

Part-time employment and human capital development

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Propositions (Stellingen)

Accompanying the thesis

Part-Time Employment and Human Capital Development

By

Annemarie Cornelia Nelen

1. Only a fraction of part-timers overcomes the lack of employer support to invest in their human capital. (Chapter 2)
2. Career consequences of part-time employment depend on the occupation in which workers are employed. (Chapter 3)
3. Part-time employment enables efficient allocation of labor in service-sector firms, which improves firm productivity in the service-sector. (Chapter 4)
4. Maternal employment benefits the cognitive development of young school-aged children. (Chapter 5)
5. The finding that service-sector firms perform best when a large fraction of the employees work less than 24 hours per week, shows that the goal of the “Taskforce DeeltijdPlus”, does not serve all sectors of the Dutch economy.
6. In most European countries, part-time employment rates will further increase for both supply and demand reasons in the next decades.
7. Temporary contracts are bad for a person’s health as employees with these contracts often prefer a longer commuting time over regular moving.
8. Research on the importance of noncognitive skills for success in the labor market suggests that, at enrolment, universities should not select students merely on their grades at high school.
9. Referenda do not make sense because people are then asked to make decisions on issues they do not have enough information on.
10. The regularity of finding results contradictory to what one expects, proves the importance of empirical research.