Contents

Pr	efac	e		IX		
1.	Rea	lity an	nd challenges: an introductory note	1		
			vation			
	1.2	Contr	ibution and thesis overview	2		
2.	Determinants and characteristics of non-standard					
	working time arrangements					
	2.1 Introduction					
	2.2	Typol	ogies of non-standard working arrangements	6		
		2.2.1	Numerical versus functional labour flexibility	7		
		2.2.2	Current specific typologies	9		
			Notion of flexibility under current			
			Swiss labour legislation	13		
	2.3	Flexil	ble working arrangements explained			
		by the	core-periphery model	16		
			Towards a core-periphery structure			
			Market segmentation and dual workforce			
	2.4	Facts	and numbers	22		
		2.4.1	Part-time employment in Switzerland and the EU	22		
		2.4.2	Part-time work and economic branches	26		
		2.4.3	Public and private sector differences			
			and other characteristics	27		
	2.5	Suppl	y and demand of flexible working time			
		arran	gements	28		
			Demand driven aspects of flexible time			
			arrangements	28		
		2.5.2	Supply driven aspects of flexible time			
			arrangements	32		
		2.5.3	Overview on motives to work part-time			
			in Switzerland and the EU	34		
	2.6	Volun	atary and involuntary flexible working			
	•			gements	36	



	2.7	Descriptive analysis from a gender perspective				
		2.7.1	Gender differences with regard to part-time			
			employment	39		
		2.7.2	Preferred situation by female employees			
			in Switzerland	42		
		2.7.3	Towards equal opportunities for women			
			and men?	44		
	2.8	Conc	lusions	47		
3.			employment and vertical segregation	49		
			luction	49		
	3.2	Theor	retical considerations on vertical segregation	50		
		3.2.1	Human capital model with a reduction			
			of work activity	52		
		3.2.2	Lack of good part-time jobs due to			
			the dual labour market	57		
			Drop ceilings and trap-door floors	59		
		3.2.4	Dilemma of the so-called ideal worker	60		
		3.2.5	Swiss family traditionalism not dead			
			but quite modernized	63		
3.3 Methodological approach using the ordered prob						
		estim	ation and the Duncan index of dissimilarity	65		
		3.3.1	Data	65		
		3.3.2	Methodology	66		
	3.4	Oaxa	ca Blinder decomposition of the segregation index	77		
		3.4.1	Explained and unexplained part of vertical			
			segregation	79		
	3.5	Findi	ngs	82		
	3.6	Speci	fic computation results	85		
4.	Ear	nings	inequalities between full and part-time employees	93		
	4.1	Introduction 93				
		2 Review of literature on part-time work and				
			ngs inequalities	94		
	4.3		vsis by standard earning linear regressions			
			robit models	98		
		4.3.1	Earning linear regressions	99		
		432	Probit models of earnings inequalities	108		

Content XIII

	4.4		differential decomposition by Oaxaca Blinder		
			odology	109	
		4.4.1	Part-time/full-time wage differentials		
			and selection bias	109	
	4.5	Findi	ngs	118	
			fic computation results		
5.			arket segmentation and part-time work		
	5.1 Introduction				
	5.2		retical background of labour force segmentation		
			Neo-classical and institutional approaches		
			Statistical and econometric techniques	134	
		5.2.3	Main hypothesis of a dual labour market		
			for part-timers	139	
	5.3	Dual	part-time labour market analysis and		
		endog	genous switching model with one known regime		
		"prim	ary and secondary segments" a priori defined	140	
			The endogenous switching model with		
			one known regime	140	
		5.3.2	Data		
			Results and interpretation		
	5.4		labour market analysis and endogenous		
			hing model with unknown regime	146	
		5.4.1	The endogenous switching model with		
			unknown regime	146	
		5.4.2	Data		
			Results and interpretation		
	5.5		ngs		
6.	Tow	ards n	new instruments and policies for improving		
	the status of part-time employees in Switzerland 159				
			luction		
			tial impact of partnership models		
			Definition and characteristics of job-sharing		
			Definition and characteristics of top-sharing		
			Variety of job-sharing and top-sharing		
			structures	164	
		621	First attempts in Switzerland and outcome		

		6.2.5	Improvement of social welfare through	
			partnership models?	. 169
	6.3	Increa	ase in functional flexibility inside companies	
	6.4	Increase in social welfare and gender equity		. 173
			Optimization of the existing capabilities	
			among part-timers in general and increase	
			in male part-timers	. 173
		6.4.2	Decrease in the need of a total outsourcing	
			of childcare	. 175
		6.4.3	Reduction of negative externalities such as	
			the so-called burn-out syndrome	. 178
		6.4.4	Towards more diversity and gender equity	
			at medium and top hierarchical positions	. 179
	6.5 Concrete poli		rete policies to implement partnership models	
		and fu	unctional flexibility	. 181
7.	Cor	ıclusio	ns and need for changes	. 187
		Main results		
	7.2	Need for changes		
		.3 New areas to be explored		
Ri	hline	ranhv		201