
Summaries

Determinants of preferred working hours of employees and of part-time policies of employers

To date in research not much attention has been given to the determinants of preferred working hours of employees and of part-time policies of employers.

This article is based on data of a representative sample of 2501 Dutch employees, gathered in 1998. The analyses first show that male employees work 35,1 hours a week and female employees 26,2 hours a week. Multivariate analyses show that the typical 'long-worker' is a highly educated young male, who does not have to take care for children and whose income is dependent on his performance. The typical 'short-worker' is a lower educated female, with a working partner, and who has to take care for children.

On the average male employees want to work 3 hours less than they actually do; female employees want to keep the number of hours they have. However, multivariate analyses show that the employee who wants to work less hours, is the employee who already works many hours. If the actual number of hours worked by an employee is kept under control, female employees have a higher need for working shorter than male employees. In addition, the need for working shorter is especially present in employees who have to take care for children. In all branches of industry there is a need for working shorter, with the exception of the hotels and restaurants and health care.

Finally, analyses show that part-time policies of employers are very much branch-related. Part-time work is relatively often allowed in education, health care, government, and hotels and restaurants. Also in organizations who work under a collective agreement and with a works council a more positive attitude exists with respect to part-time work than organizations not working under these conditions.

The impact of EMU on Dutch Industrial Relations

So far, most of the attention has focused on the economic and financial implications of EMU. Social implications of EMU have received less attention, in particular as far as sector and company levels are concerned. This article's focus is on the impact of EMU on the processes of industrial relations and their outcomes in terms of pay and employment at sector and company levels. It draws on investigations undertaken in 1999 in three sectors and nine companies (automotive, finance and road haulage). In terms of the processes and outcomes of industrial relations EMU appears to have little impact. Direct effects of EMU vary considerably across the three sectors. Increasing internationalisation or globalisation of companies taking the form of a wave of mergers and acquisitions, joint ventures and strategic alliances appears to be the dominant consideration. This has resulted in significant restructuring in response to competitive challenges, which include but are not confined to EMU.

Who is able and who is willing to do telework? Results of a survey in the ICT-industry

Interest in telework is growing. In this study, two hypotheses are tested, using a survey of workers in the ICT-industry (n=1689). Hypothesis 1 states that firms allow less teleworking to workers if the job is more workplace-bound and time-bound. This is confirmed. Moreover, large discrepancies are found between employers' and employees' definitions of teleworkable jobs. Hypothesis 2 states that the desire for telework among workers increases when the time load in their job is high and when the time load in the household is high. The first part is only confirmed if commuting time increases. The time load could not be studied di

rectly, but based on household characteristics the thesis is partly confirmed. Living together/married persons, persons responsible for the household chores, and persons feeling they are short of time are more likely to desire telework. Surprisingly, compared to females, males desire more often telework. Obviously, telework is no solution to a better balance of work and family, but a solution for those feeling they have not enough private time.

Diversity and task adjustment; Learning processes in penal institutions and in mental health care

Work organisations are gradually adjusting to cultural diversity on labour and consumer markets. In this paper, we try to trace differences in the development towards multiculturalism between mental health institutions and the penal system. In both sectors the primary focus is on staffing questions, on the equitable representation of ethnic minorities amongst the employees. Yet there are clear differences too. Thinking about the strategic deployment of a diverse workforce is reduced to minor cultural supplements to business as usual in the case of the penal system. In the mental health service a culturalization of professional practices and adjustment of organisational formats are being discussed. The backgrounds of these differences can be found both in divergent characteristics of the organisations and professional groups involved, and in the differential space for the cultural adjustment of tasks left by institutional task prescriptions and organisational environments. Interpreting diversity as recruiting employees from minority groups is insufficient. Sharing the same background between employees and clients does not lead to a

better adjustment of tasks automatically. To that end, a thorough analysis of the competencies needed, good conditions for organisational learning and communication and active negotiation with external conditions are indispensable.

Educational Mismatch and Career Mobility. The effects of over- and undereducation on 'Energy'-employees' career movements

Theoretically as well as empirically economic and sociological literature is ambiguous about the relationship between overeducation and career mobility. In this article we put Sicherman's career mobility hypothesis to the test. According to this hypothesis overeducated workers have higher probabilities of occupational upgrading than adequately and undereducated workers. It is assumed that workers temporarily enter jobs for which they are overeducated. As time passes and after they obtained experience and training, they move upward.

We use data from the personnel registration system of 'Energy', a utility and telecommunication company. Our results show that overeducated workers have better promotion probabilities in terms of functional position than adequately and undereducated workers. However, only early in the career wages grow relatively more for overeducated than for adequately and undereducated workers.

These results can be interpreted in the light of changes in the formal rule structure in the organisation. Older workers receive dispensation for new educational requirements and do not follow the new formal career paths. As a result they are frequently formally undereducated and receive relatively high wages.