

Summaries

Longtermdevelopments of returns on credentials on Dutch labour market

M.H.J. Wolbers and P.M. de Graaf

For the Netherlands, several studies have shown that the returns on credentials have decreased in the last decades. Furthermore, it was shown that the impact of education on labour market success has increased since 1930. Although both processes seem to contradict, this contradiction is spurious. If the returns on lower level credentials decline at a faster rate the returns on higher level credentials, credential inflation can go perfectly well with an increasing impact of education. Therefore, it is very important to distinguish between total and additional returns on credentials. In this article we examined how the total and additional returns on credentials developed on the Dutch labour market. We merged five surveys together in one data-set to gain statistical power, to lengthen the period under study, and to disentangle cohort and age effects. In this way, we were able to determine developments in the period 1911-1991. Our results show for men the total returns of all diploma's have decreased, but that the additional impact of several certificates have increased, especially those at the higher levels. For women we can only study the period 1957-1991. For women the returns of diploma's at all levels have decreased, but especially those in tertiary education.

Semi-autonomous groups in dutch industry: one concept with many applications

J. de Leede and J.I. Stroker

This article presents an explorative investigation of several aspects of semi-autonomous groups in Dutch industry. Semi-structured interviews were held in eleven manufacturing companies. It appears that the main reasons for

the introduction of semi-autonomous groups are economic by nature. The implementation-process is unique for each company, takes much time and energy and in no case has been finished, although some companies have been in play for years. The design of the semi-autonomous groups is different in each company. However, some similarities do occur. The groups have a similar size of approximately 10 persons. The group members rotate among the different tasks, and every group is responsible for a complete part of the process. The development of the groups is different for each company. There is no relation between the age of the groups and their maturity. We conclude that, although the companies have a sociotechnical background in common, they show many different applications of the semi-autonomous groups. It is striking that the companies have similar problems with respect to appraisal and reward, leadership, customer-supplier relationships and improvement. We provide some explanations and directions for research in these areas.

Differences between statutory and contractual employment

L. Sels

In Belgium the government, it seems, is no longer willing to play the part of the 'good employer'. Unrest has gripped the public sector. In the countless social conflicts of recent years, there is one constant which keeps turning up: doubt concerning the tenability of the principle of statutory employment. In the present work we attempt to lay bare the core of the debate concerning the future of statutory employment. Firstly, we point out the differences between statutory and contractual employment. The principal criticisms of statutory employment

are set forth in the second section. In a concluding section, we argue that the controversy about 'statute versus contract' should make way for a serene debate on the proper degree of functional and numerical flexibility within the various segments of the public sector.

Labour market segmentation in the netherlands

R. Dekker, A. de Grip and H. Heijke

In this article the Dutch labour market has been divided into three segments based upon structural features of jobs and firms in stead of individual worker's characteristics. Several hypotheses are formulated with respect to the overrepresentation on the primary (secondary) segment of workers with strong (weak) labour market positions as well as with respect to the participation in training activities on the three labour market segments.

The results show that, as expected, male workers, full-timers, higher educated and youngsters are overrepresented in the primary segment. The hypotheses that participation in training activities decreases with age, that part-timers have less access and that workers in the internal labour market have more access to additional training are also confirmed. In particular unskilled workers (in the secondary segment) are excluded from further training. The hypothesis that the participation in training of youngsters is the highest is not confirmed as the middle-aged (in particular in the internal labour market) have also high training participation rates.

Labour market segments in the hotel and catering industry

P. de Wit

The structure of the workforce has been analysed in accordance with three labour market segments (a specialised component market, an

internal and a secondary labour market). Results show that the internal labour market should be determined on the basis of job level regardless of the size of the company. The hypotheses from other research on under- and over-representation by sex, age and level of training have been confirmed. If we look at all those in employment (employees and entrepreneurs) the hotel and catering industry is characterised by a large specialised component market in combination with a large secondary segment.

Standard labour market segmentation does insufficient justice to employees with only professional courses or industry experience. With a different segmentation a clear order emerges: there is a professional component market, a component market for those with few qualifications, for employees with industry experience, and only then can one speak of a secondary labour market.

Implementation of sectoral training policy

John Warmerdam

This contribution focusses on the structure and functioning of sectoral training systems, i.e. provisions on the level of a sector or branche for the organization and stimulation of continuous training for employees. Described are: some recent trends of the development of sectoral training systems in the Netherlands, in particular within the framework of collective labour agreements; some problems sectoral institutions have to cope with when they try to implement their training policies on the level of the companies; and some strategies they develop in order to find a solution for the problem of bridging the gap between the sectoral initiatives and daily practice on the level of the individual firm. The article concludes with a short assessment of the possible added value of sectoral training provisions.