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# International Labour Review

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- 1 [Mapping anti-discrimination law onto inequality at work: Expanding the meaning of equality in international labour law](#) Colleen SHEPPARD

This article explores the evolving relationship between the concept of discrimination in international labour law and the socio-economic phenomenon of inequality at work. While non-discrimination was initially understood as a fairly limited legal principle mandating equal treatment for similarly situated individuals, it subsequently expanded to address indirect discrimination resulting from apparently neutral rules, standards and practices at work. It has expanded further to take on group-based patterns of inequality at work related to the structural constraints of the market, the family and community life, ultimately resulting in convergence between anti-discrimination law and legal initiatives to reduce class-based socio-economic inequality and poverty.

KEYWORDS: EQUAL RIGHTS, WORKERS RIGHTS, EQUAL EMPLOYMENT OPPORTUNITY, DISCRIMINATION, AFFIRMATIVE ACTION, ROLE OF ILO, ILO CONVENTION, ILO RECOMMENDATION, COMMENT.

- 21 [Employment and real macroeconomic stability: The regressive role of financial flows in Latin America](#) Ricardo FFRENCH-DAVIS

The author examines economic reforms carried out in Latin America since the 1990s. Price stabilization was achieved, but there has been insufficient growth and economic instability has been detrimental to productive investment and employment. Frequent crises have had a serious recessionary effect and have discouraged capital formation and the creation of decent jobs. Financial capital flows were the chief cause of this general economic situation. A positive recovery in 2010 resumed the climb towards progress begun in the 2004–08 period, but was accompanied by high levels of precarious employment and serious deficiencies in macroeconomic policy.

KEYWORDS: EMPLOYMENT, ECONOMIC AND SOCIAL DEVELOPMENT, ECONOMIC REFORM, ECONOMIC POLICY, TREND, LATIN AMERICA.

- 43 [Wage differentials and disability across Europe: Discrimination and/or lower productivity?](#) Miguel Á. MALO and Ricardo PAGÁN

The authors measure wage discrimination against disabled persons after controlling for unobserved disability-related productivity differences. Using data for 11 European countries from the European Community Household Panel (1995–2001), they estimate wage equations for persons with disabilities hampering them in daily activities, for those not hampered, and for non-disabled people. Most countries showed no relevant wage differential against disabled workers not so hampered, compared with non-disabled workers. Where it existed, it related mainly to low productivity characteristics, not wage discrimination. However, compared with non-disabled workers, disabled workers hampered in daily activities suffered from low productivity characteristics and wage discrimination.

KEYWORDS: WAGE DIFFERENTIAL, DISABLED WORKER, EQUAL EMPLOYMENT OPPORTUNITY, LABOUR PRODUCTIVITY, DISABILITY, RIGHTS OF DISABLED PEOPLE, EU COUNTRIES.

- 61 [Job quality in Quebec and the United Kingdom: Trends by sex and family status, 1998–2008](#) Luc CLOUTIER-VILLENEUVE

Using a typology combining pay, hours of work, skill levels and job stability, the author compares the trends in quality of employment between women and men (with and without childcare responsibilities) in Quebec and the United Kingdom over the decade 1998–2008. Although the gender gap narrowed significantly among working parents with young children, the gap between mothers and fathers in this group remained much smaller in Quebec than in the United Kingdom by the end of the period. The author attributes this pattern to Quebec's healthier economic environment, more women-friendly social policies, and fathers' significantly shorter hours of work.

KEYWORDS: EMPLOYMENT, EQUAL EMPLOYMENT OPPORTUNITY, WOMEN WORKERS, WAGE CHILDCARE, FAMILY RESPONSIBILITIES, TREND, CANADA, UNITED KINGDOM.

- 85 [Part-time work and gender: Worker versus job explanations](#) Randi KJELDSTAD and Erik H. NYMOEN

This article draws on Norwegian Labour Force Survey data to investigate the worker and job characteristics of different types of part-time employment and their patterns of gendering. The most prevalent and female-dominated type is voluntary long part-time work, reflecting employer adjustment to women's working-time preferences. Voluntary short part-time work is significantly less gendered, typically representing marginal labour force affiliation, combined with education or gradual retirement, which employers use for flexibility in low-skilled service and care industries. Involuntary part-time employment is strongly associated with secondary labour market characteristics (temporary contracts, "non-Western" citizenship) and affects women to a greater extent than men.

KEYWORDS: PART TIME EMPLOYMENT, WOMEN WORKERS, PART TIME WORKER, GENDER EQUALITY, EQUAL EMPLOYMENT OPPORTUNITY, NORWAY.

## Notes and debates

- 109 [Is child labour a substitute for adult labour? The relationship between child labour and adult illness in Nepal](#) Apsara NEPAL and Mani NEPAL

Using official household survey data, the authors test two axioms regarding child labour in Nepal. Both the "luxury" and the "substitution" axioms appear to hold in the case of Nepal's child labour: a household's higher per capita income reduces child work hours; and the absence from work of an adult household member owing to illness increases child work hours. Girls work more hours than boys. Other variables reducing child work hours are: scholarship provision, private schooling, the presence of siblings at home, and adults' years of schooling. However, higher consumption is not effective in reducing child work hours.

KEYWORDS: CHILD LABOUR, CHILD WORKER, HOURS OF WORK, SCHOOLING, HOUSEHOLD INCOME, PARENT, HEALTH, NEPAL.

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