

ABSTRACT

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Labour use in the lifespan of firms

In my dissertation I deal with recruitment and organizations use of labour in local labour market. Recruitment is action of one labour market actor and this way gives us one view to the subject. According to the dual labour market theory the labour market has been steeply divided into two: to good and bad work and the mobility between these two is very strongly regulated. In the empirical examinations of the segmentation theory the different labour market has been distinguished from each other according to the branches, professions, the workers' race and sex, skills and work features. According to a new segmentation theory the mechanisms which divide work have diminished and the employers are using atypical arrangements of the work. The segmentation of labour market is strongly connected to the thought of the inner labour market of the companies and work organisations. The development of the company has often been seen analogous with the stages of the life cycle of the individual. A traditional life span concepts are used: birth, growth, ripening and death (in other words, finishing) or recurring. An attempt to the timing or staging of events is made and looked for to distinguish central functions from this development. The structure of a company and organisation and the use of the labour depend both from internal needs for the organisation and on external labour market. In the perceiving of this one can adapt for example Windolfs (1986) ideas. He makes division of the employers' recruiting strategies into the quartet according to how much the employer has power on the labour market which surrounds and how specialised know-how in the organisation is needed.

In my presentation I will focus on the interconnection of these theories. I will present how I will operationalise my research questions and I will present some of my first results from the data. As my data I will use FLEED – the connected employer-employee data from Finland since 1989.