
Summaries

The orientation to labour; a comparison between immigrant and indigenous youngsters.

Frans Meijers

In this article attention is drawn to the question whether or not indigenous and immigrant youngsters and young adults develop a concrete 'action plan' with respect to (acquiring) labour. The existence of an action plan aiming at maximalisation of economic profit, is assumed in the human capital theory and in many theories about career choice and career development. It is found that indigenous nor immigrant youngsters and young adults develop such an action plan. The rules which determine their action perspective are derived from the logic of the educational system. Youngsters and young adults do not occupy themselves with the world of labour as long as they are in the educational system. Indigenous and immigrant youngsters expect almost the same from labour: they want to have a good income and they hope that their future job gives them an opportunity for self-realisation. Gender seems to influence the orientation to labour more than ethnicity. Boys hold, on the whole, the same perspective as their fathers do. They want to be the breadwinner. There is only one interesting difference between fathers and sons: immigrant youngsters want a better (i.e. more interesting and better paid) job than their fathers have.

Indigenous as well as immigrant girls, on the other hand, want better jobs than their mothers have and they want to work for a longer period. Most of the indigenous girls opt for a part time job, because that fits best with being a mother. Immigrant girls want children, too, but many of them opt for full time jobs.

Job ladders in internal labour markets and intentions to quit

Kea Tijdens

Do workers in the internal labour market hardly intend to quit? This question has been investigated by analyzing a dataset containing 9,500 workers in the Dutch banking sector. Voluntary turnover is explained by tenure, age and career prospects. Young workers (<40) in lower grades show average career prospects and highly intend to quit ($r = -.21$). Young workers in higher grades have good career prospects and show high intentions to quit ($r = -.11$). Old workers in lower grades do hardly have career prospects and hardly intend to quit. Old workers in higher grades have average career prospects and show no intentions to quit.

The role of weak ties in the distribution of labour market opportunities in the Netherlands

A. Peters en F. Tazelaar

It is increasingly being taken for granted that social networks play a crucial role in the distribution of labour market opportunities; it is assumed that actors on the labour market are incompletely informed and that a lot of information is acquired through the social network. The so-called 'weak' ties, for example contacts with friends and acquaintances, fellow members of societies and clubs, are assumed to be particularly significant. There are two main questions to be answered in this article:

- 1 How can differences in directness and effectiveness of job search behaviour of salaried employees be explained, and what role do networks of weak ties play in this explanation?
- 2 How can differences in voluntary job change

be explained, and again, what role do networks of weak ties play in this explanation?

In order to answer these questions we examined the extent to which an effect of social resources could be established regarding job mobility and the search behaviour of salaried employees, *in addition to* the effects of labour market constraints and human capital. Considering the fact that in previous research gender-specific differences in social networks consistently have been found, the analyses were not only conducted for the entire sample of salaried employees, but also for males and females separately.

We conclude that the availability of social resources, indicated by the number of friends and acquaintances and to a lesser extent by the number of memberships of societies and voluntary organizations, is related to the labour market behaviour of salaried employees and their job mobility, but that these relationships were only found for males. The larger the network of weak ties of males, the more directly and effectively they search for a job (*ceteris paribus*), and the larger the chance that they change jobs in a given period. For female employees we do not find such relationships. It is not impossible that on the basis of these findings a new form of *exclusion* emerges, this time not due to statistical discrimination situated mainly at the demand side of the labour market, but due to a lack of information and social capital at the supply side.

Policymaking to prevent sexual harassment within organizations of homehelps

Sietske Dijkstra

During the eighties the women's movement has exposed the problem of sexual harassment. Since 1990 Dutch organizations of homehelps are obliged to create a policy against sexual

harassment. However, a qualitative research in six organizations of homehelps showed lots of structural improvements to be necessary. Eleven out of nineteen interviewed homehelps were sexually harassed, principally by male clients during working-hours.

Apparently overt discussion on the subject is rare. For instance, homehelps are not regularly informed of the institutional policy against harassment. Another neglected area is training on the job at all function-levels. Executives need to be skilled in intercepting homehelps and charging clients with formal warnings. Moreover, existing complaint-procedures are too unspecific about time limits to settle complaints and lack criteria terminating help. Consequently, homehelps are more or less unprotected against harassment and deprived of safe working-conditions.

Cross-sectional differences in union density

Maurice Rojer en Jelle Visser

In this article, the authors try to explain the cross-sectional differences in union density for FNV-, CNV- and MHP-unions in the Netherlands, with the help of characteristics of sectoral labour markets, concentration data and institutional characteristics of union-employer bargaining. In the first part, they develop a set of hypotheses based on a combination of rational choice and interactionist theory. In the second part, these hypotheses are tested in three stages: via correlation analysis, the discovery of more complex causal structures, and an 'integrated' regression model for each of the union federations. The results confirm that demographic aspects of sectoral labour markets weigh most, but that the 'fit' between the firm-structure of a sector and the bargaining structure matters also.