Contents

Pγ	efac	e		X		
1.	1.1	Motiv	ad challenges: an introductory note	1		
	1.2	Conti	ibution and thesis overview	_		
2.	Det	ermina	ants and characteristics of non-standard			
	working time arrangements					
	2.1 Introduction					
		Typologies of non-standard working arrangements 6				
		• •	Numerical versus functional labour flexibility			
			Current specific typologies			
			Notion of flexibility under current			
			Swiss labour legislation	3		
	2.3	Flexil	ole working arrangements explained			
		by the core-periphery model				
			Towards a core-periphery structure			
			Market segmentation and dual workforce 1			
	2.4		and numbers			
			Part-time employment in Switzerland and the EU 2			
			Part-time work and economic branches 2			
			Public and private sector differences			
			and other characteristics	:7		
	2.5	Suppl	y and demand of flexible working time			
		arrangements				
			Demand driven aspects of flexible time			
			arrangements	8		
		2.5.2	Supply driven aspects of flexible time			
			arrangements	2		
		2.5.3	Overview on motives to work part-time			
			in Switzerland and the EU	4		
	2.6	Volun	tary and involuntary flexible working	•		
			gements3	6		
		•				

	2.7		riptive analysis from a gender perspective	39			
		2.7.1	Gender differences with regard to part-time	20			
		272	employment	39			
		2.1.2	Preferred situation by female employees	42			
		272	in Switzerland	42			
		2.1.3	Towards equal opportunities for women	4.4			
	2.0	C	and men?	44			
	2.8	Conc	lusions	47			
3.			employment and vertical segregation	49			
	3.1	Introd	duction	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			
		3.2.3	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	Metho	odological approach using the ordered probit				
	estimation and the Duncan index of dissimilarity						
			Data	65			
		3.3.2	Methodology	66			
	3.4	Oaxao	ca Blinder decomposition of the segregation index	77			
			Explained and unexplained part of vertical				
			segregation	79			
	3.5	Findi	ngs	82			
			fic computation results	85			
4.			inequalities between full and part-time employees	93			
		Introduction					
	4.2	4.2 Review of literature on part-time work and					
			ngs inequalities	94			
	4.3	•	ysis by standard earning linear regressions				
			robit models	98			
			Earning linear regressions	99			
		4.3.2	Probit models of earnings inequalities	108			

Content XIII

	4.4	Wage	differential decomposition by Oaxaca Blinder			
		metho	odology	109		
		4.4.1	Part-time/full-time wage differentials			
			and selection bias	109		
	4.5	Findi	ngs	118		
			fic computation results			
_				101		
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		part-time labour market analysis and			
		endog	genous switching model with one known regime			
		"prim	ary and secondary segments" a priori defined	140		
		5.3.1	The endogenous switching model with			
			one known regime	140		
		5.3.2	Data	142		
		5.3.3	Results and interpretation	142		
	5.4		labour market analysis and endogenous			
			hing model with unknown regime	146		
			The endogenous switching model with			
			unknown regime	146		
		5.4.2	Data	152		
			Results and interpretation			
	5.5		ngs			
6.			new instruments and policies for improving			
			of part-time employees in Switzerland			
		6.1 Introduction				
	6.2	5.2 Potential impact of partnership models 160				
			Definition and characteristics of job-sharing			
		6.2.2	Definition and characteristics of top-sharing	163		
		6.2.3	Variety of job-sharing and top-sharing			
			structures	164		
		624	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			
		6.4.1	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	Concı	crete policies to implement partnership models		
		and fu	unctional flexibility	181	
7.	Cor	iclusio	ns and need for changes	187	
	7.1	Main results			
	7.2	2 Need for changes			
	7.3	New a	areas to be explored	197	
R_i	hlio	aranhy	,	201	