
Summaries

Participation in the local employment creation (ECA) in Flanders; representative or selective?

The local employment creation agencies (ECA's) in Flanders try to assemble the supply and demand of non-regular work. They are intended as a supplement to existing initiatives to guide, educate and mediate long-term unemployment. Through the ECA's, long-term unemployed can perform a financially limited surplus of activities, primarily related to housework for private persons. Scientific research thus far did not analyse the extent to which the ECA's attract a representative sample of long-term unemployed. This is the focus of this research, since attracting a representative sample of long-term unemployed is a prerequisite when one wants to integrate the long term unemployed.

This study especially focusses on selection of unemployed concerning psychological variables, such as the experience of unemployment, employment commitment and job search behaviour. Two hypotheses are tested. The first states that ECA's attract unemployment with a strong orientation towards the labourmarket. The second that they attract unemployment with a weak labourmarket orientation. Both hypotheses have opposite consequences for the policy towards the long-term unemployed. About 300 unemployed filled in a written questionnaire when they were invited for their first intake at an ECA. The results show that the ECA's do not activate a representative sample of long-term unemployed, but cream off a specific group of unemployed: those with a strong labourmarket orientation (confirmation of hypothesis one). This is in line previous research on this topic. The policy consequences of this finding are discussed (e.g. the danger that

participation in the ECA's hinders a subsequent integration in the 'regular' labourmarket).

Coax or compel: The proportional participation in labor of immigrants in Flanders requires a crash program

A recent study by the Flemish Employment and Vocational Training Agency (Vlaamse Dienst voor Arbeidsbemiddeling en Beroepsopleiding: VDAB) reported that immigrants in Flanders have an unemployment rate that is 6.2 times as high as that of the Belgians. In the meantime, the respective actors in labor-market policymaking (employers, unions, and the authorities) continue to abide by jobs for social integration. Thus, there is a yawning gap between the 'creed' of more jobs and the observed lack of work for immigrants. This gap is here investigated in detail in several monographs. They show that a more drastic activation of the job-creation policy is needed to make up for this short fall and to prevent it in the future. The experience in The Netherlands can be used for this.

Parental leave and equal opportunities. Experiences in eight European countries

In June 1996, the EU-directive on parental leave came in to force. A major consideration in the introduction of this directive was its advantage in the reconciliation of work and family life. Yet, there is little systematic knowledge about the practical significance of parental leave arrangements in the European Union for equal opportunities policy. Given this situation, the main focus of this article is on empirical issues like the number of (male and female) leave takers and the length of the leave. In order to present comparative data, a *user rate*

is calculated for eight European countries. It appears that the majority of leave takers are women; even in Scandinavian countries there are big differences between the user rates of men and women. As a result, the importance of the actual parental leave arrangements for equal opportunities seems rather dubious.

Governments policy measures and the division of paid and unpaid work

Like in a number of other European countries the Dutch government feels (partly) responsible for a more egalitarian division of paid and unpaid work between men and women. In this article we report an investigation aiming to assess the impact of recent government's policy measures. The research strategy used can be characterized as a policy-Delphi method consisting of two rounds. After completing a self administered questionnaire the panel members (national experts representing organisations of employers, employees, and scientific research) met for a plenary meeting and discussed, among other things, the results of the first round. It is intended that the research instrument developed will, with some necessary modifications, be applied later in other E.C. member states in order to carry out an international comparative study.

As far as the main results of the present study concerns, the consulted panel members reached a fairly unanimous conclusion, holding that policy measures regarding leave regulati-

ons, child care provisions and flexibilisation of work have only modestly contributed to a more egalitarian division of paid and unpaid work between men and women in The Netherlands.

The influx of women into the medical profession An investigation into the occupational sex segregation, 1961-1995

Regarding the distributions of female and male doctors over the four occupational groups within the medical profession it appears that work in medicine was highly segregated by sex in the 1960s as well as in the 1990s. Yet the sexual division of labour was very different 35 years ago compared to the situation today. The occupational sex segregation within the specialisms has been investigated from three points of view. Firstly, it turned out that a division has become into being in particular between integrated specialisms and male-dominated specialisms. Secondly, regarding the degree of concentration of women doctors on the one hand and male doctors on the other hand, it can be concluded that female doctors did not concentrate in less specialisms than their male colleagues. Thirdly, it was found that the distributions of female and male specialists over the female-dominated, integrated and male-dominated specialisms have become more resembling each other, though the differences between the two distributions still differ substantially in the 1990s.