities show that most non-participants find jobs themselves or re-enter day-school. Only a small group neither works, nor makes any investments to improve their labour market position. The voluntary participants are the youngsters with the worst labour market position. Given the negative effects of obligatory participation and the eagerness of the youngsters to work, it is argued that obligatory participation should not be implemented too hastily.