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On the Subject of
**Measuring Women's (and Men's)
Participation in the Labour Market**

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Preface

The papers published in FREIA's paper series nos. 17 - 25 were all presented at the conference on **Gender Relations - State, Market, and Civil Society: The Nordic Experiences in a European Perspective**, arranged by FREIA - Feminist Research Centre in Aalborg, Aalborg University, August 14 - 18, 1993.

The idea of the conference was to examine the development of gender relations in Denmark/the Nordic countries in a comparative European perspective. In focus was the relationship between state, market and civil society/the family in the Nordic countries: the significance of this relationship to the development of gender relations - and in reverse, the influence of gender relations on the development of the Nordic welfare states. A comparative European approach was chosen for its usefulness in highlighting the specificities of the "Nordic model" regarding gender relations.

A primary purpose was to strengthen national and international cooperation on Ph.D. programmes in Social Science Gender Studies. The conference addressed Danish senior researchers within the Social Sciences. A few Ph.D.-students were invited as well as experts from other Nordic countries and international capacities within the field. The number of participants was 25. The conference was financed by the Danish Social Science Research Council.

The programme of the conference included four sessions:

- I. Gender and the Labour Market
- II. Gender, Welfare, and the Family
- III. Gender, Power, and Democratic Citizenship
- IV. Gender Theory and Feminist Research.

The full programme of the conference will be found at the end of this publication together with a list of the conference papers published elsewhere.

Ruth Emerek & Anna-Birte Ravn

Abstract: New theories about the flexible labour market call upon new indicators of different kind of work and new categories of the labour force.

This paper presents new categories of work based on the extension, the intensity and the continuity of appointment. These categories seem to be rather stable on the Danish labour market at an aggregated level. It indicates a division of the labour force which also reflects gender.

Introduction

With the new theories about the flexible labour market (the "Just-in-time production" as the alternative to the Fordist production concept) and the "Flexible Firm", there is a need for new categories of the labour force. According to Atkinson (one of the theorists within the area), there are four main types of flexibility: numerical flexibility, functional flexibility, distancing strategies (subcontracting) and pay flexibility. Briefly Atkinson's model considers a firm's demand for employees in two main groups:

- the **core group** that meet the needs for qualitative flexibility, that is full-time permanent workers
- the **periphery group** that meet the needs for quantitative flexibility, that is temporary and part-time workers¹.

It is, of course, more complicated, as one still will find both "old fashioned fordist firms" along with new "just-in-time-firms", and the composition of firms will vary from area to area. Definitions of the main groups may even be different in different trades. The core group within the building trade may consist of persons having temporary employment (which is the situation in Denmark at the moment) -

whereas a group with a similar pattern of employment within other trades would be regarded as a periphery group.

The aim of this paper is from a statistical approach to create new measures of the participation in the labour market to make it possible to distinguish between different kinds of participation, for instance between different kinds of numerical flexibility and between regular part-time and occasional part-time over a longer period.

My approach to try to categorise the different kinds of participation in the labour market and to describe the movements at the labour market and the relations between employees and employers is highly inspired by Atkinson's model of the flexible firm. But my search for a more differentiated description of the participation in the labour market stems originally from the frustration of not being able to decide whether a part-time job is a part-time job over a longer period (for instance a year) or a full-time job part of the year. This is not possible with the kind of statistics the different countries at the moment provide according to the ILO-definition of work, which is also used in the statistics issued by the Danish Central Bureau of Statistics.

The search for new measures and descriptions of the participation in the labour market is part of my research project, where I (as a statistician) am trying to find the structure of employment in the (Danish) labour market by use of statistical modelling.

Official Statistics, IDA and New Categories

Official statistics in most countries are based on the ILO labour force concept, which gives a cross section - a snapshot - of the economic status in a single week. The ILO-concept distinguishes between persons, who are economically active (persons in employment as well as unemployed persons) and persons, who are not economically active (persons, who are marginally attached to the labour force).

Surveys based on the ILO-definition distinguish between temporary jobs and regular jobs, as well as between full-time and part-time jobs. However, as the categories are based on the appointment (the employment situation) in one special week, the length of the period of which the person is regularly or temporary employed is missing. These kinds of surveys do not give the possibility of discussing questions as: is it the same group of persons who sustain the numerical flexibility as regard to temporary jobs and part-time jobs? - Are we facing a more gender-segregated labour market, where women hold the daily numerical flexible job as well as jobs with temporary flexibility? To answer these kinds of questions we are in need of longitudinal data. We need this kind of data to discuss whether women hold these positions because of their education, seniority, trade or profession, - or because they can't get other jobs.

In the period 1988-91 a new database (IDA) was created at the Danish Central Bureau of Statistics². IDA, the Integrated Database for labour market Research, contains information about each and every person and each and every workplace in Denmark and of the most and second most important appointment for every person every year. The database is placed at the Danish Central Bureau of Statistics, and the data come mainly from various sources within the Bureau. The database contains annual information since 1980, and makes it possible to follow a person or a workplace longitudinally - and use event-history-analysis. This gives new opportunities to all labour market researchers.

IDA makes it possible to follow a person through the years to see, if the same person has a series of occasional jobs, or is continuously employed from one year to another. Thus, it is possible to create new indicators to give a differentiated view on wage earners participation in the labour market and on the workplace's use of workforce.

At least three new indicators are necessary³ to meet the need for an empirical base for a discussion of numerical flexibility, and to characterize a person's employment at a firm and a firm's composition of employees in a flexible labour market. These are:

- the **extension** in employment as regard the length of the period the person has been employed at the workplace, (eventually the same firm). The period may include periods of unemployment or employment at other workplaces,
- the **intensity** of employment as regards the volume of work in weeks with employment (measured in hours a week),
- the **continuity** in employment - is the person continuously employed or does the person have one or more periods of unemployment?

The problem is how to define and measure the indicators knowing that any definition and measurement will cause new problems⁴. In this context I have chosen to define the extension and the continuity as dummy variables and to group the intensity in 5 groups.

The only two values of **extension** considered is "less than one year" and "at least one year". As IDA is a longitudinal database, it gives the opportunity to add up the extension over the years.

The **intensity** is measured as the average amount of hours per week in weeks with employment at the workplace. The person is only considered as full-time employed, if he/she is full-time employed all working weeks⁵.

The **continuity** is measured as "serial", if a person's appointment is registered as several periods a year, or if the person has at least one break in employment with unemployment of one week or more. If not, it is measured as "continuous".

Description of data and the first results

I have a small sample from of the IDA-database - a mini-database - for further investigation of the categories. The mini-database is part of a representative sample of about 3% of the Danish population, and it is selected by the Danish Central Bureau of Statistics⁶. The mini-database consists for this purpose of wage earners only, who are not under education. It contains 8000 wage earners, each with about 200 variables - in particular concerning the most important appointment each year in the period 1980-87.

The effort to find and discuss new categories is not based on IDA as a whole, but the estimated tendencies will be valid and reliable anyway.

Table 1a and 1b in the appendix show the distribution of appointments as regard to extension, continuity and intensity for female and male wage earners in the years 1980-87. It is interesting, that the figures in the distribution are relatively constant over the years. One could have expected more fluctuations because of conjuncture cycles in the period. It is remarkable, that the new indicators are differentiating the population of wage earners on this aggregated level.

The picture for male wage earners in the period 1980-87 is the following:

- less than 50% are continuously full-time employed for a minimum of one year,
- 20%-25% are continuously part-time employed for a minimum of one year - most with more than 30 hours a week.
- about 10% are serially employed for a minimum of one year (this percentage seems to decline over the period)
- well over 15% are continuously employed for less than one year - most part-time with more than 30 hours a week,
- less than 5% are serially employed for less than one year.

The picture for female wage earners is different, but also relatively constant in the period 1980-87:

- about 30% are continuously full-time employed for a minimum of one year (the percentage is increasing during the period),
- about 40% are continuously part-time employed for a minimum of one year - most with more than 20 hours per week (the percentage seems to decline during the period).
- less than 10% are serially employed for a minimum of one year (this percentage seems to decline over the period)
- well over 15% are continuously employed for less than one year - mostly part-time with more than 30 hours a week,
- less than 5% are serially employed for less than one year.

The important difference between female and male wage earners is the difference in continuous full-time and part-time work, and especially the much higher percentage of part-timers with 20-30 hours per week for women.

It is remarkable according to the new indicators, that less than half the male wage earners and only about a third of the female wage earners in Denmark in the years 1980-87 hold a full-time job for a minimum of one year at the same workplace, without periods of full-time or part-time unemployment⁷. This indicates, that there has been more use of numerical flexibility in the 1980'ties in Denmark, than earlier assumed⁸.

Table 2a and 2b in the appendix show the joint distribution of employed wage earners in 1980 and in 1987. The distribution indicates, that the group of persons in some of the categories are very stable.

About 60% of the male wage earners with full-time continuous employment for a minimum of one year in 1987 were also full-time

continuously employed for a minimum of one year in 1980 - and they formed about 60% of this group in 1980. The full-time employment is not as stable for women. About 40% of the female wage earners with full-time continuous employment for a minimum of one year in 1987 were also full-time continuously employed for a minimum of one year in 1980 - and they formed more than 50% of this group in 1980. It is also interesting, that about 25% of the male wage earners with part-time continuous employment with more than 30 hours per week for a minimum of one year in 1987 were also part-time continuously employed with more than 30 hours per week for a minimum of one year in 1980 - and they formed about 25% of this group in 1980.

Furthermore, the tables show, that a relatively low percentage of the group of persons, who are not full-time continuously employed for a whole year in 1980, have a full-time continuous job for a whole year in 1987.

All these figures indicate, that Aktinson's theory about division of the labour force in a core group and a periphery group could be used at the Danish labour market at this aggregated level. The apparently stable group of female wage earners with a continuous 20-29 hours part-time job indicates however, that this group could be permanent throughout the years without being numerically flexible⁹. This rather "stable periphery group" or "part-time core group" call upon a new discussion of definitions - outside this paper.

A Statistical Model

A survival analysis makes it possible to follow a person in a special category to examine how long time a person "survives" in the category, - and to estimate to which degree characteristics such as sex, age, labour market experience and education affects the transition from one category to another. In statistical terminology this means, how the

characteristics of a person affect the hazard rate (the probability of a persons leaving the category within a very short interval, given that the person had stayed in the category until then).

This paper gives three examples of survival within the new categories:

- First a study of the survival from 1980 of a person in the category: "continuous full-time employed (for a minimum of one year) in same job or in another job at the same firm", which could be assumed to be the core group at this aggregated level. Women form 32 percent of this category in 1980.
- Secondly a study of the survival from 1980 of a person in the category "continuous part-time employed with 20-29 hours per week (for a minimum of one year) in the same job, or in another similar job in the same firm", to examine if there exists something like a "part-time core group". Women form 87 percent of this category in 1980.
- And finally, a study of the survival from 1980 of a person in the combined categories: "wage earners **not** being continuously full-time employed (for a minimum of one year)", which could be assumed to be the periphery group of the labour market at this aggregated level. Women form 52 percent of this category in 1980.

The mini-database is here considered as a left truncated and right censored sample. This may not give the mini-database full credit, but it makes it possible without extensive assumptions to derive a first attempt to describe the participation and the movements in the labour market. Of course one might have done better with more sophisticated methods, but we will leave this to a more large scale database, which includes variables concerning family and children etc.

Investigations of the survival functions for persons in these three categories show, that it is appropriate to assume, that the hazard

models here belong to the class of relative risk regression models¹⁰. This means, that the ratio between the hazard function of events for two individuals only depends on the covariates (the explanatory variables) for these individuals and the regression coefficients.

The hazard function for each person can be expressed as:

$$\begin{aligned} h_i(t) &= h(t, z_i) \\ &= h_0(t) \exp(\beta_1 z_{1i} + \beta_2 z_{2i} + \dots + \beta_n z_{ni}) \end{aligned}$$

where $h_0(t)$ is the baseline function, $(z_{1i}, z_{2i}, \dots, z_{ni})$ are the values of the explanatory variables for person number i , and $(\beta_1, \beta_2, \dots, \beta_n)$ are the unknown regression parameters.

If all characteristics are expressed as dummy variables compared to a base-line group, the hazard rate for a person in the base-line will simplify to:

$$h_i(t) = h_0(t)$$

because all $z_{1i}, z_{2i}, \dots, z_{ni}$ are equal to zero.

The risk ratio (R_{ij}) of leaving the category between a person (i) outside the base-line group and a person (j) in the base-line group will be:

$$\begin{aligned} R_{ij} &= h_i(t)/h_j(t) \\ &= h_0(t) \exp(\beta_1 z_{1i} + \beta_2 z_{2i} + \dots + \beta_n z_{ni}) / h_0(t) \end{aligned}$$

which means, that the risk ratio is independent of the base-line hazard function:

$$R_{ij} = \exp(\beta_1 z_{1i} + \beta_2 z_{2i} + \dots + \beta_n z_{ni})$$

Cox's partial likelihood function allows estimates of the relative risks without a deep discussion of the shape of the base-line hazard function $h_0(t)$ and to account for censored survival times. This makes it possible to discuss only the relative risk of leaving a category of participation in the labour market without a discussion of the base-line hazard function. It is necessary, of course, to choose a fairly representative base-line group to make the comparison of risks interesting.

Only a few characteristics are used in the following examples. The base-line group is chosen as men aged 30-34 years old with no education above school level. The survival is censored for the case that the person dies or leaves the labour force because of pensioning.

Figure 1 shows the survival function for a person in the category of continuously full-time employed wage earners, "the permanent full-timers", which (as earlier mentioned) could be an expression for the core group of a firm at this aggregated level of all Danish wage earners.

About 30 percent of the works-force in this category are still employed at the same workplace or firm after 8 years (in 1987). Surprisingly, a test shows, that there is no significantly difference in the survival for female and male wage earners, which can also be seen by the figure.

Table 3 (in appendix) shows the estimates of the parameters and risk ratio for the variables. According to this, female wage earners do not have a higher risk of leaving a permanent full-time job than their male colleagues. But age, as well as education, affects the risk of leaving the full-time job. Persons aged 15-29 years (i 1980) have a higher risk, and persons aged 45-59 years (in 1980) have a lower risk than the base-line group (aged 30-34 years in 1980) of leaving the group of "permanent full-timers" at the firm.

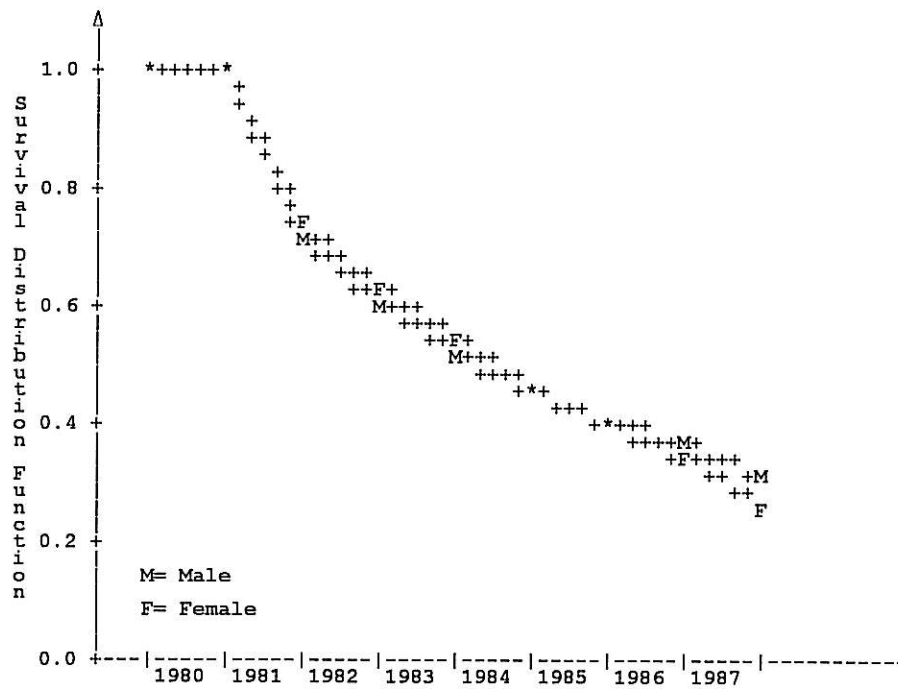


Figure 1: The estimated survival function for a person in category of 'continuously full-time employed wage earners' in Denmark 1980-87.

Persons with an clerical education and commercial training have a significant lower risk ratio of leaving a full-time permanent job, as well as persons with a third (lower) level education. Skilled wage earners, as well as wage earners with an education corresponding to a university degree at second level (m.a.), have no significant higher or lower risk of leaving a permanent full time job than unskilled wage earners.

The most unexpected result is, that there is no difference between female and male wage earners at this aggregated level. Female "full-timers" are as stable as male "full-timers"! Women and men might be stable - or unstable - for different reasons, and they work to a great extend in to separated labour markets - but it is interesting, that the

survival curves are so much alike in the years 1980-87 in the Danish labour market¹¹. Does this indicate, that women are considered complete members of the core group - or is it a coincidence of parallel processes at two segregated labour markets, where women hold the lower positions, being very loyal to the workplace and firm, whereas men change workplace and firms as part of their career strategy? Further investigations of, for instance, wage will enlighten these questions.

Investigations of the survival of persons in the category of continuously part-time employed wage earners with 20-29 hours per week might tell, if the female part of this group is as stable as earlier indicated by the discussion of table 2b.

Figure 2 shows the survival of this group divided in women and men. The figure shows (as well as a test) that the survival time is significantly different for male and female wage earners in Denmark: a woman has half the risk of a man of leaving the group.

Table 4a and 4b (in appendix) shows the estimates of the parameters and the risk ratio for men and women of leaving the group for a permanent part-time job with more than 30 hours per week (in average) or a full-time permanent job¹².

There are no significant parameters for male members of the group¹³. But for female members there is one, and only one, highly significant explanatory variable, the variable (SAMVIRK). This variable expresses, that a woman has a significantly higher chance of getting more hours in her part-time job or a full-time permanent job, if she is already employed by the firm in a another job, than any other woman in the same age group and with the same education. The risk ratio tells, that a women's chance of getting more hours per week, or even

a full-time permanent job, is about 28 times as high, if she can get such a job in the same firm.

This may indicate, that women prefer to have a full-time appointment in a firm, they already know - or it may indicate, that a firm for a full-time job prefer women, they already know from a permanent part-time job. A thesis, which requires further investigation.

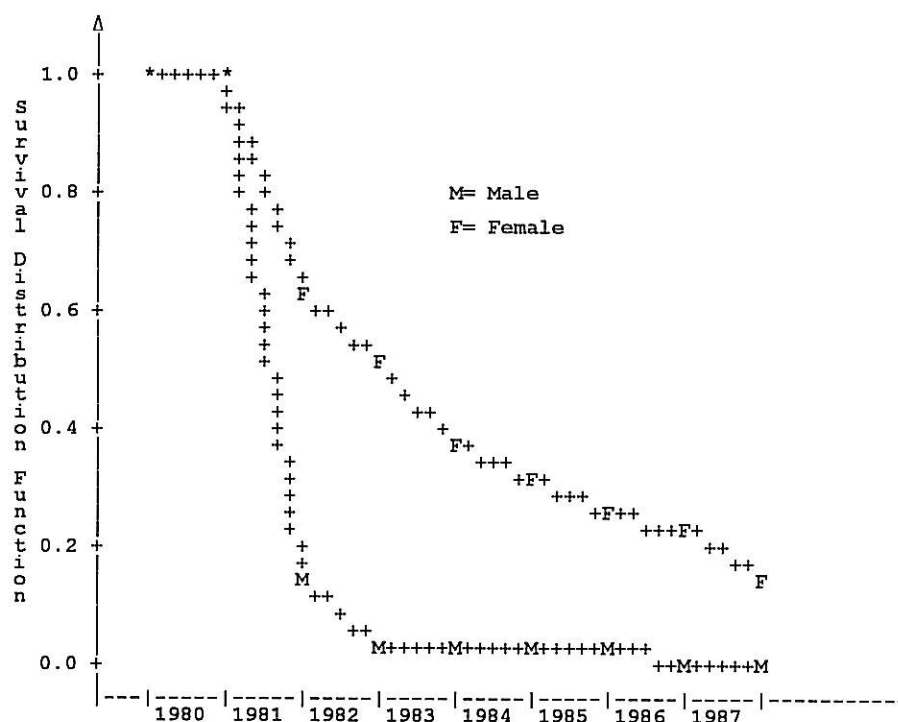


Figure 2: The estimated survival function for a person in the category of 'continuously part-time employed wage earners with 20-29 hours per week' in Denmark 1980-87.

The group of wage earners not being continuously full-time employed for a minimum of one year is very stable within the period 1980-87, as already indicated by discussion of table 2. More than half the men

and about 70% of the women have not got a permanent full-time job by 1987.

The survival function (shown as figure 3) is significantly different for men and women. A woman in the same age-group and education as her male colleague has only 80% of his chance of getting a full-time permanent job.

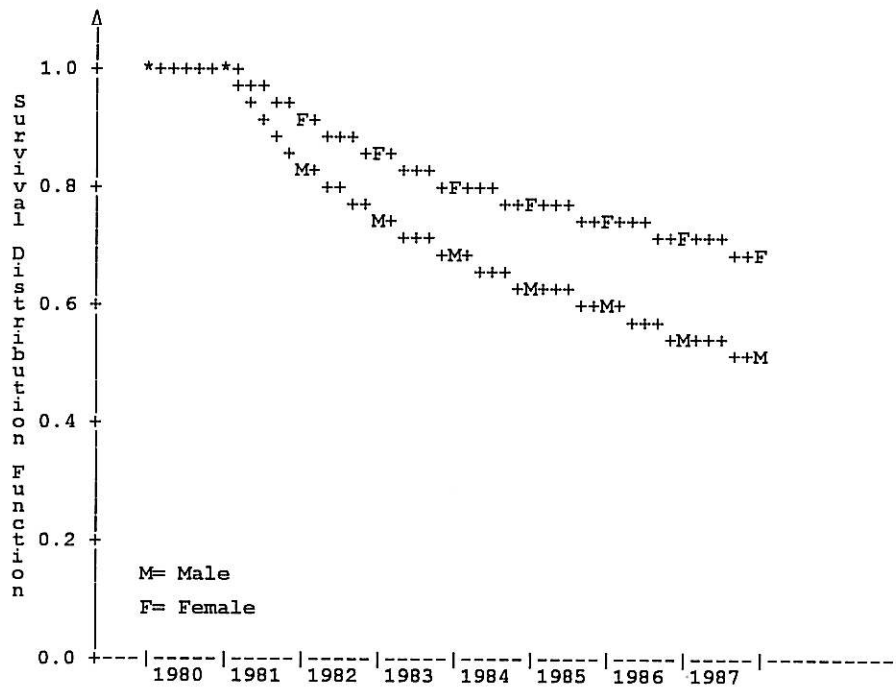


Figure 3: The estimated survival function for a person in category of 'wage earners not being continuously full-time employed', Denmark 1980-87.

Table 5a and 5b (in appendix) show the estimates of the parameters and the risk ratio for men and women getting a full-time permanent job¹⁴. It is interesting, that education doesn't seem to give a significantly better chance of a full-time permanent job. Men in the age-

group under 25 years (in 1980) have a significant lower chance than the base-line group. Both men and women have a significantly higher chance of getting a full-time permanent job if they are already employed by the firm in another job (the variable SAMVIRK). It is interesting, that this means a lot more for women's chances, which are multiplied by a factor 16, than it means for men's chances, which are multiplied with a factor 5¹⁵. Having already worked within the trade before the transition gives the person a significant higher chance, as well as a full-time job part of the year, or a part-time job the whole year before, gives the person a higher chance of a full-time permanent job.

There are, however, many and various explanations to these figures. The labour market is gender-segregated, and men are employed in trades, in which serial full-time jobs are not unusual. Never the less, it is interesting, that a woman's chance of getting a full-time appointment for a minimum of one year, (as a first step into something like a core group of the firm), is 16 times higher for a woman already employed by the firm, than for other women in the same age-group and education. This may indicate, that women's gateway into a permanent full-time appointment is different from men's gateway, and that women's gateway lies through part-time or serial jobs.

Conclusion

These preliminary investigations show, that it is fruitful to examine for a minimum of 3 dimensions of an appointment: the extension, the intensity and the continuity. The categories made from these dimensions give possibilities of new discussion and may contribute to enlighten the difference of women's and men's participation and movement in the labour market. The simple investigations in this paper, based on these new indicators seem to show, that men's and women's entry into the labour market could be very different and may

as such call upon new and different strategies for equality in employment.

It is, however, more complicated. There are different traditions within various trades. To make it further complicated, there is no doubt about, that the structuring of everyday life and the family-structure are important factors in understanding the interaction of family life and labour market participation - for both men and women. Putting up new indicators is just a small - but important - step in the understanding of the labour market.

Notes:

1. Atkinson's model is presented in the paper: "Flexibility, Uncertainty and Manpower Management". It has been argued in feminist research, that it is implicit in Atkinson's work on the flexible firm, that men constitute the core work force and women the periphery. It has been argued that all too often flexibility is introduced to benefit the employer without necessarily suiting the employee. See for instance Sylvia Walby's paper: "Flexibility and the sexual division of Labour", which was presented to a conference on "Part-time work: Whose Flexibility?", University of Bradford 1987. A discussion whether flexibility is to benefit the employer or the employees is beyond this paper.
2. The database was established by contribution from the Danish Research Council for Social Science, who subsidised the salary for 3 researchers over 3 years. The group who established the base were an economist (Per Veirup Hansen from the Copenhagen School of Economics and Business Administration), a sociologist (Søren Leth-Sørensen from the Danish Central Bureau of Statistics) and a statistician (Ruth Emerek from Aalborg University). The database is described in "IDA - en integreret database for arbejdsmarkedsforskning" (in Danish only).
3. The database IDA also contains new estimates time rate of wages for all employees, which gives possibilities of discussing pay flexibility as well. This is however outside the subject of this paper.

4. A discussion of definition and measurement is part of the description of how wage per hour and workload is estimated in IDA, in "Timeløn og arbejdsomfang i den enkelte ansættelse" ("Wage per hour and work load in the appointment" - available in Danish only).
5. If the amount of working weeks is registered too high (typically as a whole year), the estimate of intensity will be too low. This means that full-time work part of the year might be estimated as part-time work all year. And subsequently the persons work might change category from one type of "part-time work" to another.
6. The assumption about representativity may not be quite valid because of the selection-method: A person is part of the sample if he/she was employed as a wage-earner in the second week of november at least one of the years in the period. A person who is continuously employed all year as a wage earner will of course be part of the sample. Persons, however, who are not employed all year or serially employed might not have been employed in the second week in november and will not be a part of the sample, if this is true for every year in the period. The number of serially employed persons and persons not employed all year might in this way be underestimated. Thus the percentage of persons who are not continuously employed, might be higher than data from this mini-database will show. It is not possible with this mini-database to decide how biased the distribution is. This will, however, be possible with a bigger selection of variables about the person.
7. These figures are different from figures issued by the Central Bureau of Statistics in the "Register-based Labour Market Statistics" and in the "Labour Force Survey", because the definitions used in this paper are different.
In the Register-based Labour Market Statistics, a person is considered full-time employed, if he/she is employed more than 30 hours per week on average a year. In the Labour Force Survey, a person is considered fulltime employed if he/she was fulltime employed in the job he/she held the last week before the survey. The figures are however still compatible, remembering that full-time employment, in the definition used in official statistics, may turn up here in many categories:
 - as continuous full-time employment for a minimum of one year,
 - as continuous full-time employment for less than one year,
 - as serial full-time employment for a minimum of one year,
 - as serial full-time employment for less than one year,
 - and as various kinds of part-time employment as well.

8. Danish surveys also shows an increasing proportion of temporary jobs as well as a declining proportion of women holding part-time jobs. It seems that instead of being part-time employed over a longer period, an increasing group will be full-time (or even part-time) employed occasionally. (labour market Survey 1991. The Danish Central Bureau of Statistics 1992:20).
9. The Danish legislation concerning unemployment benefit makes it possible for a person to hold supplementary unemployment benefits, if he/she is part-time employed and full-time insured. This may be part of the explanation of the relatively stable and very high percentage of part-time work in Denmark.
10. These investigations are performed with the LIFETEST procedure in SAS by a non-parametric method. They show parallel log(-log(survival functions)) estimates across strata, which indicates that a proportional hazard function is appropriate to describe data.
11. Other tests show, that there is no interaction between sex and age, which might have explained this result.
12. These parameters are estimated as competing risks, where the alternative is: having a job with less hours per week or a serial job or both. As sex is highly significant, the parameters are estimated over two strata: men and women.
13. The common chosen base-line group may be inconvenient here, which may explain part of this result.
14. As sex is highly significant, the parameters are estimated over two strata: men and women.
15. Part of this explanation might be, that women being permanent part-timers have a greater chance of getting a full-time permanent job at the same firm.

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Appendix



- "Went for that job....."
- "What happened?"
- "They said I wouldn't be able to manage the heavy weights."

Table 1a: Classification of employed **men's** participation in the Labour Market in the period 1980-87. (Sample based on 3‰ of the Danish population (IDA)).

MEN	1980	1981	1982	1983	1984	1985	1986	1987
Continuous employed at least one year								
<i>Full-time:</i>	47.8	47.8	45.4	48.9	48.0	44.7	47.2	47.3
<i>Part-time:</i>								
more than 30 hours	13.0	14.5	16.2	14.0	14.5	14.7	15.0	14.4
20 - 29 hours	2.1	2.4	2.2	2.4	2.6	3.2	2.8	4.1
10 - 19 hours	1.3	1.8	1.5	1.4	1.4	1.9	1.6	2.0
less than 10 hours	5.6	5.6	5.5	5.3	4.5	4.0	4.7	5.0
Serial employed at least one year								
<i>Full-time</i>	0.1	0.4	0.3	0.4	0.3	0.2	0.2	0.2
<i>Part-time:</i>								
more than 30 hours	4.9	6.3	6.3	4.9	4.7	4.7	3.6	3.4
20 - 29 hours	1.7	2.6	1.9	1.7	1.5	1.5	1.3	1.5
10 - 19 hours	1.3	1.6	1.3	0.8	1.0	0.9	0.9	1.2
less than 10 hours	1.0	0.6	0.6	0.6	0.8	0.6	0.5	0.5
Continuous employed less than one year								
<i>Full-time</i>	3.3	2.0	2.2	2.7	2.8	2.2	2.4	2.2
<i>Part-time:</i>								
more than 30 hours	8.2	6.0	6.8	6.9	7.9	9.4	8.7	7.1
20 - 29 hours	2.0	1.9	1.7	1.7	2.7	3.6	3.4	3.8
10 - 19 hours	1.0	0.8	1.3	1.2	1.3	0.9	1.1	1.3
less than 10 hours	2.5	1.7	2.1	2.5	1.8	2.5	2.4	2.8
Serial employed less than one year								
<i>Full-time</i>	0.1	0.2	0.3	0.2	0.3	0.4	0.3	0.2
<i>Part-time:</i>								
more than 30 hours	1.9	1.6	2.7	2.7	2.8	3.1	2.2	1.6
20 - 29 hours	0.2	0.4	0.3	0.4	0.3	0.5	0.4	0.3
10 - 19 hours	0.1	0.1	0.1	0.2	0.2	0.2	0.1	0.2
less than 10 hours	0.1	0.2	0.1	0.3	0.1	0.1	0.2	0.2
unknown number of hours	1.8	1.6	1.1	1.1	0.9	1.1	1.0	0.7
Total:								
Pct.	100	100	100	100	100	100	100	100
Persons	3334	2872	2952	2936	3029	3176	3248	3360

Table 1b: Classification of employed women's participation in the Labour Market in the period 1980-87. (Sample based on 3‰ of the Danish population (IDA)).

WOMEN	1980	1981	1982	1983	1984	1985	1986	1987
Continuous employed at least one year								
<i>Full-time</i>	28.9	29.7	30.8	32.3	31.6	31.2	32.3	34.1
<i>Part-time:</i>								
more than 30 hours	8.9	10.2	10.2	11.6	11.0	11.9	11.1	7.7
20 - 29 hours	17.9	19.0	19.8	17.4	17.8	17.4	15.3	17.5
10 - 19 hours	7.3	7.5	7.3	7.9	6.6	6.4	5.8	6.1
less than 10 hours	6.5	7.1	6.4	6.7	6.3	5.3	6.3	6.2
Serial employed at least one year								
<i>Full-time</i>	0.1	0.2	0.1	0.1	0.2	0.2	0.1	0.0
<i>Part-time:</i>								
more than 30 hours	2.5	3.2	2.9	2.0	2.2	2.4	2.3	2.3
20 - 29 hours	2.9	3.0	2.3	1.8	1.6	1.9	1.7	1.8
10 - 19 hours	1.9	2.1	2.3	1.9	1.3	1.6	1.5	1.7
less than 10 hours	0.7	0.7	0.8	0.5	0.7	0.6	0.7	0.8
Continuous employed less than one year								
<i>Full-time</i>	2.3	1.6	1.3	1.9	1.5	1.5	1.8	1.6
<i>Part-time:</i>								
more than 30 hours	6.7	4.2	4.6	4.7	6.0	6.7	7.3	6.6
20 - 29 hours	3.9	3.1	2.6	2.3	3.2	3.1	3.0	4.1
10 - 19 hours	2.9	2.7	1.8	2.2	3.0	2.4	2.5	2.2
less than 10 hours	3.1	2.5	2.5	2.8	2.9	2.3	3.7	3.5
Serial employed less than one year								
<i>Full-time</i>	0.2	0.0	0.2	0.2	0.2	0.3	0.2	0.1
<i>Part-time:</i>								
more than 30 hours	1.5	1.4	2.2	2.2	2.3	2.4	2.8	1.6
20 - 29 hours	0.4	0.7	0.6	0.5	0.7	0.6	0.6	0.8
10 - 19 hours	0.4	0.2	0.3	0.2	0.3	0.3	0.3	0.2
less than 10 hours	0.1	0.2	0.3	0.2	0.2	0.3	0.1	0.3
unknown number of hours	1.0	0.8	0.8	0.7	0.7	0.9	0.9	0.9
Total:								
Pct.	100	100	100	100	100	100	100	100
Persons	2617	2570	2602	2596	2690	2753	2872	2944

Table 2a: Male wage-earners classified after their participation in the Labour Market in 1987 and 1980 (participation in 1987 in italics).
 (Sample based on 3% of the Danish population (IDA)).

MEN	Not employed in 1987	Employed in 1987						Employed in 1980			Total	
		Continuous employed at least one year			Part-time in hours per week:			Serial employed at least one year	Continuous employed less than one year	Serial employed less than one year	Pct.	Persons
		Full-time	≥ 30	20-29	< 20							
Not employed in 1980	3 4	25 17	9 21	4 30	15 66	10 42	31 56	4 52	100	1062		
Employed in 1980: Continuous employed at least one year	20 36	61 58	7 22	2 20	2 14	2 11	5 14	0 8	100	1498		
Full-time:												
Part-time:												
≥ 30 hours	28 14	22 6	28 23	5 16	1 1	7 11	9 6	0 2	100	407		
20-29 hours	29 2	25 1	22 3	8 4	5 1	3 1	8 1	2 1	100	65		
< 20 hours	40 10	26 4	2 1	2 3	10 9	4 4	14 5	3 7	100	215		
Serial employed at least one year	35 14	20 4	17 12	4 11	1 2	13 18	7 4	2 10	100	340		
Continuous employed less than one year	27 17	31 11	14 15	4 16	3 6	5 10	13 12	3 18	100	536		
Serial employed less than one year	34 3	19 1	19 3	3 1	0 0	11 3	12 2	1 1	100	73		
Total:												
Pct.	100	100	100	100	100	100	100	100	100	100		
Persons	836	1589	485	138	235	250	580	83	100	4196		

Table 2b: Female wage-earners classified after their participation in the Labour Market in 1987 and 1980 (participation in 1987 in italics). (Sample based on 3% of the Danish population (IDA)).

WOMEN	Not employed in 1987	Employed in 1987					Employed in 1987			Total	
		Continuous employed at least one year					Serial employed at least one year	Continuous employed less than one year	Serial employed less than one year	Pct.	Persons
		Full-time	Part-time in hours per week:		< 20						
			≥ 30	20-29	< 20						
Not employed in 1980	1 2	23 24	5 23	7 15	17 51	10 47	32 65	5 56	100	1062	
Employed in 1980: Continuous employed at least one year	19 19	55 41	6 19	8 12	3 7	3 10	6 8	1 9	100	756	
Full-time:											
Part-time:											
≥ 30 hours	30 10	25 6	13 13	17 8	4 2	4 4	7 3	1 3	100	232	
20-29 hours	26 17	17 8	4 8	41 38	4 6	2 5	4 4	1 6	100	469	
< 20 hours	40 20	10 4	2 4	14 10	23 23	4 6	7 5	0 1	100	362	
Serial employed at least one year	33 11	15 4	10 10	12 6	5 4	13 14	8 4	4 10	100	238	
Continuous employed less than one year	29 20	26 13	9 19	11 11	5 7	6 13	12 11	2 10	100	493	
Serial employed less than one year	33 3	21 1	9 3	12 2	6 1	6 2	7 1	6 5	100	67	
Total:											
Pct.	100	100	100	100	100	100	100	100	100	100	
Persons	735	1004	226	515	361	219	531	88	100	3679	

List of symbols

SAMBRAN	worked within the trade at the transition
SAMVIRK	employed by the firm in a another job at the transition
FULDDEL	employed in a full-time job part of the year at the transition
DELKONT	employed in a part-time job the hole year before the transition

Age:

AGE1519	aged 15-19 years in 1980
AGE2024	aged 20-24 years in 1980
AGE2529	aged 25-29 years in 1980
AGE3539	aged 35-39 years in 1980
AGE4044	aged 40-44 years in 1980
AGE4549	aged 45-49 years in 1980
AGE5054	aged 50-54 years in 1980
AGE5559	aged 55-59 years in 1980
AGE6064	aged 60-64 years in 1980

Education:

IUDD	Still under education /receiving education
UDDHKK	Apprentice, clerical training
UDDHKH	Commercial (business) training
UDDFJM	Skilled within the iron and steel industry
UDDFBA	Skilled within the building and construction industry
UDDFA	Skilled within other areas
UDDKV	Educated at third level, first stage, non-university type
UDDMV	Educated at third level, first stage, university type
UDDLK	Educated at third level, second stage, university type

Table 3: The estimates of the parameters and the risk ratio for the variables in the hazard function for a person in the category: "continuous full-time employed (at least one year) in same job or in another job at the same firm" - "the core group of the firm". (Sample based on 3‰ of the Danish population (IDA)).

Analysis of Maximum Likelihood Estimates				
Variable	DF	Parameter Estimate	Pr > Chi-Square	Risk Ratio
SEX	1	0.037214	0.4828	1.038
AGE1519	1	0.786100	0.0001	2.195
AGE2024	1	0.488821	0.0001	1.630
AGE2529	1	0.278779	0.0013	1.322
AGE3539	1	-0.059913	0.5169	0.942
AGE4044	1	-0.197803	0.0566	0.821
AGE4549	1	-0.305601	0.0057	0.737
AGE5054	1	-0.311330	0.0050	0.732
AGE5559	1	-0.506050	0.0002	0.603
AGE6064	1	0.106068	0.5329	1.112
IUDD	1	-0.020492	0.8398	0.980
UDDHKK	1	-0.593308	0.0001	0.552
UDDHKKH	1	-0.223654	0.0254	0.800
UDDFJM	1	-0.049440	0.6145	0.952
UDDFBA	1	0.085746	0.5068	1.090
UDDFA	1	0.053531	0.5746	1.055
UDDKV	1	-0.246885	0.0095	0.781
UDDMV	1	-0.581562	0.0001	0.559
UDDLK	1	-0.119723	0.3127	0.887

Testing Global Null Hypothesis: BETA = 0	
- 2 LOG L	314.097 with 19 DF (p=0.0001)

Summary of the Number of Event and Censored Values			
Total	Event	Censored	Percent Censored
2635	1759	876	33.24

Table 4a: Estimates of the parameters and the risk ratio for the variables in the hazard function for **men** in the category "continuous part-time employed wage earners with 20-29 hours per week (at least one year) in the same job, or in another similar job in the same firm", of leaving the category for a permanent part-time job with more than 30 hours per week or a full-time permanent job. (The parameters are estimated as competing risks on a sample of 3% of the Danish Population IDA)).

Analysis of Maximum Likelihood Estimates				
Variable	DF	Parameter Estimate	Pr > Chi-Square	Risk Ratio
SAMVIRK	1	1.307978	0.1840	3.699
SAMBRAN		-1.351733	0.1357	0.259
AGE1519	1	0.816828	0.3083	2.263
AGE2024	1	-0.326913	0.6780	0.721
AGE2529	1	0.000549	0.9994	1.001
AGE3539	1	0.401003	0.6437	1.493
AGE4044	1	0.554122	0.4786	1.740
AGE4549	1	-1.093452	0.3652	0.335
AGE5054	1	-0.295733	0.8078	0.744
AGE5559	1	0.128971	0.9167	1.138
AGE6064	1	-13.831331	0.9930	0.000
IUDD	1	1.086420	0.0632	2.964
UDDHKK	1	0.789920	0.5023	2.203
UDDHKH	1	0.983429	0.2645	2.443
UDDFJM	1	0.095357	0.9312	1.100
UDDFBA	1	0.129576	0.8593	1.138
UDDFA	1	0.305238	0.7248	1.357
UDDKV	1	1.040759	0.3590	2.831
UDDMV	1	1.265761	0.2903	3.546
UDDLX	1	0.739147	0.5068	2.094

Testing Global Null Hypothesis: BETA = 0	
- 2 LOG L	14.747 with 20 DF (p=0.7907)

Summary of the Number of Event and Censored Values			
Total	Event	Censored	Percent Censored
107	31	76	71.03

Table 4b: Estimates of the parameters and the risk ratio for the variables in the hazard function for **women** in the category "continuous part-time employed wage earners with 20-29 hours per week (at least one year) in the same job, or in another similar job in the same firm", of leaving the category for a permanent part-time job with more than 30 hours per week or a full-time permanent job. (The parameters are estimated as competing risks on a sample of 3‰ of the Danish Population IDA)).

Analysis of Maximum Likelihood Estimates				
Variable	DF	Parameter Estimate	Pr > Chi-Square	Risk Ratio
SAMVIRK	1	3.331350	0.0001	27.976
SAMBRAN	1	-0.042911	0.9262	0.958
AGE1519	1	-0.330808	0.7470	0.718
AGE2024	1	-0.304200	0.5267	0.738
AGE2529	1	-0.119418	0.7137	0.887
AGE3539	1	-0.076168	0.7914	0.927
AGE4044	1	0.106706	0.7177	1.113
AGE4549	1	0.153258	0.6156	1.166
AGE5054	1	0.222546	0.4911	1.249
AGE5559	1	-0.257615	0.5464	0.773
AGE6064	1	15.289387	0.9928	0.000
IUDD	1	-0.328352	0.5977	0.720
UDDHKK	1	-0.141850	0.5687	0.868
UDDHKKH	1	-0.710831	0.1769	0.491
UDDFJM	1	-0.034481	0.9735	0.966
UDDFBA	0	0	-	-
UDDFA	1	-0.476719	0.1349	0.621
UDDKV	1	-0.253341	0.4220	0.776
UDDMV	1	-0.785035	0.2766	0.456
UDDLK	1	-17.258205	0.9990	0.000

Testing Global Null Hypothesis: BETA = 0	
- 2 LOG L	183.312 with 19 DF (p=0.0001)

Summary of the Number of Event and Censored Values			
Total	Event	Censored	Percent Censored
600	134	466	77.67

Table 5a: Estimates of the parameters and the risk ratio for the variables in the hazard function for **men** in the combined categories: "wage earners **not** being continuously full-time employed (at least one year)" - "the periphery group of the Labour Market" of leaving the category for a full-time permanent job.

(The parameters are estimated on a sample of 3‰ of the Danish Population IDA)).

Analysis of Maximum Likelihood Estimates				
Variable	DF	Parameter Estimate	Pr > Chi-Square	Risk Ratio
SAMBRAN	1	1.272576	0.0001	3.570
SAMVIRK	1	1.617145	0.0001	5.039
FULDDEL	1	0.428954	0.0001	1.536
DELKONT	1	0.234593	0.0260	1.264
AGE1519	1	-0.590151	0.0001	0.554
AGE2024	1	-0.476865	0.0004	0.621
AGE2529	1	-0.175062	0.1787	0.839
AGE3539	1	-0.191225	0.2338	0.826
AGE4044	1	-0.203454	0.2856	0.816
AGE4549	1	-0.387558	0.0571	0.679
AGE5054	1	-0.150433	0.4943	0.860
AGE5559	1	-0.107065	0.6739	0.898
AGE6064	1	0.267585	0.5803	1.307
IUDD	1	0.179528	0.2772	1.197
UDDHKK	1	-0.096054	0.6800	0.908
UDDHKKH	1	0.278455	0.1102	1.321
UDDFJM	1	-0.072349	0.5525	0.930
UDDFBA	1	-0.141208	0.2741	0.868
UDDFA	1	-0.022096	0.8957	0.978
UDDKV	1	0.302916	0.1337	1.354
UDDMV	1	0.262675	0.1276	1.300
UDDLK	1	0.066030	0.6918	1.068

Testing Global Null Hypothesis: BETA = 0	
- 2 LOG L	919.370 with 22 DF (p=0.0001)

Summary of the Number of Event and Censored Values			
Total	Event	Censored	Percent Censored
1185	723	462	38.99

Table 5b: Estimates of the parameters and the risk ratio for the variables in the hazard function for **women** in the combined categories: "wage earners **not** being continuously full-time employed (at least one year)" - "the periphery group of the Labour Market" of leaving the category for a full-time permanent job.
(The parameters are estimated on a sample of 3‰ of the Danish Population IDA)).

Analysis of Maximum Likelihood Estimates				
Variable	DF	Parameter Estimate	Pr > Chi-Square	Risk Ratio
SAMBRAN	1	0.852908	0.0027	2.346
SAMVIRK	1	2.772923	0.0001	16.005
FULDDEL	1	0.466267	0.0005	1.594
DELKONT	1	0.213671	0.0986	1.238
AGE1519	1	-0.295691	0.0755	0.744
AGE2024	1	0.020033	0.8917	1.020
AGE2529	1	-0.164719	0.2967	0.848
AGE3539	1	-0.219112	0.1955	0.803
AGE4044	1	-0.063733	0.7355	0.938
AGE4549	1	-0.174208	0.3931	0.840
AGE5054	1	-0.084525	0.7006	0.919
AGE5559	1	-0.296142	0.3836	0.744
AGE6064	1	-14.177926	0.9936	0.000
IUDD	1	0.208349	0.1667	1.232
UDDHKK	1	0.059467	0.6776	1.061
UDDHKH	1	0.014107	0.9364	1.014
UDDFJM	1	0.287331	0.7763	1.333
UDDFBA	1	0.567409	0.5741	1.764
UDDFA	1	-0.225772	0.1745	0.798
UDDKV	1	-0.216614	0.1502	0.805
UDDMV	1	-0.190253	0.3965	0.827
UDDLTV	1	-0.277017	0.2481	0.758

Testing Global Null Hypothesis: BETA = 0	
- 2 LOG L	1168.869 with 22 DF (p=0.0001)

Summary of the Number of Event and Censored Values			
Total	Event	Censored	Percent Censored
1341	552	789	58.84

Programme

Gender Relations - State, Market, and Civil Society The Nordic Experiences in a European Perspective

**Aalborg University, Fibigerstræde 2
August 14 - 18, 1993**

**Programme Committee:
Ruth Emerek, Ulla Koch, Anna-Birte Ravn, and Birte Siim**

Sunday, August 15

- 9.00 - 10.00 a.m. **Registration and coffee**
- 10.00 - 10.30 a.m. **Introduction and presentation**
- 10.30 - 12.30 a.m. **Sylvia Walby: *Different Forms of Patriarchy: European Comparisons***
- 12.30 - 2.00 p.m. **Lunch and coffee**
- 2.00 - 3.00 p.m. **Section I: Gender and the Labour Market**
Introduction by Ruth Emerek & Bodil Bjerring: *Danish/Nordic Research on Gender and the Labour Market: Status and Visions*
- 3.00 - 6.00 p.m. **Short presentation of participants' papers in section I**
Discussion of main problems and key concepts
Chair: Drude Dahlerup
Marianne Rostgård: *The Creation of a Gendered Division of Labour in the Danish Textile Industry*
Iris Rittenhofer: *Leadership in a Genderhistorical Perspective*
Yvonne Due Billing: *Gender and Organization: Towards a Differentiated Understanding*
Eileen Drew: *The Part-Time Option? Women and Part-Time Work in the European Community*
Bodil Bjerring: *Women's Industrial Work in North Jutland*
Ruth Emerek: *On the Subject of Measuring Women's (and Men's) Participation in the Labour Market - An Attempt to categorize and examine Wage Earners Participation in the Labour Market*
- 6.00 - 8.00 p.m. **Dinner**
- 8.00 - 9.30 p.m. **Ph.D. programmes in England, Ireland and Sweden**
Introduction by Sylvia Walby, Eileen Drew & Yvonne Hirdman

Monday, August 16

- 9.00 - 10.45 a.m. **Jane Lewis: *Gender and Social Policy in Europe: Work, the Family, and the State***
- 10.45 - 11.00 a.m. **Coffee break**
- 11.00 - 12.00 a.m. **Section II: Gender, Welfare, and the Family**
Introduction by Maren Bak: *Danish/Nordic Research on Gender, Welfare and the Family: Status and Visions*
- 12.00 - 1.00 p.m. **Section III: Gender, Power, and Democratic Citizenship**
Introduction by Birte Siim: *Danish/Nordic Research on Gender, Power, and Democratic Citizenship: Status and Visions*
- 1.00 - 3.00 p.m. **Lunch and coffee**

3.00 - 6.00 p.m. **Short presentation of participants' papers in section II & III**
Discussion of main problems and key concepts
Chair: Karen Sjørup
Ulla Koch: *Studying Care in Modern Economies - Considerations on Methods and Theory Building*
Drude Dahlerup: *Learning to Live with the State. State, Market and Civic Society: Women's Need for State Intervention in East and West*
Anette Aunbirk: *Negotiating Parental Leave*
Maren Bak: *Family Research and Theory in Denmark: A Literature Review*
Birte Siim: *Gender, Power and, Democratic Citizenship*
Ann-Dorte Christensen: *Gender, Mobilization, and Empowerment*

7.30 - **Dinner**

Tuesday, August 17

9.00 - 10.45 a.m. **Yvonne Hirdman: *Gender Systems and the Nordic Welfare States***
10.45 - 11.00 a.m. **Coffee break**
11.00 - 12.00 a.m. **Section IV: Gender Theory and Feminist Research**
Introduction by Anna-Birte Ravn & Susanne Thorbek: *Danish/Nordic Research on Gender Theory: Status and Visions*

12.00 - 2.00 p.m. **Lunch and coffee**

2.00 - 4.00 p.m. **Short presentation of participants' papers in section IV**
Discussion of main problems and key concepts
Chair: Birte Siim
Karen Sjørup: *Patriarchy and the Female Subject*
Hanne Marlene Dahl: *Contemporary Theories of Patriarchy - Like a Bird Without Wings? Power, Signification and Gender in the Reproduction of Patriarchy*
Lene Gregersen: *Moving far beyond the Separated Fields of Patriarchal Scholarship; the Qualitative Leap of Philosophical Daring*
Susanne Thorbek: *Gender in two Slum Cultures*
Anna-Birte Ravn: *Equality versus Difference and Gender versus Class in Danish Women's History*

4.00 - 5.00 p.m. **General conclusions on the contents of Ph.D. programmes in social science gender studies**
Chair: Ruth Emerek, Ulla Koch, Anna-Birte Ravn and Birte Siim

Wednesday, August 18

9.00 - 12.00 a.m. Meeting on future national and international cooperation on Ph.D. programmes in social science gender studies

Conference papers published elsewhere:

Sylvia Walby: 'Gender, Work and Fordism: The EC Context'. **International Journal of Sociology**, Winter 1994-95. To be reprinted in Thomas Boje (ed.): **Welfare State and the Labour Market in a Changing Europe: Consequences for Citizenship, Work and Gender**. M.E. Sharpe.

Yvonne Hirdmann: **Women - from Possibility to Problem? Gender Conflict in the Welfare State - the Swedish Model**. Research Report No. 3, 1994, Stockholm: Arbetslivscentrum.

Marianne Rostgård: 'The Creation of a Gendered Division of Labour in the Danish Textile Industry'. In Gertjan de Groot & Marlou Schrover (eds.): **Women Workers and Technological Change in Nineteenth and Twentieth Century Europe**. The Falmer Press (UK), 1994.

Yvonne Due Billing & Mats Alvesson: 'Gender and Organization: Towards a Differentiated Understanding'. **Organization Studies** 13/12 1992, 73-102.

Eileen Drew: 'The Part-Time Option? Women and Part-Time Work in the European Community'. **Women's Studies International Forum**, Vol. 15, Nos. 5/6, 1992, 607-614.

Bodil Bjerring: 'Kvinder på fabriksarbejde i Nordjylland'. In Esther Fihl & Jens Pinholt: **Livsformer og kultur**. Århus: Akademisk Forlag 1992.

Drude Dahlerup: 'Learning to Live with the State - State, Market, and Civil Society: Women's Need for State Intervention in East and West'. **Women's Studies International Forum**, Vol. 17, Nos. 2/3, 1994, 117-127.

Anette Aunbirk: 'Forhandling om forældreorlov'. **Dansk Sociologi** nr. 3. 1993, 56-72.

Susanne Thorbek: 'Gender in Two Slum Cultures'. In Signe Arnfred et al. (eds.): **The Language of Development Studies**. Copenhagen 1990. And in **Environment and Urbanization**, Vol. 3, No. 2, 1991.

Anna-Birte Ravn: 'Equality versus Difference and Gender versus Class in Danish Women's History'. To appear in **NORA - Nordic Journal of Women's Studies**, Vol. 3, No. 1, 1995.

Publications in FREIA's paper series:

1. Karin Widerberg: Udfordringer til kvinneforskningen i 1990'erne - foredrag på Center for Kvinneforskning i Aalborg 10.5.90, 1992.
2. Feminist Research. Aalborg University. Report 1976-1991, 1992.
3. Ann-Dorte Christensen: Kvinder i den nye fredsbevægelse i Danmark - mellem køkkenruller, resolutioner og teltpæle, 1992.
4. Ulla Koch: Uformel økonomi og social arbejdsdeling - en fortælling om tværfaglighed og det umuliges kunst, 1992.
5. Marianne Rostgaard: Kvindearbejde og kønsarbejdsdeling i tekstilindustrien i Danmark ca. 1830 - 1915, 1992.
6. Inger Agger: Køn og krænkelse - om politisk vold mod kvinder, 1992.
7. Margrethe Holm Andersen: Heks, hore eller heltinde? - et case-studie om tanzanianske kvinders politiske deltagelse og kønsideologier i forandring, 1993.
8. Ulla Koch: A Feminist Political Economics of Integration in the European Community - an outline, 1993.
9. Susanne Thorbek: Urbanization, Slum Culture, Gender Struggle and Women's Identity, 1993.
10. Susanne Thorbek: Køn og Urbanisering, 1994.
11. Poul Knopp Damkjær: Kvinder & rektorstillinger - et indlæg i ligestillingsdebatten, 1994.
12. Birte Siim: Det kønnede demokrati - kvinders medborgerskab i de skandinaviske velfærdsstater, 1994.
13. Anna-Birte Ravn: Kønsarbejdsdeling - diskurs og magt, 1994.
14. Bente Rosenbeck: Med kønnet tilbage til den politiske historie, 1994.
15. Jytte Bang og Susanne Stubgaard: Piger og fysik i gymnasiet, 1994.
16. Harriet Bjerrum Nielsen og Monica Rudberg: Jenter og gutter i forandring, 1994.
17. Jane Lewis: Gender, Family and the Study of Welfare 'Regimes', 1995.

18. Iris Rittenhofer: *A Roll in the Hay with the Director: The Manager in a Genderhistorical Perspective*, 1995.
19. Ruth Emerek: *On the Subject of Measuring Women's (and Men's) Participation in the Labour Market*, 1995.
20. Maren Bak: *Family Research and Theory in Denmark: A Literature Review*, 1995.
21. Ann-Dorte Christensen & Birte Siim: *Gender, Citizenship and Political Mobilization*, 1995.
22. Hanne Marlene Dahl: *Contemporary Theories of Patriarchy - Like a Bird without Wings? Power, Signification and Gender in the Reproduction of Patriarchy*, 1995.
23. Lene Klitrose: *Moving far beyond the Separated Fields of Patriarchal Scholarship: the Qualitative Leap of Philosophical Daring*, 1995.
24. Ulla Koch: *Omsorgsbegrebet i lyset af international økonomisk integration - begrebs- og metodediskussion*, 1995.
25. Karen Sjørup: *Patriarkatet og det kvindelige subjekt*, 1995.

FREIA - the Feminist Research Centre in Aalborg is an interdisciplinary organization of feminist researchers at Aalborg University. Focus of the centre lies within the social sciences, especially the fields of anthropology, history, sociology/social science, political science, economics and development studies. The present research programme "Gender relations - power, identity and social change" forms the framework of a number of individual and collective projects. FREIA is part of the Department of Development and Planning at Aalborg University.