
Summaries

Managed decentralisation and Europeanisation; Dutch industrial relations in the nineties

The article considers industrial relations and social dialogue in the Netherlands and in the European Union. Starting from the year 1995 the Netherlands showed a considerable economic and employment growth. This economic success has been explained in terms of the so-called 'Poldermodel', which can be characterised by social consensus and wage moderation. The major trends to be observed appear to be contradictory. Major social developments, such as individualisation and flexibilisation, contribute to increased decentralisation of collective bargaining, but at the same time central institutions still play a central role in the collective bargaining process. Consequently, the system of industrial relations in the Netherlands can be characterised by -what is called here- *managed decentralisation*.

The other trend is the increasing significance of the EU. European developments during the nineties (Treaty of Amsterdam, social dialogue, employment guidelines, social pacts and especially the implications of the EMU) may lead to further Europeanisation of industrial relations. This implies that the parties involved, notably national unions and employers' organisations, are confronted with the challenge to bridge the gap between decentralised, workplace level negotiations and their ability to operate cross-nationally.

Organizational change and Psychological contract

In this study, changes in the psychological contract and attitudes towards work during a period of organizational change in two health care organizations in the Netherlands are assessed. Differences between employees with different contractual working hours are also examined. Data from 119 employees were gathered by means of questionnaires, before and after the implementation of organizational change. Af-

ter the change, employer obligations were felt to be fulfilled less, and affective commitment and the assessment of the relationship with the organization was worse. The effects of the changes implemented appeared to be different for employees with different patterns of contractual working hours. Employees with less contractual working hours assessed their relationship with the organization as worse after the change, and experienced violations related to a diminished possibility of adjusting working hours to their family obligations. Employees with more contractual working hours showed lower affective commitment, and there was a shift toward a more transactional relationship with the organization. Main violations for this group were related to work pressure, communication and information as provided by the organization.

The lower educated and human resource management. Displacement or respect for specificity?

In the past, research about employment opportunities for lower educated people has mostly been focused on labor market trends and shifting job demands. However, to fully understand the work opportunities of lower educated people, it seems also necessary to gain insight about the role of the organization in this employment process. Recent research has showed that the organizational decisions that inhibit employment of lower educated people are mainly related to personnel management. Because of the shortcomings of personnel management, one tends to put forward Human Resource Management as a solution to stimulate employment of lower educated people. In this study, we discuss to what extent current HRM thinking and practice can indeed facilitate integration of lower educated individuals. We first do this by analyzing the underlying assumptions of HRM. We then present an alternative HRM model in which the underlying assumptions are heterogeneity and respect for specificity of all employees.

The disabled: A separate class of people?

While the unemployed are commonly recognized as a heterogeneous group, this is not the case for the disabled. Here, the total group of disabled is divided into smaller subgroups, based on their attitudes to work and take-up of social security, and their perception of their social situation. Three more or less homogeneous subgroups appear, which have been termed adaptive, dissatisfied and withdrawn. The adaptive group is the largest. They are not - or no longer - focused on work and are reasonably satisfied with their status as non-workers. Disabled people in the age of 55 or more make up a relatively large part of this group. The dissatisfied are the opposites of the adaptive group on all points. They appear to be most willing to return to the labour market, probably also because this group consists mainly of partially disabled males with a responsibility for children living at home. Finally, the withdrawn group resemble the dissatisfied in their perception of their social status, but differ from them in that their work ethic is very weak. People with serious health problems are overrepresented in this group. In order for governmental policy regarding the reintegration of the disabled into the labour process to succeed, an individual approach is required. It should be carefully determined if and what kind of intermediation towards paid work is necessary as well as still useful.

Female physicians in medical profession

An increasing number of female physicians are making their entry in hospitals. This development sometimes complicates the course of things within hospital organizations. Maternity and parental leave as well as part-time work are issues that can lead to problematic situations. Two studies were conducted in order to investigate the problems specialist-teachers and residents experience with maternal/parental leave and part-time work. For these studies, in which 3 hospitals were involved, 23 specialist-teachers were interviewed and 140 residents filled in a questionnaire. Results show that in most cases nothing is arranged for replacement in case of maternal leave or parental leave; also some specialist-teachers are against part-time work as continuity of care is endangered. It is recommended that arrangements should be made to meet the wishes of a new generation specialists.

Qualification: A costly concept. About the gap between labour market theory and research on overschooling

Over- and underschooling are to be considered specific aspects of the allocation problem in general. In this article the central problem is in how far the debate on overschooling is related to some sociological and economic labour market theories. In order to answer this question some empirical research is briefly reviewed. Next economic and sociological labour market theories are discussed. These theoretical approaches are connected to the debate by means of the qualification concept. Finally an agenda for future research is suggested.