

# International Labour Review



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- 1 **Labour is not a commodity: The content and meaning of work in the twenty-first century**  
Alain SUPIOT  
In his valedictory lecture before the Collège de France, Alain Supiot reviews his work on the transformation of labour in the twenty-first century, highlighting the role of law and institutions in addressing the consequences of the digital revolution and environmental crisis. In his view, the moral, social and environmental bankruptcy of neoliberalism calls for us to reconsider the legal fiction of labour as a commodity and to re-establish the truly “humane labour regime” envisaged by the preamble to the ILO Constitution, recognizing both the meaning and content of work. He uses the case of scientific research to illustrate his argument.  
Keywords: law, labour, work, digital revolution, environmental crisis, social justice, market, enterprise, university work, scientific research.
- 21 **The green factor: Unpacking green job growth**  
Nick SOFRONIOU and Pauline ANDERSON  
Drawing on data from the Labour Force Survey of the United Kingdom (2011–14), this article estimates the number of green jobs in Scotland and identifies change over time, using a methodological framework that can be applied to any region, based on ISCO-08 and O\*NET. The findings highlight the value of charting changes in green jobs based on inclusive rather than “purist” definitions to better capture the broader impact of greening on jobs. The findings also indicate a need for greater analytical attention to issues of green job quality and inclusive green job growth.  
Keywords: occupational classification, green jobs, job quality, occupational statistics, ISCO-08, O\*NET, Scotland, UK.
- 43 **The performance effects of collective and individual bargaining: A comprehensive and granular analysis of the effects of different bargaining systems on company productivity**  
Nils BRAAKMANN and Bernd BRANDL  
Using representative company-level data for all Member States of the European Union, the authors analyse the relationship between different processes and institutional

structures of collective bargaining and the development of company labour productivity. Their results clearly show that these differences have wide-ranging effects. While some processes and structures of collective bargaining – specifically sectorally uncoordinated systems – appear to be detrimental to company performance, the opposite can be said about sectorally coordinated systems. Thus, what matters are the processes and institutional structures in which collective bargaining is embedded and not whether bargaining should be conducted collectively or individually.

Keywords: collective bargaining, labour productivity, comparative study, EU countries, European Company Survey.

65 **The evaluation of workers by customers as a method of control and monitoring in firms: Digital reputation and the European Union’s General Data Protection Regulation**

Adrián TODOLÍ-SIGNES

As a method of surveillance and monitoring, the evaluation of workers by customers and employers and the disclosure of the results pose a series of challenges for the current legal framework of the European Union (EU). Employees subject to such evaluations are exposed to a far more intense and wider degree of monitoring of their work than traditional workers. The phenomenon arises from the adoption of a customer perspective, seeking to make work observable at all times, without any cost to firms. In this light, the author analyses the EU’s General Data Protection Regulation, which establishes very specific restrictions when requesting and disclosing information about workers.

Keywords: online reputation, employee monitoring, data protection, workers’ privacy, freedom of information, EU, General Data Protection Regulation.

85 **Tasks, occupations and wages in OECD countries**

Tommaso AGASISTI, Geraint JHONES and Marco PACCAGNELLA

This article investigates the links between earnings, human capital and job tasks, using internationally comparable information from the OECD Survey of Adult Skills. The authors use the theoretical framework developed by Autor and Handel (2013) and extend their empirical results to 21 OECD countries. The data allow for a richer characterization of workers’ human capital by including both educational attainment and a measure of cognitive skills. Their findings confirm the predictive power of job tasks in explaining wage differences, both between and within occupations, and provide empirical support for the model’s prediction in the vast majority of countries.

Keywords: earnings, occupations, skills, tasks, labour productivity, OECD countries, PIAAC, Survey of Adult Skills.

113 **Upskilling and distributional changes in the electronics global value chain**

Josep LLADÓS-MASLLORENS,  
Antoni MESEGUER-ARTOLA and Jordi VILASECA-REQUENA

The electronics industry has one of the most complex global production chains in the international economy. Using data from the World Input–Output Database for the period 2000–14, this article traces individual contributions to the value chain in order to observe how financial turmoil has affected its evolution over time and to map international interactions. The authors point to a rise in offshoring until the outbreak of the global financial crisis of 2007–08, as China and other Eastern Asian economies became an essential node of value creation. They also detect a deep transformation of production technologies, accompanied by a process of upskilling.

Keywords: global value chain, upskilling, offshoring, electronics industry, functional upgrading, WIOD.

143 **Good jobs and bad jobs for Indonesia’s informal workers**

Christine ABLAZA, Mark WESTERN and Wojtek TOMASZEWSKI

In contrast to the majority of studies that have treated informal workers as a single homogeneous group, this article accounts for the possibility of “winners” and “losers” among informal workers. Applying unconditional quantile regressions to data

from the Indonesian Family Life Survey, the authors are able to estimate the formal–informal wage gaps for different segments of the earnings distribution. Although the evidence confirms the existence of a substantial earnings penalty for many informal workers, there is also a group who earn roughly similar incomes to formal workers. The findings are consistent with Fields’s (1990 and 2005) model of heterogeneous informal employment.

Keywords: informal economy, heterogeneous informal employment, labour market segmentation, labour market dualism, wage differential, Indonesia, IFLS.

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