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## Summaries

### **Who will become self-employed and who employee, and what are the effects?**

In this paper first the recent developments in self-employed work in the Netherlands are outlined. From national data it is concluded that this type of employment is stagnating rather than flourishing. Next, it is stressed that demographic, and work- and health related profiles of self-employed versus employed workers have received little attention in research up to now. Our multivariate analyses based on data of 2920 self-employed and 12500 employed workers in the 15 EU-countries show that males, older people and the lower educated people significantly more often choose for being self-employed than females, younger people and higher educated people. The number of children one has, the profession (blue or white collar) and the branch of industry (service or non-service) do not play a significant role in this decision.

In addition, our analyses show that, in comparison with people employed on a permanent basis, self-employed people have more control over their work, but make much more working hours per week and work more in evenings, nights and weekends. Their job security is lower than that of the employed on a permanent basis. These circumstances also make that self-employed workers show lower job satisfaction, more stress, more back ache, and more muscular pain than employed workers. Nevertheless the absence from work of self-employed is lower than that of employed workers.

### **Grandma, neighbour or child care centre: choices and restrictions in child care**

The need for childcare is increasing as a result of the increasing labour force participation of mothers in the Netherlands. Formal child care facilities have rapidly increased in number during the past few years. This increase, however, has not kept pace with the growth in women's labour market participation. As a consequen-

ce, the demand for informal forms of child care is still growing, while partly due to successful government policy the number of suppliers of informal child care (mostly women) is continuously decreasing. The article analyses the role of informal child care as complementary to formal child care arrangements and how this role will develop during the next few years. It analyses demand for and supply of informal child care, parents' preferences and the problems families face when looking for a balance between different forms of child care. At the end of the article the authors suggest a number of measures aimed at relieving the most serious bottle-necks in the field of child care.

### **The effects of group outplacements on the reemployment of laid off employees**

It is the purpose of this study to make a contribution to the systematic, empirically based knowledge about the effects of group outplacement on the labour market position and the quality of reemployment of laid off employees (blue collar workers and clerical workers). More specifically, the effects of outplacement are investigated in comparison with a control group of job searchers who did not follow an outplacement program. The content of the outplacement program that has been investigated provides emotional support, training of job search skills, and social support to the laid off employees. Our results provide evidence for the positive impact outplacement has on both quantitative and qualitative indicators of reemployment. At the moment of the interviews, significantly more subjects in the outplacement group were reemployed than in the control group. Reemployed subjects in the outplacement group also had had a significantly shorter unemployment period. Following the outplacement program was also related to having a long-term employment contract. These findings are in line with our hypotheses.

**The relative importance of individual, job-related and organisational characteristics in explaining differences in earnings**

This paper focuses on a number of key research questions: (1) What is the relative importance of individual, job-related and organisational characteristics in explaining differences in earnings? (2) Do job characteristics such as hierarchical level and functional domain exercise a significant influence on pay differentials if we control for the traditional human capital factors? (3) Do organisational characteristics such as size and the sector in which the company is active exercise a significant influence on pay differentials if we control for the traditional human capital factors and job-related pay determinants? In order to assess the relative

importance of these pay determinants, use is made of linear regression and analysis of variance. The analysis draws on data from the Salary Survey, which generated pay details for a total of more than 15,000 Belgian white-collar workers. Based on the analysis, we come to the conclusion that the five main determinants, in order of importance, are number of years' work experience; level of education; hierarchical level; sector of employment; and the nationality of the parent company. A further striking feature is that more than 50% of the total explained variance can be attributed to the three features which receive a great deal of attention in traditional human capital approaches to pay differentials: level of education, work experience and gender.