
Summaries

Why employees work overtime. Three mechanisms tested

This article focuses on the question which characteristics of work influence overtime hours of employees. We present three mechanisms, which explain why employees choose to work overtime, namely the 'work-is-hobby mechanism', the 'crisis mechanism' and the 'time-competition mechanism'. Furthermore we investigate the influence of characteristics of the household on working overtime. The hypotheses are tested with the 'TNO Arbeidssituatie Survey' of 2000 and 2002, in which we have data of more than 5000 employees in total about the hours they spend on both paid and unpaid overtime. It appears that more than 70 percent of Dutch employees work paid or unpaid overtime. Our analysis shows that working overtime indeed can partially be explained by the three mechanisms. Especially the importance of work for the employee (work-is-hobby mechanism), work-pressure and making use of a mobile-phone (crisis-mechanism), competition at the workplace (time-competition mechanism) and working at home appear to influence working overtime.

Increase of overtime work 1985-1998

The article describes and analyses the growth of overtime hours, both paid and unpaid, in the Netherlands during the period 1985-1998. It shows that the average number of overtime hours increased during the 1990s due to an increased participation in overtime work. In 1985 about one third of the Dutch workers worked overtime hours, in 1998 almost half of the Dutch labour force worked overtime hours

every week. Elaborating on recent literature, the thesis is developed that changes in the job structure, employment contracts and labour force composition have significantly contributed to the growth of overtime work. However, the data do not support this thesis. Neither changes in the job structure, nor new contractual arrangements, nor changes in labour market participation have contributed significantly to the growth of participation in overtime work in the Netherlands. It is therefore concluded that a satisfactory explanation of the growth of overtime work is still lacking.

Does the increased use of computers damage the position of elderly workers?

In view of the ageing process increasing participation among elderly workers is an important pre-condition for maintaining our level of wealth. Therefore, bottlenecks hampering labour market participation of this age category should be removed. In this paper we concentrate on one such bottleneck, namely insufficient ICT use and ICT knowledge among older workers. Our research is based on a survey among workers in the printing and wholesale industries. The results indicate that, after taking other factors into account, older workers in these sectors make less use of ICT in their job than younger workers do. The second result is that the use of ICT by a worker and the level of it have a positive effect on his general performance. An important aspect of our paper is that we measure performance in a direct way and do not use wages as a proxy for it. On the basis of our findings we conclude that the lesser use of ICT by older workers weakens their labour market position. Although our results

refer to the printing and whose-sale industries, we think that they have a wider significance. Therefore, in our view stimulating the use of ICT by older workers is important. In the printing and wholesale sectors targeted human resources policies seems to be effective, although we could not find a significant influence of formal training.

An analysis of the graphics sector and the wholesale sector

In view of the ageing process increasing participation among elderly workers is an important pre-condition for maintaining our level of wealth. Therefore, bottlenecks hampering labour market participation of this age category should be removed. In this paper we concentrate on one such bottleneck, namely insufficient ICT use and ICT knowledge among older workers. Our research is based on a survey among workers in the printing and wholesale industries. The results indicate that, after taking other factors into account, older workers in these sectors make less use of ICT in their job than younger workers do. The second result is that the use of ICT by a worker and the level of it have a positive effect on his general performance. An important aspect of our paper is that we measure performance in a direct way and do not use wages as a proxy for it. On the basis of our findings we conclude that the lesser use of ICT by older workers weakens their labour market position. Although our results refer to the printing and wholesale industries, we think that they have a wider significance. Therefore, in our view stimulating the use of ICT by older workers is important. In the printing and wholesale sectors targeted human resources policies seems to be effective, although we could not find a significant influence of formal training.

Teamwork or self-help? An organizational anthropological study of the introduction of autonomous working groups in a municipal organisation

This article wants to make a contribution to the theory on autonomous working groups from an organizational anthropological per-

spective. Organizational anthropology departs from an interpretative conceptualization of organizations, implying that the context in which organizations operate, the life world of employees and managers and the patterns of sense-making that develop in and around organizations, are central to the research on and intervention in organizations. The article starts with a detailed description of the premises of organizational anthropology. The next section is dedicated to a description of how the members of a municipal organization experience the introduction of autonomous working groups. Through their story we will demonstrate why the transformation process has failed. We will argue that a meaningful introduction of autonomous working groups can only be possible when the people in the organization are the starting-point of such a transformation. This means that the theory on autonomous working groups has to make a clear differentiation between aspects that are related to the organizational structure and aspects that relate to the culture of the organization. Moreover, prior to the introduction of autonomous working groups both context and culture of the organization should be analyzed in order to decide whether the trajectory of autonomous working groups is the most desirable and/or feasible one to follow.

Youth unemployment revisited: back to the eighties?

Over two decades Dutch youth employment has diverged strongly from the evolution in other countries by an upsurge in part-time jobs and a stronger demographic decline. A Bermuda triangle has developed of flexible, low-paid, part-time jobs which nowadays comprises the majority of youth employment. This has led to statistical underestimation of the youth unemployment rate and ignorance about structural problems of youth employment. The measures proposed by the new government are greatly insufficient to tackle this, particularly as the youth population will grow relatively fast over the coming years.

Unemployment, ethnic minorities and labour market policy

In 2002 the unemployment rate of ethnic minorities increased for the first time since the mid-nineties. Young and second generation ethnic minorities are worst off: twenty to thirty percent is out of work. At the same time, the continuation of policy measures to improve the economic position of ethnic minorities is at stake. Policy programmes aimed at influencing the demand side of the labour market have already been abrogated or will be in the near future. As a result, the labour market position of ethnic minorities will come to depend primarily on the effects of general labour market policy measures. It may be questioned whether these general measures provide sufficient support for ethnic minorities to catch up with indigenous Dutch.

Procyclic labour market policy

Boom or bust. Stable economic and employment growth: not a bit of it in the Netherlands. The business cycle oscillation becomes stronger. Recent regulation has increased the possibilities to use flexible jobs and has contributed to this stronger business cycle movement and more dynamics on the labour market. The present Cabinet has cut back the available budget for active labour market policy. The supply of labour is stimulated, the inflow in social security is limited and the outflow promoted. All hopes seem to be set on a business cycle recovery of the Dutch economy, of which the agency work industry will be the first to profit.