

Krone-Germann, Irenka

Part-Time Employment in Switzerland

Relevance, Impact and Challenges

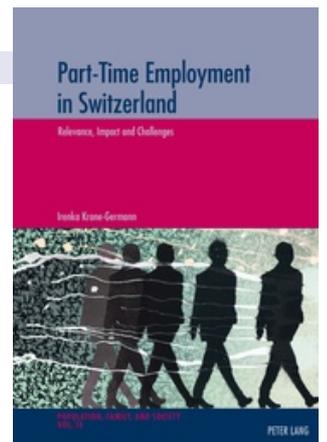
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Book synopsis

In recent labour market history, one of the most striking features has been the increase in part-time employment. In Switzerland, one person out of three works part-time. 57% of women work part-time compared to only 13% of men. This disparity between women and men is one of the highest worldwide. At the same time, differences in the level of education between genders are disappearing. Given the magnitude of this phenomenon, new questions and challenges need to be addressed.

By presenting several econometrical models and taking into account historical and social gender focused behaviors, the author analyzes the impact of part-time employment on earning disparities, labour market segmentation and the probability of being promoted to a higher level of responsibility. While introducing ways to improve the situation for part-timers, the author examines innovative models of work organization such as job-sharing, top-sharing, functional flexibility and project team rotations. Beyond demonstrating the need for changes within public and private companies, the book also reveals concrete instruments on policy which could facilitate the implementation of such innovative models.

Contents

Contents: Determinants and characteristics of non-standard working time arrangements - Part-time employment and vertical segregation - Earnings inequalities between full and part-time employees - Labour market segmentation and part-time work - Towards new instruments and policies for improving the status of part-time employees in Switzerland.

About the author(s)/editor(s)

Irenka Krone-Germann is scientific adviser at the Swiss State Secretariat for Economic Affairs (SECO) in Berne where she has been working for several years in the field of international economics and trade. The present book, focused on labour economics, is drawn from her PhD thesis undertaken at the University of Geneva (Switzerland) while pursuing her professional activity.

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