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Title: “The ‘Employment Model’: an explanatory tool for the characteristics of the employment”

Abstract:

The present communication is the result of a research funded by the Spanish Ministry of Science and Innovation (R+D National Programme - Ref.CSO2008-01321) and developed by the ‘Centre d’estudis Sociològics sobre la Vida Quotidiana i el Treball’ (QUIT) - Department of sociology, Universitat Autònoma de Barcelona-.

The communication deals with and develops the concept of "employment model" as a theoretical tool able to account for the characteristics of employment and conditions of availability and use of workforce in a particular socio-productive context. The communication starts with a consideration that shapes the pattern of employment based on three main aspects:

- a) The configuration of the labour market;
- b) The forms of the sexual division of labour;
- c) The labour regulation policies, which include social policies and collective bargaining mechanisms that modulate the labour market.

All of these elements are viewed from a particular productive structure of specific goods and services. The analytical approach to the concept needs to address the contributions of various theoretical perspectives, from which different typologies related to socioeconomic and employment characteristics are formulated in comparative terms. It covers approaches such as "varieties of capitalism", the "welfare regimes" and "work/care

regimes", collecting or discarding the issues addressed depending on the analytical interests derived from using the concept of 'employment model'.