

Proposal for ESPAnet Stream "Employment Policies. Employment Policies Requested- Social Risks and Risk Management of Globalised Economy."
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Stream Convenors: Pertti Koistiin, Amparo Serrano-Pasqua

Title:

Part-time in skilled jobs. The case of education in The UK, The Netherlands and Spain.

For a growing minority of employees, their working time choices might be affected not only (even not as much) by income trade-offs, as by how their working time arrangements affect their access to the entwined hierarchies of occupational and social status.

The research follows a case-oriented comparative approach that draws on documentary information and in-depth interviews with actors' representatives at three levels: national, sector (education and local government) and organizational, in the UK, the Netherlands and Spain.

This will combine cross-national institutional analyses of employment systems and organisational case-studies to explore how different institutional regimes and organisations' job-design practices affect employees' working time choices. At the organisational level, four issues will be specially explored: which proportion of jobs are more or less divisible into working time units smaller than full-time; practices and procedures for working time transitions; coordination and handing-over procedures between employees with different schedules; and performance time-dependencies.

The links between total working hours and career progression may not be straightforward. The following issues seem of relevance: the number of training hours required to enter an occupation; the approximate total number of working hours expected between successive promotions; then, once in skilled positions, the number of working hours per week which are considered necessary to keep performance per hour equivalent to full-timers; and, finally, of these minimum working hours considered necessary to sustain performance levels, how many

hours need to be worked within a single dependent employment contract. These issues, which could be thought of as thresholds, directly affect the relations between part-time work, career chances and the adaptive capacities of employees; since the more flexible these thresholds are, the more occupational trajectories may be available.

Proposed by Zyab Ibanez, Ph.D.

Holters Mill 22, CT2 8SP, Canterbury, UK

Freelance.

Email: zyab.ibanez@eui.eu