

International Labour Review

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- 211 [Posting of workers, EU enlargement and the globalization of trade in services](#) **Stéphane LALANNE**
- Western Europe is the developed world's most attractive location for the posting of workers. The eastward expansion of the EU has widened the wage gaps between Member States and heightened the risk of social dumping. The liberalization of posting was initially pursued as part of the strategy for developing the internal market for services. But this came up against strong resistance in some Member States, prompting Community regulators to improve the protection of posted workers. As globalization's testing ground for the effects of trade openness, the European internal market shows that safeguards are needed to counterbalance the liberalization of posting.
- KEYWORDS:** SECONDMENT, FREEDOM OF MOVEMENT, WORKERS' RIGHTS, MIGRANT WORKER, EXPATRIATE WORKER, TEMPORARY EMPLOYMENT, TRADE, SERVICE SECTOR, SOCIAL PROTECTION, INTERNATIONAL LAW, LABOUR LEGISLATION, COMMUNITY LAW, HARMONIZATION, COMMENT, EU COUNTRIES, OECD COUNTRIES.
- 235 [Job attitudes, behaviours and well-being among different types of temporary workers in Europe and Israel](#) **Francisco J. GRACIA, José RAMOS, José María PEIRÓ, Amparo CABALLER and Beatriz SORA**
- Applying an innovative typology based on preference for temporary employment and perceived employability, the authors empirically examine four types of temporary workers (and a group of permanent workers for comparison). In a sample of 1,300 employees from six countries, they find significant differences between the four types on a broad set of variables – including demographic and job characteristics, attitude and insecurity – but not in life satisfaction and well-being. They conclude with an argument against the equation of temporary employment with low-skilled workers unable

to find a permanent job, stressing the valuable implications of more sensitive research for policy-making on flexicurity.

KEYWORDS: TEMPORARY WORKER, TEMPORARY EMPLOYMENT, EMPLOYABILITY, EMPLOYMENT SECURITY, CONDITIONS OF EMPLOYMENT, WORK ATTITUDE, BELGIUM, GERMANY, ISRAEL, NETHERLANDS, SWEDEN, UK.

255 [Primary school student employment and academic achievement in Chile, Colombia, Ecuador and Peru](#) David POST

Across Latin America, large numbers of students engage in non-school work during their years of compulsory education, either in the home or in an outside job. Drawing upon newly available data, this article uses OLS and multi-level models to detect associations between different intensities and locations of employment and student achievement in mathematics and reading in the final year of primary school in four Andean countries. Even after controlling for the selection of working students into worse schools, employment is found to have a detrimental impact on achievement, especially when students work four or more hours per day.

KEYWORDS: CHILD LABOUR, CHILD WORKER, SCHOOLING, PRIMARY SCHOOL, ENTRY INTO WORKING LIFE, RIGHTS OF THE CHILD, ROLE OF ILO, CHILE, COLOMBIA, ECUADOR, PERU.

279 [Trade union influence in Spanish manufacturing firms](#) Carmen GARCÍA OLAVERRI and Emilio HUERTA

Based on surveys conducted in 1996 and 2007, this article examines the relationship between trade union influence, as perceived by management, and human resource policy and productivity in Spanish enterprises with over 50 employees. It investigates whether trade unions use their influence to pursue the agenda they have traditionally professed to uphold or whether outcomes differ in practice. The authors identify positive correlations between trade union influence and both wages and absenteeism, but union influence appears to have no effect on the incidence of casual employment, the provision of training, work–life balance policies or information sharing within enterprises.

KEYWORDS: TRADE UNION ROLE, HUMAN RESOURCES, MANAGEMENT, LABOUR PRODUCTIVITY, LABOUR RELATIONS, SPAIN.

SPECIAL FEATURE: DECENT WORK IN GLOBAL PRODUCTION NETWORKS

299 [Decent work in global production networks: Framing the policy debate](#)
Stephanie BARRIENTOS, Frederick MAYER, John PICKLES
and Anne POSTHUMA

Introducing this Special Feature of the *International Labour Review* on “Decent work in global production networks” (GPNs), this article reviews the research challenges posed by GPNs, which are changing the structure of trade, production and employment in today’s globalized economy. The authors define the concepts of social and economic upgrading/downgrading that are used in the following contributions to investigate the effects of GPNs. They conclude with a discussion of the initiatives that governments and non-state actors have taken to address the “global governance deficit” and consequent decent work deficits that have emerged with the expansion of GPNs.

KEYWORDS: VALUE CHAINS, PRODUCTION NETWORKS, TRADE, INDUSTRIAL PRODUCTION, OUTSOURCING, EMPLOYMENT, ROLE OF ILO, DEVELOPED COUNTRIES, DEVELOPING COUNTRIES.

319 [Economic and social upgrading in global production networks: A new paradigm for a changing world](#)
Stephanie BARRIENTOS,
Gary GEREFFI and Arianna ROSSI

A key challenge in promoting decent work worldwide is how to improve the position of both firms and workers in value chains and global production networks driven by

lead firms. This article develops a framework for analysing the linkages between the economic upgrading of firms and the social upgrading of workers. Drawing on studies which indicate that firm upgrading does not necessarily lead to improvements for workers, with a particular focus on the Moroccan garment industry, it outlines different trajectories and scenarios to provide a better understanding of the relationship between economic and social upgrading.

KEYWORDS: PRODUCTION NETWORKS, VALUE CHAINS, DECENT WORK, TEXTILE INDUSTRY, CLOTHING INDUSTRY, MOROCCO.

- 341 [Economic and social upgrading in global production networks: Problems of theory and measurement](#) William MILBERG and Deborah WINKLER

Economic development has increasingly become synonymous with “economic upgrading” within global production networks (GPNs). Yet, while there has been much research on connecting economic upgrading with economic growth and international trade, there has been less analysis of the relationship between economic and “social upgrading”, i.e. improvements in the wages, conditions, rights, gender equality and economic security of workers in GPNs. Focusing on developing countries, this article reviews the ways in which economic and social upgrading are measured and scrutinizes the theoretical connection between these two dimensions of upgrading. The authors conclude with a brief discussion of policy implications.

KEYWORDS: PRODUCTION NETWORKS, VALUE CHAINS, TRADE, PRODUCTIVITY, WORKING CONDITIONS, ECONOMIC GROWTH, MEASUREMENT, GLOBALIZATION, DEVELOPING COUNTRIES.

Further reading

- 367 [Global value chains in a postcrisis world: A development perspective](#), edited by Olivier CATTANEO, Gary GEREFFI and Cornelia STARITZ
Reviewed by Naomitsu YASHIRO and Koen DE BACKER
- 369 [Labour in global production networks in India](#), edited by Anne POSTHUMA and Dev NATHAN
Reviewed by Khalid NADVI

Notes and debates

- 375 [What makes child workers go to school? A case study from West Bengal](#)
Manoranjan PAL, Jadab K. PAL, Hare Ram TIWARI
and Premananda BHARATI

Based on data from 327 households comprising at least one child labourer in 2008, this paper investigates the effects of different socio-economic and demographic variables on the relationship between child labour and schooling. The results show that the socio-demographic variables, capturing the “enlightenment” of the parents (e.g. education) do not have much influence on children’s school attendance, whereas the economic variables, capturing the standard of living of the households, have a strong influence on whether the children go to school.

KEYWORDS: CHILD LABOUR, CHILD WORKER, SCHOOLING, POVERTY, RURAL AREA, INDIA.

- 387 [Labour market reforms in Japan and the Republic of Korea: A comparative case study of policy-making in the 2000s](#) Ji-Whan YUN

As from the late 1990s, Japan and the Republic of Korea embarked upon labour market reforms that have often been presented as a simple process of flexibilization. Taking Polanyi’s perspective of “double movement”, however, this paper explores how these countries combined “more market” with the pursuit of social stability. Reviewing legislative activities concerned with employment liberalization and income

maintenance, the author analyses the different approaches taken by Japan and Korea in reforming their dual labour markets. In conclusion, he argues that their divergent reform paths originated in differences between the two countries' policy-making mechanisms and environments.

KEYWORDS: LABOUR FLEXIBILITY, LABOUR MARKET SEGMENTATION, EMPLOYMENT SECURITY, SOCIAL PROTECTION, LABOUR POLICY, LABOUR LEGISLATION, COMMENT, KOREA R, JAPAN.

405 [Gender and reconciliation of work and family in Iran](#) Narjes MEHDIZADEH

The problem of work–family balance has not yet been articulated in developing countries as it has been in the developed countries, though work–family tensions are growing in developing countries as well. Against this background, the author examines the distribution of female employment in Iran and considers its possible determinants – with female labour force participation a mere 12.5 per cent in 2006. Drawing on a survey of 800 highly educated mothers, she highlights the crucial need for better childcare facilities to improve women's work–family balance and labour force participation, arguing for a policy approach combining formal/informal childcare with working time regulation.

KEYWORDS: WOMEN WORKERS, WORKING MOTHER, CHILD CARE, GENDER, FAMILY RESPONSIBILITIES, LABOUR FORCE PARTICIPATION, OCCUPATION, LABOUR LEGISLATION, COMMENT, IRAN, ISLAMIC REPUBLIC.

419 [Factors shaping the development of working time regulation in the United States and Europe](#) Allard E. DEMBE

In nineteenth century Britain, the first working time regulations were prompted by humanitarian concerns about women and children employed in factories. In the United States, working time laws were initially introduced in response to union activism and labour unrest. During the twentieth century, policy-makers enacted statutes that shortened hours of work in an attempt to spread available work and thereby curb unemployment. The past 20 years, with the adoption of the European Working Time Directive, have reflected a movement towards social and political integration, continuing political pressure to curb unemployment, and growing acceptance of ergonomics and work organization as components of international safety regulation.

KEYWORDS: HOURS OF WORK, ARRANGEMENT OF WORKING TIME, LABOUR LEGISLATION, COMMUNITY LAW, COMMENT, EU COUNTRIES, USA.

431 [New ILO standards on decent work for domestic workers: A summary of the issues and discussions](#) Manuela TOMEI and Patrick BELSER

The world's millions of domestic workers are mostly excluded from national labour laws because they work in private homes, in employment relationships with special characteristics. They are highly vulnerable to exploitation and abuse – often over-worked, underpaid and subjected to violence. Adopted in June 2011, the ILO's Domestic Workers Convention, 2011 (No. 189), and its accompanying Recommendation (No. 201) embody the resolve of governments and workers' and employers' organizations worldwide to remedy this situation. The authors of this paper, who were closely associated with the preparations and tripartite negotiations that led to the adoption of these instruments, review their contents and highlights of the underlying debates.

KEYWORDS: DOMESTIC WORKER, DOMESTIC WORK, DECENT WORK, WORKING CONDITIONS, CONDITIONS OF EMPLOYMENT, ILO CONVENTION, ILO RECOMMENDATION, COMMENT.

Documents and communications

- 439 [Convention \(No. 189\) and Recommendation \(No. 201\) concerning Decent Work for Domestic Workers](#)
- 456 [Communication from the International Association of Labour Law Journals: Call for Papers for the 2012 Marco Biagi Award.](#)
Details available at: <http://www.labourlawjournals.com>.

Book reviews

- 457 [Managing the margins: Gender, citizenship, and the international regulation of precarious employment](#), by Leah F. VOSKO
Reviewed by Adelle BLACKETT
- 461 [The precariat: The new dangerous class](#), by Guy STANDING
Reviewed by Zafar SHAHEED

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