
Summaries

Temporary employment relations and employability: a comparison of the training opportunities and efforts of temporary and permanent employees

'Lifetime employability' is often put forward as an alternative to 'lifetime employment'. A successful career is, then, believed to be assured by having and obtaining the appropriate capacities for being continuously employable on the internal and external labour market. At first sight, temporary employment relations and employability go hand in hand. The career opportunities of temporary workers are safeguarded by their employability. Opponents, however, claim that temporary employment and employability enhancement are at odds. In this article, we deal with this question. If so, temporary employees are less likely to expand their employability. This can have important implications for their career opportunities. We compare the employability enhancing activities of temporary and permanent employees. We study one central employability enhancing activity, namely training. We study the training efforts of temporary and permanent employees as well as the training opportunities offered by their respective employers. The results indicate that, although temps do largely take responsibility for their own training, they get less opportunities to enhance their employability than permanent employees do.

HVE and university graduates: competitors on the labour market?

The Dutch labour market reveals a clear need for both academic and higher vocational education. Both educational levels play their own particular role on the labour market. However,

there are labour market segments in which graduates from both higher vocational education and universities have found a job and in which the exact orientation is of less importance. Especially the more generally educated in the educational sectors language & culture, economics & business and social care can be found in these labour market segments. Therefore, it is useful to maintain the difference in orientation between higher vocational and university education.

Furthermore, there seems to be a need for two types of university graduates. Even in the current tight labour market employers recruit university graduates for jobs which seem to be more suited for the graduated from higher vocational education. However, the university graduated play a different role in these jobs. Therefore, there seems to be room for academic bachelors who prefer to enter the labour market within the bachelor-master-system.

Employment and employability of nurses of different age categories

As part of a large scale research project regarding the labour market situation for nurses in university hospitals in The Netherlands, the employment and employability of nurses of different age categories was studied. Based on the results of a 180-angle measurement of responses of nurses themselves, their managers and colleagues, it is concluded that the factual availability of nurses in different aspects of the nursing task does not differ according to age.

The judgement of managers and colleagues of pace of work, quality of performance and workload, of these task-elements for the age groups does show differences. Also, the judgement of managers and colleagues differs from

the judgement of the nurses themselves on pace, performance and workload.

Finally, the possible causes for differences in employment and employability were studied. The results provide an impulse for the development of age related personnel policies.

The use of employability instruments in the Netherlands

Employers, government, and trade unions are unanimous that working force employability is essential to the Dutch economy. The CNV researched the employability practise in four sectors: the social services, the automotive sector, health sector, and regional education centres. Most of the interviewed human resource managers and executive managers are of the opinion that employees themselves are responsible for their employability. Only a few employees however, are actively working on their own employability. There is only one employability instrument in use: training. This in spite of the many employability instruments available such as formal training, training-on-the-job, job enhancement, traineeships, etc. The main reason for the focus on training is that it is fairly simple to organise, that other instruments are less cost effective and may lead to a loss of productivity.

The CNV advocate the introduction of a personal development account (abbreviated in Dutch to POR), an employability voucher. As

part of the POR employees may select the employability-instruments of their choice. The voucher can be offered as compensation to employers if their staff choose the more expensive instruments like job enhancements or traineeships with respect to improving their employability.

Internal labour markets within a banking organisation

We use function chains (career lines) to investigate the presence of internal labour markets within a Dutch banking organisation in the mid-eighties. Besides a common filter mechanism to measure substantial mobility between two functions conditional upon all moves, we add a new filter which states that total mobility to or from a job should be substantial compared to stayers and external movers. Results for our organisation indicate that 40% of all mobility is structured. However, this statistic is to a large extent determined by the values of the career line filters. Within the organisation we find no career lines for the support staff; there is upward mobility within the base services department of private banking and to some extent for the back-offices. Women face merely horizontal mobility, whilst men also face upward mobility within departments and into middle management. To become a director however, these managers have to move to another branch-office.