

# International Labour Review

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- 419 [New labour rights indicators: Method and trends for 2000–15](#)  
David KUCERA and Dora SARI
- This article describes a new method for constructing indicators of freedom of association and collective bargaining (FACB) rights based on the coding of violations in nine textual sources, including six from the ILO, and texts from national legislation. The indicators were constructed for 185 ILO member States for five years between 2000 and 2015 and launched in 2015 by the Center for Global Workers' Rights at Penn State University, together with the Global Labour University. Following a resolution by the International Conference of Labour Statisticians in October 2018, the method provides the basis for Sustainable Development Goal indicator 8.8.2 on labour rights.
- KEYWORDS: WORKERS RIGHTS, RESEARCH METHOD, DATA COLLECTING, FREEDOM OF ASSOCIATION, COLLECTIVE BARGAINING, ROLE OF ILO, TREND.
- 447 [From machismo to co-parenting: Changing Italy's mindset](#)  
Michel MARTONE
- This article analyses the complex legislative and judicial processes that would be required to establish the right to co-parenting in the Italian labour regulation system. Identifying a trend in the Italian legal system that has so far limited family protection to the support of women and maternity, the author then elaborates on the legislative evolution that has led to the acknowledgment of fathers as key partners in their children's upbringing. Lastly, an analysis of case law shows how this has been used to give a modern interpretation of legislated principles, providing a crucial contribution to overcoming the ongoing resistance to these processes from a male-oriented culture.
- KEYWORDS: FAMILY RESPONSIBILITIES, CHILD CARE, MEN AND MASCULINITIES, LEGAL ASPECT, ITALY.

- 463 **Industrial relations and adjustments to the crisis:  
A comparative micro-statistical analysis of France and Great Britain**  
Thomas AMOSSÉ, Philippe ASKENAZY, Martin CHEVALIER,  
Christine ERHEL, Héroïse PETIT and Antoine REBÉRIOUX
- In this comparative study, the authors analyse the relationships between industrial relations and workforce or wage adjustments in response to the 2007–08 crisis, using two highly comparable establishment-level surveys conducted in Great Britain (WERS) and France (REPOSE) in 2010–12. Notwithstanding contextual differences in the countries’ productive systems and the timing and impact of the crisis, the relationships between industrial relations and adjustment strategies appear to have been similar (trade union presence not preventing adjustments). Differences in industrial relations are therefore not found to provide an explanation for the different modes of adjustment observed at the macroeconomic level.
- KEYWORDS: ECONOMIC CRISIS, LABOUR RELATIONS, TRADE UNION, NEGOTIATION, CONSULTATION, WAGE RESTRAINT, LABOUR FLEXIBILITY, COMPARATIVE STUDY, FRANCE, GREAT BRITAIN.
- 489 **Outsider ethnic minorities and wage determination in China**  
Andrew W. MACDONALD and Reza HASMATH
- While some studies on urban ethnic minorities in China indicate that they earn lower wages relative to the Han majority, others show little evidence of this gap. To understand this contradiction, the authors propose that the primary issue is a failure to fully disaggregate ethnic minority groups’ labour market experiences. Leveraging a large data set looking at China’s ethnic minorities, findings suggest that “outsider minorities”, such as Tibetans and Turkic groups, suffer a significant wage penalty when controlling for covariates, while minorities in aggregate do not. These findings are robust across various specifications and have notable theoretical and policy implications.
- KEYWORDS: WAGE DETERMINATION, MINORITY GROUP, ETHNIC FACTOR, CHINA.
- 509 **The effect of labour market polarization on university students’  
job market-related outcomes in the Republic of Korea: Implications  
for youth unemployment**  
Sungyup CHUNG
- This article aims to assess the effect of the labour market environment on university students’ labour market-related behaviour in the Republic of Korea. Using data from the Korean Graduates Occupational Mobility Survey for 2005–13, the author estimates the effect of macroeconomic variables on university students’ job market-related outcomes. Results indicate that labour market polarization, as measured by the labour market polarization index developed by Chung and Jung (2016), has a significant effect on both the nominal and masked (through extension of university enrolment and university transfers) unemployment of university students. These findings imply that the labour market structure is a key element in understanding youth unemployment.
- KEYWORDS: YOUTH EMPLOYMENT, TRANSITION FROM SCHOOL TO WORK, LABOUR MARKET SEGMENTATION, YOUTH UNEMPLOYMENT, UNIVERSITY GRADUATE, KOREA R.
- 535 **The effects of ability on returns to over- and under-education:  
Evidence from Malaysia**  
Chung-Khain WYE and Rahmah ISMAIL
- In Malaysia, skilled-job creation does not match the rising number of tertiary-educated workers. The resultant accumulation of skill and ability competencies and work experience raises the question of the extent to which this enhances (mitigates) the wage premium (penalty) of over-education (under-education). Using data collected in Peninsular Malaysia in 2015, the authors estimate the effects of ability on returns to education. Their findings suggest that improving specific types of ability may be a means of rectifying wage deficiencies resulting from over- and under-education. On this basis, human resource development in schools and in the workplace should focus on developing job-specific workplace abilities.
- KEYWORDS: OCCUPATIONAL QUALIFICATION, WAGE DETERMINATION, EDUCATIONAL LEVEL, TERTIARY EDUCATION, MALAYSIA.

This article analyses the effects of education on wage inequality in the informal sector in Cameroon. The author uses quantile regression on data from the Second survey on employment and the informal sector in Cameroon (EESI 2) of 2010. The results indicate that both wages and wage inequality increase with education in the informal sector, with tertiary education creating greatest inequality. These findings point to a number of policy recommendations for a transition to formality, such as the creation of more jobs for a skilled workforce, the development of sites adapted to informal sector activities and the creation of more vocational schools.

KEYWORDS: WAGE DIFFERENTIAL, EDUCATION, INFORMAL ECONOMY, CAMEROON.

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