File ID 72598

Filename Chapter 4 Employment Choices and Pay Differences between Non-Standard and Standard

Work Arrangements in Four European Countries15

SOURCE (OR PART OF THE FOLLOWING SOURCE):

Type Dissertation

Title Balancing work and family life in Japan and four European countries: econometric analyses on

mothers' employment and timing of maternity

Author E. Kenjoh

Faculty University of Amsterdam

Faculty of Economics and Business

Year 2004 Pages 223

ISBN 90-5170-776-2

FULL BIBLIOGRAPHIC DETAILS:

http://dare.uva.nl/record/220440

Copyright

It is not permitted to download or to forward/distribute the text or part of it without the consent of the author(s) and/or copyright holder(s), other then for strictly personal, individual use.

therefore, a general right to shorten working hours in any job is far from being realised in this country. Furthermore, the introduction of part-time work is subject to co-determination by the work councils (Schömann and Schömann, 2000), which may be eager to protect the principle of full-time employment. However, new German legislation is being devised that will closely mirror Dutch laws and stipulates the almost automatic right for the employee to work the desired number of hours in any job (Evans et al., 2001).

The Netherlands, Sweden, and Germany have legislated that part-time workers are to be treated the same as full-time workers in terms of wages and work-related benefits (proportional to the hours worked). Such legislation has, until recently, been absent in Britain. British part-time workers, who are mainly women, can appeal to the Labour Courts under the sex and race discrimination legislation (Schömann and Schömann, 2000), a situation similar to that in the United States (Houseman and Osawa, 2000). A government proposal for the 'Prevention of Less Favourable Treatment' was introduced in 2000. This proposal, however, does not cover temporary agency workers (Schömann and Schömann, 2000; Eironline, 2000).

4.5. Data and Summary Statistics

The previous sections have identified characteristics in institutions and policies in the four countries that may explain differences between their approaches to non-standard work. In the following sections, we turn to analyses of micro data using the 1998 wave of household panel data sets: BHPS for Britain, GSOEP for Germany, OSA for the Netherlands and HUS for Sweden. We examine the German data for the western part and the eastern part of Germany separately, rather than aggregating these data. One important reason in doing so is that, in many respects, the eastern part of Germany turns out to be very different from the western part (see below).

This section presents more detail on the proportion of workers in non-standard work arrangements in the total number of workers, using our data sets. Table 4.3 gives information on the number of the dependent employed and the self-employed, according to the type of contract and whether they work full-time or part-time. The dividing line between full-time and part-time is set at the international standard of 35 working hours per week. The variable definitions are