
Summaries

Occupational winners and losers

Andries de Grip en Ron Dekker

Technological developments and changes in demand for goods and services influence the occupational employment structure continuously. Moreover, upgrading of jobs and the increase in supply of the higher educated induce changes in the educational structure of employment. In this article the changes in the occupational structure of employment during the late eighties (1985-1990) are described for the Netherlands. Changes in the educational level of the employed are also shown. Although the occupational winners coincide for a great part with the winners in the early eighties, some occupations can not hold their position, especially in quarternary services. In the list of occupational losers the overrepresentation of the low educated occupations has been releaved. Newcomers in the list of occupational losers are the occupations in shipping industry. The increase in educational level of the employed became apparent by a strong expansion of the employment share at the intermediate vocational level. The increased supply of academics in the eighties has been strongly absorbed by the market.

The transition from the educational system to the labour market

Henk A. Becker & Karin Sanders

The transition from the educational system to the labour market has changed for the members of cohorts born between 1940 and 1965. In this article four theses are used to explain these changes: a thesis about the size of cohorts, a thesis about a pattern of generations, a thesis about post-adolescence and a thesis about individualization. Predictions derived from these theses are confronted with empirical data about the Netherlands. The changes are best predicted

by the thesis about a pattern of generations and by the thesis about post-adolescence.

The position on the Labour market of MDGO-schoolleavers

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This article focuses on two questions. On the one hand it is attempted to give information about the position on the Labour market of school-leavers from the Intermediate Service and Health Education (Middelbaar Dienstverlenings- en Gezondheidszorgonderwijs (MDGO)). On the other hand this study tries to develop a number of instruments on the basis of which an indication can be given about the position on the labour market of school-leavers. For a number of separate instruments the values are empirically calculated based on a Dutch school-leavers survey. Contrary to most studies several relationships between instruments are also examined.

The internal differentiation-hypothesis. Consequences of automation on task complexity, autonomy and worksatisfaction

Bram Steijn en Marco de Witte

In an earlier research project we have formulated the internal differentiation-hypothesis. According to this hypothesis, there are contradicting consequences of automation: the content of jobs that are automated is becoming both more complex and less autonomous. In this earlier research project we have found some indications for a declining worksatisfaction among workers who are affected by this internal differentiation process. In this article we present the results of a secondary analysis of a survey among metal-workers. We try to answer two questions:
1 does automation leads to a process of

internal differentiation in the metal industry?
 2 what is the relationship between changes in the quality of labour and the worksatisfaction of workers in this industry?

Our results indicate a moderate internal differentiation process in the metal industry. As a consequence of automation the tasks of metalworkers are getting more complex. Contrary to our earlier hypothesis their autonomy is not declining, but more or less unaffected by the automation process.

The relationship between automation, jobcontent and worksatisfaction is complex. According to our results there are no direct relationships between automation and worksatisfaction and between complexity of the tasks and worksatisfaction. However, there is a fairly strong relationship between the autonomy in the job and the worksatisfaction. This alst finding can be interpreted as an indication in favour of the hypothesis which states that the internal differentiation process will lead to a decreasing worksatisfaction.

Lean production

Jos Benders en Freek Aertsen

'Lean production' has drawn worldwide attention following the publication of 'The Machine That Changed the World' (Womack, Jones and Roos 1991). The authors remain rather vague in describing lean manufacturing. Much confusion currently exists about which course to follow, although 'lean' methods are likely to be at least partially adopted in the West. More understanding about lean manufacturing can be gained by studying publications about the Toyota Production System. These are used to describe the production organization, production techniques and aspects of the labor organization. Furthermore, the question whether or not working in a 'lean organization' is 'humanly fulfilling' is addressed. This is not only a matter of inventorying advantages and disadvantages to workers, but also of scientific and possibly cultural standpoints.

The influence of economic conditions on absence and work disability in the past and the future

Peter G.W. Smulders en Anneke Bloemhoff

Employee absenteeism and work disability are caused by a large number of factors. Working conditions, demographic factors, aspects of the

social security system and economic conditions are the most important. In research the impact of economic conditions on absence and work disability relatively got the least attention.

In this paper first a strong empirical relationship is determined between the economic situation in the Netherlands (in terms of the number of yearly bankruptcies per 1000 firms) and the yearly mean absence rate and mean number of people newly disabled for work per 1000 insured. Above all increases and decreases in absence and work disability precede later increases and decreases in number of bankruptcies. Thus, they are not the effect of increases and decreases in bankruptcies. Secondly, this relationship is used for projections into the future with respect to absenteeism and work disability in the Netherlands. Favourable economic development will be preceded by decreases in absence and work disability and unfavourable economic developments will be preceded by increases in both indicators. Finally, in the discussion the results are compared with earlier research.

Spanish industrial relations in transition. Lessons for Eastern Europe?

Marc van der Meer

This article deals with the thesis that developments in the Spanish industrial relations system in the period 1975-1992 are insightful to analyse the new industrial relations in Eastern Europe. In the text the developments of the Spanish collective industrial relations during the transition from the corporatist Franco-dictatorship, which ended in 1975, to a parliamentary democracy are discussed. It is focused on how the most representative actors in Spanish industrial relations, the unions UGT and Comisiones Obreras, the employers organization CEOE, and the government have searched for neo-corporatist solutions for the problems of transition, which took place under severe economic conditions. Three major periods are discerned: the transition-period (1975-1980), the period of social concertation (1980-1986), and the period of flexibilization and European orientation (1986-1992). This results in an evaluation of nowadays Spanish industrial relations and in a research agenda which might be used to analyse the transition of labour systems in Central and Eastern-Europe.